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CURRICULUM VITAE

MARY-JANE MORRIS

SYNOPSIS OF PROFESSIONAL CAREER

Mary-Jane Morris has 25 years of experience in the environmental management field. She started her career in the area of Environmental Impact Assessment (EIA). A major project during her early years as an environmental consultant was that of the EIA for the Serina Kaolin Mine. At the time this EIA was considered a benchmark in the EIA field. After moving to industry, namely the Caltex Oil Refinery, Mary-Jane became involved in the practical aspects of environmental management. She worked closely with operations personnel in dealing with ongoing management of environmental impacts at the Refinery (e.g. monitoring, auditing, operating procedures). She was also centrally involved in liaison with the authorities and with stakeholders in neighbouring areas.

During her time at Caltex, Mary-Jane was seconded to the Cape Town 2004 Olympic Bid Company. She was responsible for preparing the environmental submission in Cape Town's Bid Book. Her activities included liaison with stakeholders and also with members of the International Olympic Committee's Environment Commission. After the 2004 Bid Project was completed, Mary-Jane was offered the position of Manager: Environmental Business Services at Deloitte & Touche. During this time, Mary-Jane became increasingly involved in environmental policy and strategy work, as well as the environmental aspects of corporate governance. To this end, she undertook training in sustainability reporting with Deloitte & Touche's Environmental Services Head Office in Denmark.

Since the establishment of MEGA, Mary-Jane has become increasingly involved in auditing and Environmental Management Systems (EMS) work. She has assisted a range of clients with Environmental Due Diligence audits, compliance audits and ISO 14001 EMS audits. In addition, she has worked with clients in developing and implementing their EMS in accordance with the international standard – ISO 14001. Mary-Jane has also undertaken numerous environmental audits, particularly compliance and due diligence audits for clients of two international consultancies with which MEGA works – Arcadis and Environ. Thus she is familiar with best practice standards in environmental auditing. Mary-Jane has also successfully completed an internationally accredited training course in environmental auditing.

As well as her work in EMS and auditing, Mary-Jane has undertaken a number of expert reviews of EIA submissions for the environmental decision-making authorities or for Non-Government Organisations. She is also extensively involved in developing guidelines in relation to the EIA Regulations, policy documents and the development of strategic plans at a regional level (known as Environmental Management Frameworks). She has also assisted clients with compiling information for Sustainability Reporting purposes. In a nutshell, Mary-Jane has wide ranging experience and is thus well-positioned to assist clients in any matter related to sustainability and environmental management. This is achieved through her own skills base and on drawing on specialists. MEGA has a well-established network of experts that can be drawn upon to meet project requirements.

QUALIFICATIONS

- BSc (Botany & Geography) University of the Witwatersrand.
- BSc (Hons) Geography, University of the Witwatersrand.

TRAINING COURSES

<input type="checkbox"/> Environmental Auditing (internationally certified course – EARA)	<input type="checkbox"/> Public Participation and Conflict Resolution
<input type="checkbox"/> Practical Techniques for Integrated Environmental Management	<input type="checkbox"/> Project Management
<input type="checkbox"/> Environmental Resource Economics	<input type="checkbox"/> Group Facilitation
<input type="checkbox"/> Corporate Environmental Reporting Scorecard (report evaluation methodology)	<input type="checkbox"/> Social Impact Assessment
<input type="checkbox"/> Environmental auditing as part of the financial audit.	<input type="checkbox"/> Strategic Learning and Social Impact Assessment
<input type="checkbox"/> Financial Accounting for Non-Accountants	<input type="checkbox"/> Carbon credit course (internationally certified)

PROFESSIONAL REGISTRATION

- The South African Council for Natural Scientific Professions – 400165/06.

PROFESSIONAL EXPERIENCE

2000 - Present

Partner in a consulting firm that operates in the field of sustainable development and environmental management (MEGA). Projects are listed below by area of expertise.

Environmental Management Systems (EMS) and Environmental Auditing

- Undertaking of a range of due diligence audits for manufacturing operations, including those listed below. Some of these audits were undertaken in MEGA's capacity as the in-country expert for international environmental consulting companies:
 - a shipping company with facilities in Johannesburg and Durban
 - a mining equipment manufacturing operations in Gauteng
 - an automotive components manufacturing facility in Cape Town
 - a pharmaceutical company in Cape Town
 - a crane manufacturing operation in Gauteng
 - a paint blending and storage facility in East London.
- Participation in the environmental audit of General Motors SA and 2 subsidiaries conducted in accordance with the company's audit protocol. The focus is on the management system, including the management of legal compliance. MEGA has fulfilled the role of the local expert on the GM International audit team for the past two audits (2003/04 and 2007) for Arcadis GMI.
- Compilation of an environmental aspects and impacts register for the Victoria and Alfred Waterfront Company. This formed the first phase in the company's ISO 14001 EMS implementation.
- Due diligence environmental audit for a large multinational food manufacturer (Unifoods). This project involved a screening audit for sixteen sites located throughout South Africa and Namibia. It included the review of legal requirements, activities with regard to the implementation of an EMS and risk management system (e.g. documentation review) as well as technical issues such as waste management, hazardous substances storage and handling and effluent control.
- Environmental audit of a waste disposal facility in Maclear for PG Bison.

- Environmental audit of ACSA facilities – namely, Johannesburg and Cape Town airports focusing in particular on their Environmental Management System.
- Preparation of an environmental auditing checklist / protocol for a multinational company involved in the manufacture of catalytic converters. The project focused on assisting the client to determine environmental legal compliance at their South African facility.
- Undertaking of an environmental audit as part of the external financial audit for PetroSA and SFF for the Auditor-General (2006-2010).
- Desk top study of environmental legal compliance requirements for various locations in Africa for an oil company. Locations included Egypt, Equatorial Guinea, Nigeria, Namibia and Gabon.
- Environmental audit as part of the financial audit for Sea Harvest, a large fishing industry on the West Coast. This project was undertaken in accordance with the South African Institute of Chartered Accountants guidelines for such audits (SAAS 2501), which has the objective of ensuring that companies are accounting for environmental liabilities and risks adequately.
- Development of an EMS for the TRW Automotive manufacturing facility in accordance with ISO14001. This work included all the elements of the EMS and support for preparation for the Phase 1 and Phase 2 certification audit. An environmental compliance audit has also been undertaken which formed part of the TRW Corporate Head Office HSE audit. MEGA has provided ongoing support to TRW in preparing for certification audits.
- Conducting of ISO 14001 EMS training for a large steel manufacturing company (Dufenco Steel) in 2004 and 2007. The training was customised to address the EMS that the facility has implemented. It also addressed legal requirements and sustainable development trends in the business sector.
- Development of an Environmental Management System (EMS) for a number of Sun International facilities: Carnival City Casino Complex in Gauteng, Grandwest in Cape Town, The Boardwalk in Port Elizabeth, Flamingo in Kimberley and Meropa in Polakwane (with Chand Environmental Consultants). The EMS is being developed in accordance with the requirements of ISO 14001.
- ISO14001 EMS development for a scrap metal manufacturer (with Chand Environmental Consultants) including a gap analysis, workshops on key EMS elements and the preparation of EMS document templates.
- Training workshop for the country environmental focal points (Southern Africa) for Shell Oil to assist them in preparing for their HSE Management System external audit and therefore involved a practical approach through provision of worked examples and templates for practical exercises.
- Development of an environmental strategy/action plan for the Swaziland Enterprise Development Company including an audit of all sites, development of an environmental policy (to meet the requirements of ISO 14001). The project was funded by DFID.
- Preparation of an Environmental Management Plan for the Nampundwe pyrite mine (Zambia), owned by Konkola Copper Mines, in accordance with World Bank requirements. Account was also taken of ISO 14001.
- Incorporation of elements of an Environmental Management System into the Environmental Management Plan for the operational phase of the Arabella Country Estate, Bot River. This included the formulation of an environmental policy, objectives and targets and operating procedures. An internal audit (environmental performance audit) was also undertaken.
- Phase 1 environmental due diligence audit for a molasses storage company. An internationally accepted audit protocol was applied to the audit.

Sustainability projects: policies, guidelines, strategies and performance reporting

- Compilation of the Sustainable Development Report for the Provincial Government of the Western Cape.

- Preparation of a guideline on decision-making for sustainability for municipalities. MEGA was involved in dealing with the practical and technical aspects of decision-making, whilst the legal aspects were covered by *EnAct* International. The guideline drew on international best practice in sustainability, sustainability principles and sustainability assessment.
- Development of an Environmental Management Framework for the Drakenstein Municipality and the Saldanha Bay Municipality. This involves a status quo assessment, strategy formulation and the development of a Strategic Environmental Management Plan.
- Support of the Western Cape Nature Conservation Board in preparing applications for funding from the Critical Ecosystems Partnership Fund for projects located within the Western Cape under the auspices of CAPE (Cape Action for People and the Environment) programme.
- Formulation of a strategy on land consolidation and stewardship for the Garden Route Initiative. The strategy is concerned with using mechanisms other than land acquisition to expand the conservation estate.
- Development of a biodiversity offsets policy for the City of Cape Town.
- Undertaking of a review of the Business & Biodiversity Initiatives for GreenChoice. This project included the development of a strategy for these initiatives.
- Support for the implementation of a sustainable development strategy (sub-consultant to Chand Environmental Consultants) for a major company in the leisure sector. This included undertaking of workshops with senior management on sustainable development trends within the business sector.
- Review of the sustainability of golf course and polo field developments in the Western Cape. This project involved a multi-disciplinary approach and addressed the issue from the perspective of economic, social and environmental impacts and benefits. A guideline in respect of such projects was developed for use by applicants, environmental practitioners and decision-makers.
- Provision of project management support and specialist input on environmental issues for the Western Cape's project to integrate legislation relating to land use planning and management, environment and heritage resources. The legislation is being developed such that it is aligned to and will give effect to sustainable development principles.
- Formulation of a strategy for preparing for the WSSD (World Summit on Sustainable Development) and of an action plan to address issues arising out of WSSD for two major private sector clients (pulp and paper industry and chemical industry).
- Participation in the Provincial Development Council WSSD Preparatory Conference, which included facilitation of a working group discussion and the presentation of a summary of the findings of the province's Agenda 21 performance report (*pro bono* project).
- Development of a tourism route of sustainable development projects for the City of Cape Town. The project, known as the "Cape Care Route" is a legacy project linked to the City's involvement in WSSD. The project showcases community-based projects and well-resourced and established tourist facilities. Capacity building was a fundamental part of the project to ensure "WSSD readiness".
- Preparation of the bid submission for Cape Metropolitan Tourism for the hosting of WSSD in Cape Town. This submission included ideas for the "greening" of this event.
- Compilation of the provincial performance report on sustainability (Agenda 21) for the Western Cape Province. Information on all 40 chapters of Agenda 21 was included. Several workshops were run for project participants from provincial departments ranging from health, education, finance, planning, trade and industry and environment.
- Contribution to the preparation of a Status Report on environmental performance and to the SHE section of the Annual Report for a major corporate client in the leisure sector (for Chand Environmental Consultants).
- Conducting of workshops on Environmental Accounting Systems for the Zululand Chamber of Business. This covered the definition of environmental accounting, sustainable development trends

within the business sector and the role of environmental accounting and the approaches that can be used and issues to be addressed when setting up an environmental accounting system.

- Assistance with the compilation of the environmental and social performance report for The Boardwalk Entertainment Complex in Port Elizabeth (2002, 2003 and 2004).
- Review of the “Lilies for Export Project” a community-based Local Agenda 21 project for the City of Cape Town. This review included community participation, technical implementation and the financial aspects such as cash flow, budget and the business case for the project.
- Preparation of a guideline for Scoping and EIA for the W Cape Department of Environmental Affairs & Development Planning. This guideline is concerned with setting out the requirements for applicants and Environmental Assessment Practitioners in order to comply with the EIA Regulations promulgated under the National Environmental Management Act.

Strategic Environmental Studies and Environmental Impact Assessment (EIA)

- Undertaking of a strategic environmental review for the Master Plan for a multi-purpose development in Mirbat on the coast of Oman. The study provided baseline environmental information and a high-level review of the potential impacts of various components of the development. Recommendations were provided based on best practice for sustainable tourism in desert environments.
- Conducting of a workshop on the EIA Regulations promulgated under the National Environmental Management Act in April 2006. This workshop was undertaken for a major corporate client in the chemicals sector. An overview of the Regulations was provided and an analysis of the implications for the client was presented.
- Review of various EIA applications including a proposed service station, golf estates and tourism developments on behalf of the provincial environmental authority. This included the review of the EIA process and all documentation that had been prepared in respect of the application.
- Environmental Impact Assessments for various developments including the proposed Fernwood Estate, Witsands, slipway, fuel retail outlets, a chlorine storage facility and a warehouse for agricultural products. These projects involve coordination of the process, liaison with the authorities and review of the EIA report.
- EIA for a chemical packaging facility in Atlantis, in accordance with the EIA Regulations. This company subscribes to the “Responsible Care” programme as well as the ISO 14001. Cognisance of the goals and objectives of these systems is being taken into account in the EIA.
- Review of the EIA process, decision-making procedures and subsequent project implementation for the Uitkamp Wetlands development in Durbanville.
- Part-time contract with the Department of Environmental Cultural Affairs and Sport (DECAS), Western Cape during 2000 to 2002. Activities included:
 - Training on review procedures for scoping reports and Environmental Impact Reports.
 - Facilitation of strategic planning workshop and preparation of a strategic plan;
 - Scoping questionnaire, supported by a guideline for use;
 - Definition of listed activities to clarify the nature of development that triggers the EIA Regulations;
 - Guideline on the application of the EIA Regulations to structures associated with communication networks
 - Public participation guideline
 - Guideline for managing development on mountains, hills and ridges
 - An information document on the meeting the requirements of the EIA Regulations.

Facilitation

- Workshops on environmental decision-making for municipalities in the Western Cape. This involved small group work, use of case studies and information presentation.

- Strategic planning process for the Department of Environmental Affairs & Development Planning. Use was made of various techniques including Open Space Technology and Participlan®.
- Training workshops on proposal preparation for fundraising for CapeNature. Similarly, working sessions were conducted with staff in relation to proposals for CEPF (Critical Ecosystem Partnership Funding).
- Preparation of a strategic plan for land consolidation and stewardship for the Garden Route Initiative, which includes the facilitation of stakeholder workshops.
- Design and implementation of public participation processes for a variety of environmental studies, including Environmental Impact Assessment (EIA) and projects involving the development of policies and guidelines.
- Facilitation of workshops for the Botanical Society on Biodiversity and EIA.
- Conducting of workshops for clients on the NEMA EIA Regulations.
- Facilitation for strategic planning workshops on environmental policy, objectives, targets and action plans for a variety of corporate sector clients.

1998 - 2000

Deloitte & Touche

Manager responsible for Environmental Business Services. Projects include:

- Involvement in preparing a business case for an urban nature reserve in the Cape Metropolitan Area and for the West Coast Fossil Park.
- Involvement in the preparation of a business plan for the Driftsands Nature Reserve.
- Undertaking of an environmental review and development of an initial action plan for the Small Enterprise Development Company in Swaziland. This included a review of legislative requirements.
- Investigation of options for organisational structure, institutional arrangements and management structures for the Integrated Pollution Control programme for the Khayalami Metropolitan Council.
- Development of an environmental auditing methodology for the South African Institute of Chartered Accountants audit statement on “The Consideration of Environmental Matters in Financial Statements”.
- Environmental review and advisory services for a major capital investment project in Mozambique.
- Formulation of proposals for the organisational structure for housing delivery for local government.
- Development of guidelines for compliance with Integrated Environmental Management (IEM) and the Environmental Impact Assessment regulations, as part of the Environmental Management System for the Cape Metropolitan Council.
- Evaluation of a major development initiative in the Cape Metropolitan Area (the Integrated Serviced Land Project) regarding environmental, social and economic objectives and targets.
- Seminar on Basic Environmental Auditing and ISO 14001 for an internal auditor organisation.
- Undertaking of an environmental review of S A Malters as part of the financial audit, in accordance with the relevant South African Institute of Chartered Accountants standard,
- Best practice review of the environmental policy prepared by Barlows against ISO 14001 requirements, the ICC Charter on Sustainable Development and the CERES principles.

Prior to joining Deloitte & Touche, operated as an independent consultant for about 4 months:

- Environmental due diligence investigation for a potential foreign investor involving three office buildings in Cape Town (Shell House, Ovenstone House and 44 Hertzog Boulevard). This work was done for Deloitte & Touche. The Canadian Guidelines for such audits was applied.

- Preparation of a procedure for divestment of sites and for the acquisition of new sites for AECL. These procedures formed part of the company's SHE management system.
- Initial EIA for the proposed development of the van Oudtshoorn Farm in Hout Bay.
- Preparation of an Environmental Management Guideline Manual for the Capricorn Industrial Park in Muizenberg (with Erika van den Honert & Associates). It involved the development of an environmental policy, environmental management guidelines for monitoring and operational issues and a screening process to assist in selection of tenants/occupants.

1993-1997 (1995-1997 on secondment)

Caltex Oil, Cape Town Refinery

Environmental Specialist. Responsibilities included:

- Development of a strategy for EIA (Environmental Impact Assessment) and public participation procedures for a major upgrade and modernisation project.
- Development of an EIA procedure for new projects, Refinery shutdowns and start-ups.
- Environmental auditing of waste disposal contractor
- Participation in annual environmental audits/reviews with the Caltex international auditors and which were undertaken in accordance with Caltex standards.
- Participation in the development of the budget for environmental expenditure.
- Co-ordination of technical studies (e.g. monitoring of groundwater quality).
- Environmental compliance measurement and reporting with respect to environmental permit conditions (e.g. as air pollution and effluent).
- Development of environmental guidelines for engineering contractors.
- Liaison with regulatory authorities on compliance with environmental legislation.
- Documentation of environmental incidents.
- Representing Caltex on the interim Rietvlei Nature Reserve Management Team.
- Preparation of environmental performance information (brochures) for the public.
- Environmental awareness and training.
- Involvement in the development and implementation of the HSE management system.
- Development of a public participation strategy.
- Formulation of a complaints procedure.

October 1995

Seconded by Caltex Oil to the Cape Town 2004 Olympic Bid Company.

Responsibilities included the following:

- Co-ordination of EIAs for Olympic facilities.
- Formulation of an environmental policy and guidelines for the bidding and hosting.
- Development of an EIA procedure aligned to the package of plans process
- Development of environmental criteria for the planning and design of facilities.
- Co-ordination of Strategic Environmental Assessment.
- Development of plans for waste management, water and energy conservation.
- Establishment of an environmental awareness programme.
- Conceptual design of an ISO 14000 Environmental Management System.

- Evaluation of national, provincial and local legislation to determine compliance criteria.
- Preparation of the environmental material for Cape Town's Bid Book submission.
- Liaison with regulatory authorities: national, provincial and local.
- Involvement in public participation process.
- Participation in the preparation of the budget with supporting motivation for expenditure on the environmental component of the Bid.

1988 – 1993

Steffen, Robertson and Kirsten

Scientist and Senior Scientist. Responsibilities included:

- Conducting of Environmental Impact Assessments (EIAs), including the implementation of public participation programmes, for a variety of projects:
 - An expansion project at the Engen oil refinery located in the Durban South area;
 - An open-cast kaolin mine and beneficiation plant, Noordhoek, Cape Peninsula;
 - A hazardous waste disposal site in Mossel Bay;
 - A open cast granite quarry in Honeydew, Johannesburg;
 - An underground platinum mine near Rustenberg;
 - The exploration phase for a proposed mine in the Richtersveld;
 - An acrylic fibres plant in the Durban South area;
 - Preliminary assessment for a sand mining project on the Transkei Coast;
 - Evaluation of river crossing options for major mining equipment, Richards Bay;
 - Preliminary assessment of a sand mining project near Richards Bay (Zulti North).
- Undertaking of environmental reviews, audits and management plans:
 - An open cast copper mine in Phalaborwa;
 - Analysis or rehabilitation data for platinum mining tailings dams;
 - Development of environmental policy and environmental audit for Gilbeys Vintners;
 - Formulation of Environmental Control Guidelines for the operational phase of the Karee Platinum Mine.
- Planning and strategic level studies:
 - Environmental aspects of Open Space Planning in East London;
 - Recreational utilisation for the Nahoon Estuary, Eastern Cape;
 - Utilisation and development plan for De Hoop Nature Reserve, Southern Cape.

1985 – 1987

University of the Witwatersrand, Climatology Research Group

- Involved in research on long-term climatic change and paleoclimatology.
- Contributed a chapter to the book on South African Climatology by Professor Peter Tyson.
- Undertook lectures in biogeography
- Presented several conference papers and published papers in academic journals.