

Curriculum Vitae: Ms C Lubbe

Name: LUBBE, CANDIS
Date of Birth: 3 October 1983
Profession/Specialisation: Principal EAP and Director
Nationality: South African
Experience: 19 years
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KEY EXPERIENCE AND OVERVIEW

Candis Lubbe has nineteen (19) years' working experience as an environmental consultant in the general industry and mining sectors. Key experience includes the overall project lifecycle management of environmental authorisation applications such as Basic Assessments, Environmental Impact Assessments (EIAs), Waste Licences,

Water Use Licence Applications, and Rectification of unlawful activities (Section 24G Applications) including the associated public participation processes. Additional experience comprises the compilation of Mining and Prospecting Right applications, Environmental Management Programmes and Plans, Financial Provision calculations and providing continuous environmental and legal guidance to existing mining operations of various minerals (silica, aggregate, gold, chrome, pyrophyllite and tailings reclamations). Ms. Lubbe also has experience related to the assessment of complex sites, operations and facilities including general environmental management, legal compliance assessments, due diligence, assessment of potential land contamination, environmental performance audits (MPRDA), and auditing of Environmental Authorisations (in terms of WUL and NEMA).

PROFESSIONAL MEMBERSHIP & AFFILIATIONS

- **SACNASP** (Pri. Sci. Nat 1176831): 2017-2026
- **ELA** (Environmental Law Association): 2015-2025
- **IAIA** (Membership No. 6800): 2011-2025
- **EAPASA** (Registration No. 2021/3700): 2021-2026

KEY QUALIFICATIONS

BSC HONOURS (ECOLOGY, ENVIRONMENT AND CONSERVATION)

University of the Witwatersrand (2006), Graduated 5 April 2007

BACHELOR OF SCIENCE (ZOOLOGY)

University of the Witwatersrand (2005), Graduated 6 April 2006

SUPPLEMENTARY TRAINING & WORKSHOPS, CONFERENCES & SEMINARS

- **Energy Efficiency and Sustainability** (2021), University Cape Town Online
- **Renewable Energy Workshop** (2021), IMBEWU Sustainability Legal Specialists
- **COVID-19 Workplace HSE** Webinar, NOSA (2020)
- **Financial Provision Regulations and Mine Closure Requirements** (2016), IMBEWU Sustainability Legal Specialists

- **SA Waste Laws Update Workshop** (2015), Laura Taylor, EnviroSus
- **Basic Principles of Ecological Rehabilitation and Mine Closure** (2014), CEM, North-West University Potchefstroom Campus
- **Contaminated Land Workshop** (2013), IMBEWU Sustainability Legal Specialists
- **Technical & Legal Guidelines for EIAs** (2011), DLA Cliffe Dekker Hofmeyer
- **Introduction to Integrated Waste Management for Environmental Managers** (2011), CEM, North-West University Potchefstroom Campus
- **Cross Cutting & Integrated EIA Training** (2011), IMBEWU Sustainability Legal Specialists
- **Public Participation** (2009), CEM, University of the Free State
- **Project Management for Environmental Impact Assessments** (2009), CEM, University of the Free State
- **Social Impact Assessment** (2009), CEM, University of the Free State
- **Environmental Awareness & Legal Liability for Managers** (2008), Green Gain Consulting.
- **Monitoring of Ecological Success Criteria for Mine Site Closure.** David Tongway, University of Western Australia (held in SA)
- **Environmental Law for Environmental Managers** (2007), CEM, North-West University Potchefstroom Campus
- **Hazardous Waste Classification System Workshop** 13 March 2009 – Department of Environmental Affairs and Tourism, Leriba Lodge, Centurion, Pretoria
- **Mine Water Conference** 24 March 2009 – Environmental Resources Management (ERM), The Saxon Hotel, Sandhurst, Johannesburg
- **Global Warming and the Search for Sustainable, Clean Energy by Patrick Moore** 3 March 2008 – University of Witwatersrand, Braamfontein, Gauteng
- **4th International Conference on Mining and Industrial Waste** 12 -13 March 2008 – Orion Safari Lodge, Rustenburg, Western Cape
- **Workshop for Clean Development Mechanism in South Africa** 26 June 2008 – Designated National Authority – Department of Minerals and Energy, Burgers Park Hotel, Pretoria, Gauteng
- **Dr DeMartini – Mastering the Art of Communication** 2 July 2008 – Monte Casino Conference Centre, Sandton, Gauteng
- **Public Meeting Information Session on Draft Waste Management Bill** 20 March 2007 - Parktonian Hotel, Braamfontein, Gauteng
- **3rd International Mine Closure Conference** 13 -17 October 2008 – Animal, Plant & Environmental Sciences (APES) - University of the Witwatersrand, Centre for Land Rehabilitation, University of Western Australia. Indaba Hotel, Johannesburg

EMPLOYMENT RECORD

Oct 2017 – Current	Enviromin Projects (Pty) Ltd Project Manager & Environmental Assessment Practitioner
Nov 2015 – Sep 2017	PRISM Environmental Management Services Senior Environmental Assessment Practitioner
Aug 2010 – Oct 2015	Umlaba Environmental Consulting CC Environmental Consultant
Jan 2009 – Sep 2007	EcoPartners (Pty) Ltd Junior Environmental Consultant
Oct 2007 – Jun 2009	EnviroServ Waste Management (Pty) Ltd National Junior Project Co-ordinator
Jul 2009 – Jul 2010	EcoPartners (Pty) Ltd Environmental Scientist

PROJECT EXPERIENCE

Sustainable Development Documentation Update:

- Siyanda Bakgatla Platinum Mine: Review, update and compile all MCOPS, Procedures and Policies for all Departments, Mining, Engineering, Health and Safety, Environment, Human Resources, Finance, Human Resources, Housing onto new SharePoint System, Contract 2020-2022.

Environmental Authorisation Process (BA, EIA, WL, WULA):

- Harmony Gold: Saaiplaas BA and AEL for Installation of Kiln, 2023; Sibanye Stillwater: Waste and EIA Application, 2023; Happy Island: EIA and WULA for development of a Water Park, 2016; Macsteel Tube & Pipe: Lillianton: Basic Assessment for Decommissioning of Galvanising Plant, 2016; Sand Shifters: Nietgedacht EIA, Waste Licence and WULA for storage, handling and distribution of building waste, 2016; Northam Platinum Limited: Basic Assessment for AEL Amendment for Smelter Expansion, 2016; Goedeberg: WULA for Bulk Sewer Line Installation, 2016; Gold One: Modder East: EIA and Waste Licence, 2015; HALO Aviation: Basic Assessment for Heliport, 2012; AfriSam: Jukskei: Basic Assessment for Construction of Infrastructure within a Watercourse, 2011; Gold Fields: Public Participation Process and Socio-Economic Study for EIA, 2009; Gold Fields: EIA for Mega Tailings Storage Facility (team project), 2009; Savcio Holdings: LH Marthinusen: Basic Assessment Process, 2009; Modikwa Platinum: Basic Assessment (not completed), 2009; Savcio Holdings: LH Marthinusen: Basic Assessment for treatment of used oil, 2008; Spray Pave: Basic Assessment for storage for dangerous goods (not completed), 2008; Oil Separation Solutions: Waste Permit: Assisted with compilation of Section 20 of ECA, 2007; Old Oil Man: Waste Permit: Assisted with compilation Section 20 of ECA, 2007.

Section 24G Applications:

- Holy Land Development: Section 24G Review and Submission, 2024; Cyclops Engineering: Section 24G Public Participation and Appeal, 2023-2024; Assore: Rustenburg Mineral Development Company: Groenfontein: Section 24G Application, 2014; Assore: Rustenburg Mineral Development Company: Zandspruit: Section 24G Application, 2014; Assore: Wonderstone Limited: Section 24G Application, 2014; Assore: Zeerust Chrome Mines Limited: Section 24G Application, 2014; Rubble Tech: London Road: Section 24G Application, 2013; JPL Sawmills: Section 24G Application, 2011; Spray Pave: Section 24G Application, 2008.

Mining/Prospecting Applications, EMPLans and Amendments:

- **Mining Permit / Prospecting Right Applications:**
 - Jukskei Sand Project CC: Section 106 Notification, 2011; Masoke Investments: Prospecting Right Basic Assessment Amendment, 2021; Benoni South: Prospecting Right Application & Basic Assessment, 2016; Bundu Sand: Mining Permit Application and EMPlan, 2014; Heidelberg Clay & Brick Sand: Mining Permit Application, 2014; Infrasons: Marble Hall: Mining Right Application (not completed), 2013; BSC Resources: KZN5: EMPlan Amendment, 2012; Gold One: Ventersburg 6: EMPlan & Amendment, 2012; Jukskei Sand Project CC: Mining Permit Application, 2012; Uitzicht Sands: EMPlan, 2011; Whitewater Westward Exploration: EMPlans for C1, C2A and C3, 2010; Goliath Gold Mining Limited: Blinkpoort: EMPlan Amendment, 2012.
- **Financial Provisions:**
 - Janho Quarry: Financial Provisions, 2016; Goliath Gold Mining Limited: Nigel: Financial Provision, 2011; Goliath: Sub-Nigel: Financial Provision, 2012; Group Five: Laezonia: Financial Provision, 2012; Raumix: Rosslyn: Financial Provision, 2012.
- **Renewals:**
 - AfriSam: Saldanah: Prospecting Right Renewal, 2011; BSC Resources: Prospecting Right Renewal Environmental Report, 2011; Gold One: Wit Nigel: Right Renewal: Environmental Report, 2011; Uitzicht Sand: Mining Permit Renewal, 2014; Gold One: Ventersburg 3&4: Prospecting Right Renewal, 2013.
- **Closure Applications:**
 - Group Five: Panfontein: Closure Application (PR), 2013; Tradmil Trading 10 (Pty): Vischgat: Closure Application MP & PR, 2013.

EIA/EMP Amendments (Section 102 MPRDA):

- Drift Supersand: EMP Amendment, 2015; Group Five: Zimbiwa Resources: EMP Amendment, 2012; AfriSam: Zeekoewater: EMP Amendment, 2011; Gold One Limited: Ventersburg: Natural Gas Exploration EMP Amendment, 2011; Raumix: Aliwal: EMP Amendment (assist), 2011; Raumix: Queenstown: EMP Amendment (assist), 2011; Gold One Limited: Ventersburg: Natural Gas Exploration EMP, 2010; Gold Fields: Driefontein: EMP Amendment, 2010.

Environmental Performance Assessment Audits (Regulation 55 MPRDA):

- Benoni South: Environmental Performance Audit 2021; Janho Quarry: Environmental Performance Audit (MR), 2016; AfriSam: Rheeboek: Environmental Performance Audit (MR), 2015; Bundu Mining: Environmental Performance Audit (MR), 2015; Drift Supersand: Environmental Performance Audit (MR), 2015; PPC: Dwaalboom: Environmental Performance Audit (MR), 2015; Raumix: Willows: Environmental Performance Audit (MR), 2015; Group Five: Sky Sands: Environmental Performance Audit (MP), 2014; AfriSam: Eikenhof: Environmental Performance Audit (MR), 2013; AfriSam: Olifantsfontein: Environmental Performance Audit (MR), 2013; PPC: Dwaalboom: Environmental Performance Audit (MR), 2013; Raumix: Rossway: Environmental Performance Audit (MR), 2013; AfriSam: Roodekrans: Environmental Performance Audit (MR), 2012; AfriSam: Ulco Cement: Environmental Performance Audit (MR), 2012; Goliath: New Kleinfontein - Modder East: Environmental Performance Audit (MR), 2012; Goliath: Sub-Nigel: Environmental Performance Audit (MR) & Financial Provision, 2012; Gomes Sands: Bundu Sands: Environmental Performance Audit (MP), 2012; Gomes Sands: Doornrandjie: Environmental Performance Audit (MP), 2012; Group Five: Laezonia: Environmental Performance Audit (MP) & Financial Provision, 2012; New Kleinfontein: Modder East: Environmental Performance Audit (MR), 2012; Raumix: Petra Quarry: Environmental Performance Audit (MR), 2012; AfriSam: Rooikraal: Environmental Performance Audit (MR), 2011; Group Five: Sky Quarries (Tradmil Trading): Environmental Performance Audit (MP), 2011; Raumix: Rosslyn: Environmental Performance Audit (MR), 2011; AfriSam: Jukskei: Environmental Performance Audit (MR), 2010; Gold One Limited: Sub-Nigel: Environmental Performance Audit (MR), 2010.

Audits (Legal, RoD Compliance / Internal, ISO 14001):

- AfriSam: Zeekoewater: Water Use Licence Audit, 2023; Gold One: Modder East: Water Use Licence Audit, 2015; PPC: Dwaalboom: Environmental Audit (RoD), 2015; Assore: Environmental Component of the EHS Legal Compliance Audit, 2014; Dawn Sanitaryware: Legal Compliance Report for Vaal Sanitaryware and Libra Bathrooms, 2010; Vaal Sanitaryware: Site Assessment – Manufacturing Process & Waste Streams, 2010; Gold One Limited: Modder East: Internal Audit, 2010; Basil Read: Legal compliance audit (team project), 2008; Oil Separation Solutions: Legal compliance audit (team project), 2008; NORA-SA: Audit reports for used oil collectors, 2007; Oil Separation Solutions: Evaluation of Minimum Requirements of ROD Waste Permit, 2007.

Other:

- Wings for Life World Run: Event Waste Management Plan, 2023; Run Zone: Event Waste Management Plan: aQuelle Ultra, 2023; Run Zone: Event Waste Management Plan: Joburg North City, 2023; Run Zone: Event Waste Management Plan: Twenty-One Ten, 2022; Randburg Harriers: Event Waste Management Plan: Discovery Vitality Series: Randburg Harriers Challenge, 2022; Randburg Harriers: Event Waste Management Plan: Valentines Nite Race, 2022; Run Zone: Event Waste Management Plan: Icebreaker, 2019; Run Zone: Event Waste Management Plan: Joburg North City Marathon, 2019; Assore: Wonderstone Limited: Waste Classification, 2015; JPL Sawmills: Directive, 2014; Group Five: Laezonia: Due Diligence, 2013; PPC: Best Practice Procedure: Waste Management & I&AP Consultation, 2013; AfriMat: Inferon: Due Diligence, 2012; Gold One: Ventersburg: BFS Specialist Studies Review (Socio-Economic, Noise and Traffic); Pronto: Ulula Ash: Environmental Management Plan, 2012; Eskom: Matimba: Review of SHEQ Impact Register (project team), 2010; Eskom: Matimba: Training Material: Environmental Awareness and Legal Compliance, 2010; EnviroServ: Training Material: Legal Compliance & Environmental Awareness, 2009; Basil Read: SHEQ Legal Register, 2008; NORA-SA: Operations Manual for Used Oil Collectors, 2007; Basil Read: Operations and Maintenance Manual

for Modimolle Water Tower, 2007; Oil Separation Solutions: Operational Procedures: Integrated Management System ISO 14001, ISO 9001 and HSAS 18001, 2007; Oil Separation Solutions: SHEQ Legal Register, 2007.

PERSONAL DETAILS

Drivers: Code 08

Vehicle: VW Caddy

Marriage Status: Single

Dependents: None

Language: English

Hobbies: Running and Yoga

REFERENCES

- **Andrew Nicholson**

Managing Director: Umhlaba
084 840 6316

- **Lynn Whittington Jones**

Managing Director: Umhlaba
084 626 1704

- **Charlaine Baartjes**

Managing Director: EcoPartners
084 515 5840

- **Graham Block**

Run Zone Events
072 276 9635