

Curriculum Vita

Family name: NICHOLAS
First names: CARL STEVEN
Date of birth: 5TH AUGUST 1972
Nationality: BRITISH
Civil status: MARRIED

Profile

An experienced environmental and social manager and Chartered Environmentalist with a wide range of skills, from permitting through environmental and social impact assessment, development and implementation of management plans and into closure and rehabilitation. Project experience includes exploration phases, operations and reclamation of closed mines, in-country site management, managing contractors and directing operators and engineers on environmental, health and safety issues. Communicates confidently and effectively at all levels and uses initiative to meet the highest standards. Provides practical mitigation measures that projects can implement to meet BATNEEC principals with good attention to detail.

Education

2004 - 2005 Imperial College, London

MSc Environmental Diagnosis

- Distinction
- Diploma of Imperial College

2000 - 2003 University of Kent, Canterbury

BSc (Hons) Biodiversity Conservation and Management

- First Class Honours

Present position

Managing Director of Mineesia Limited

Professional Experience

November 2014 - present Mineesia Ltd

Director and Environmental Consultant

Responsible for managing ESIA's and permitting for mining companies, from conception through exploration to construction, operation and closure. Roles include management of environmental and social management systems, in-country support services and relief management, baseline data collection, development of operating procedures and review of existing documents. Provides instruction and training to all levels of staff on environmental monitoring, awareness and compliance. Role also includes:

- Development of client base for company

- Developing marketing materials, proposals and strategic management plans
- Managing budgets and company accounts
- Development and support for stakeholder engagement plans, including for artisanal and small scale miners
- Engagement with project partners to develop comprehensive technical bids suited to specific projects
- Environmental performance reporting in accordance with International Finance Corporation (IFC) agreements
- Developing and implementing operating procedures to comply with ESIA and closure plan requirements, including chance find procedures and cultural heritage management, and revision of closure and other management plans to meet site requirements
- Completing site visits, training programs and public consultation in support of clients

October 2013 – November 2014 Golder Associates

Senior ESIA Consultant – London, UK

Responsible for managing ESIA's and permitting for mining companies, from conception through to construction. Roles involved the permitting process throughout the life of a project, including management of the public consultation process. Other areas of expertise included development and implementation of environmental management systems, closure plan development and implementation, compliance monitoring of mining activities and minewater discharge management, particularly with respect to acid drainage and including the use of both active and passive treatment technologies. Role also included:

- Environmental performance reporting in accordance with International Finance Corporation (IFC) agreements
- Maintaining client contact and addressing queries
- Developing and implementing operating procedures to comply with ESIA and closure plan requirements
- Completing site visits and public consultation in support of clients
- Developing proposals and strategic management plans for ESIA team
- Building the capacity of the environment and social team within the company through mentoring and identification of appropriate training opportunities.

September 2012 – September 2013 Lydian International/Geoteam CJSC

Site Environment and Social Manager – Amulsar Mine, Armenia

Supporting senior management in environmental and social issues, responsible for environmental and social reporting and permitting requirements for the site, including:

- Environmental performance reporting in accordance with International Finance Corporation (IFC) agreements.
- Undertaking management responsibility for the environmental and social functions of the company during the development period of the project, including instructing engineers and senior management on environmental management measures.
- Supporting stakeholder engagement activities, including presenting Project to authorities, shareholders and stakeholders (including government representatives), developing communication strategy for staff and stakeholders, and materials to

demonstrate mining technology and mitigation measures for presentation to stakeholders. Role also included technical support at public meetings.

- Developing, implementing and managing the environmental and social aspects of the health, safety, environment and social management system. Providing senior management with updates on any social and environmental issues which could have a material impact on the company, and ensuring that social and environmental considerations are included in company decision making.
- Managing operators of exploration rigs and heavy equipment to ensure appropriate use and thereby minimise adverse environmental impacts.
- Raising awareness among engineers and geologists regarding best environmental practices and supervising the implementation of identified measures.
- Building the capacity of the environment and social team within the company through mentoring and identification of appropriate training opportunities, with objective of training replacement.
- Overseeing and supporting the management of the Environmental & Social Impact Assessment (ESIA) including reviewing all documents ensuring they meet international standards and are compliant with the IFC Performance Standards.
- Supporting engagement with the IFC Social and Environmental specialists to manage project expectations and completing the IFC Action Plan items in accordance with IFC agreed deadlines.

September 2010 – September 2012 Kinross Gold Company

Environment Manager – Tasiast Mine, Mauritania

Responsible for environmental and social reporting and permitting requirements for the site, including:

- Developed and built the environmental team of 14 staff. Responsible for training and management of team, including transfer of skills to local national employees and implementation of the Tasiast Environmental Monitoring Program involving air, water, soils sampling, analysis, tracking and reporting, and implementation of the Environmental Management Plan inspection, auditing and corporate reporting requirements.
- Responsible for community relations in early stages of expansion, leading public consultation meetings and engaging with communities and authorities.
- Recorded environmental performance in accordance with the Tasiast Environmental Management Plan, reporting directly to the General Manager with a view to providing cost-effective recommendations, and to ensure the timely and effective implementation of corrective and preventative actions needed to manage any off-schedule or non-compliant situations.
- Developed department nationalisation schedule and plans, to enable team to be 95% local nationals within 5 years.
- Onsite instruction and supervision of engineers and operators constructing waste management facilities (incinerators, waste water treatment plant, landfill facility), directing equipment and monitoring progress.
- Instruction of engineers constructing major facilities (tailings storage dams, heap leach facilities) in appropriate environmental and social mitigation measures.
- Regular meetings with government authorities to report site progress, environmental management issues and compliance requirements. These Ministry officials included Director of Mining Police (enforces national legislation with

regards to mines) and Director of Environmental Control (approves Environmental Impact Assessment (EIAs) which are key permits). Other stakeholders included local populations (at EIA permit meetings) and the National Assembly, providing technical support as required.

- Engagement with the relevant authorities in order to represent the mine's best interests in any consultations regarding new/impending legislation or detailed negotiations pertinent to EIAs and permit conditions, authorizations or consents (including transportation of hazardous materials to the mine, particularly cyanide).
- Responsibility for ensuring appropriate mitigation assessment and measures are implemented to minimize impacts on the site. This includes reviewing the site Environmental Program upon major change or as defined in procedures in order to ensure that all significant adverse environmental impacts are suitably avoided, minimized and controlled.
- Establish, maintain and improve a documented Environmental Management System in accordance with mine operation plan and based upon recognized international standards (such as those developed by ISO or the World Bank/IFC).

2005 - 2010 Scott Wilson Ltd

Environmental Specialist

Areas of experience include:

- EIA assessment and reporting
- Closure planning, options studies and costing
- ARD predictions, assessment and remediation
- Inspection and auditing of post remediation work
- Technical reviews to various audiences (government, local authorities and stakeholder groups)
- Water quality sampling implementation and analysis

Selected Projects:

Tasiast Mining Ltd, Mauritania

Numerous environmental studies, including environmental impact assessments for new facilities on site (e.g. TSF, dump leach facility, open pit), preparation of non-technical summaries of full EIA reports for approval and presentation of technical summaries to authorities.

Whitrigg Bing, UK

Conducted option study and assessed closure and reclamation options for abandoned coal mine in northwest UK.

Rosia Poieni Copper Mine, Romania

Assessment of options to treat ARD, including potential copper recovery and provision of technical and reporting support.

Askaf Project, Mauritania

Site assessment and terms of reference for of EIA for iron ore project.

Guelb el Aouj Iron Ore Project, Mauritania

Support for EIA reporting and geochemical review of waste rock production.

South Crofty Mine Water Project, UK

Potential treatment requirements of minewater discharge from closed tin mine.
Analysis and modeling of minewater quality and regular data review and reporting.

Red River Pilot Passive Treatment Scheme, EA/INTERREG, UK

Treatment of ARD from abandoned tin mine using innovative techniques (such as co-precipitation of metals prior to anoxic limestone drain treatment), including analysis and evaluation of data and provision of technical support for project.

CLOTADAM Project, EU

EU project to develop technologies for closure of mine waste facilities, including analysis and interpretation of key aspects of results.

2004 – 2004 Invicta Analytical Services

Asbestos Surveyor

Monitored air quality for asbestos removal. Role included instruction and supervision of contractors, ensuring that risks were minimised and adequate protection measures were taken. Work involved verifying containment measures used, validating work and sign off of areas once works complete.

1995 - 2000 Wilderness Safaris

Professional Guide / Camp Manager

- Supervising 40 staff in one of top safari lodges in Zimbabwe
- Obtained Professional Walking Guides license from Zimbabwe National Parks (recognized throughout the safari industry as being world standard)
- Conducted walks with up to 7 people at time, canoe trips, fishing trips and game drives
- Responsible for safety and entertainment of up to 20 guests in national park area containing dangerous game.

References

References are available on request.

Language skills

(Mark 1 to 5 for competence, 5 being the highest)

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
English	5	5	5
French	3	2	2