

Aubrey Julies

BSc (Biology), MAP, NEBOSH (IGC), Six σ (Black Belt), SAIOSH Graduate member

To whom it may concern

I am the owner of Nomakanjani Sustainable Solutions, a consulting business established in 2018, focusing on Environment, Health, Safety and Corporate Social Responsibility (Sustainability) services and projects. We also source and specialize in various supplies / products (i.e. 100% natural bioremediation products for hydrocarbons and sanitization, panel screens, steel balls, flocculent, etc.) and provide specialists resources for water conservation and demand management (incl. Integrated water balances, strategy, drilling of boreholes, etc.). My last corporate role (end October 2019) was as Senior Group Manager (Environment, Safety Systems & Sustainability Reporting) within Lonmin's SHE & Sustainability department. My 24 years' progressive experience across mining, chemical, power generation and minerals' processing industries has enabled me to be a resourceful leader and enabled me to develop strategies whilst attending to the detail of operational processes to ensure standardization and alignment. I network very well and have established through stakeholder engagement sustainable relationships. Although being head of a group function I was able to provide support to operations with development and implementation of strategies, various policies, standards, solutions, and guidelines and ensure alignment through the management systems (ISO 14001/ISO 9001/OHSAS 18001). Examples of some of my involvement include, but not limited:

- ◆ Development of Group Environment Strategy and first Group Safety Contractor Management (CSM) Protocol
- ◆ Setting of corporate KPI's and operational alignment, management of annual Sustainability Report (GRI)
- ◆ Involved in key due diligence processes and report monthly and quarterly to EXCO and the Board
- ◆ Stakeholder engagement through various forums (Communities, NGO's, Authorities, etc.) as well as various community projects (i.e. waste swop shop, school awareness, open days, etc.)
- ◆ Air quality, water, waste, land and closure management oversight and audit compliance as well as ensuring relevant reporting (as well as Carbon Disclosure Projects for Carbon and Water
- ◆ Establishment of the first incubator for small businesses' with Shanduka Black Umbrellas.
- ◆ Key development and implementation of a water demand management and water conservation (WCDM) plan and development of MOU for animal management plan.
- ◆ Project Manager for the DuPont Safety Leadership development program.
- ◆ Representative on various International and local forums/associations
- ◆ Steering committee member for a mining and faith led initiative through the Archbishop of Cape Town -the Day of Courageous Conversations

I am a strong team leader with the ability to motivate and encourage others to achieve personal and organisational goals. I have a strong strategic as well as operational focus with excellent people and resource management skills and enjoy working with my team to develop new ideas and improve existing processes. I'm passionate about sustainable development and believe that with my extensive experience, knowledge and diverse potential that I would make a valuable contribution to your team and help lead your business to further success.

I look forward to hearing from you and discussing potential positions that may fit my profile.

Yours sincerely,



Senior Manager: Group Environment, Sustainability Reporting and Safety Systems

Leadership and sustainable development

Strategy and legal compliance

Systems and processes

Research and development

People Management

Stakeholder engagement, networking, and partnerships

Financial management, reporting

Functional effectiveness and group KPI's

ICMM, GRI, UNGC, IPA

Community development

Air, water, waste, land, and closure oversight management

A well-respected leader with 20 years progressive experience and visible achievements across diverse industries, i.e. mining, chemicals, power generation. Dedicated to and actively involved in corporate vision and alignment to business strategy as well as alignment within operations with an outstanding balance of technical know-how with collaborative abilities and diverse potential.

A reputation for being a performance-driven leader, with demonstrated success in facilitating internal and as external relationships to achieve operational excellence. Dedicated and committed with the ability to think innovatively, conceive, and implement new ideas that improve processes and reduce operating costs. Recognized amongst peers and other industries as a particularly good networker and building relations to create mutual benefits.

CAREER HISTORY

Lonmin

Sept 2007- Oct 2019

Senior Manager: Group Environment, Sustainability Reporting, Safety Systems and Reporting

2013 - 2019

- ◆ Develop group strategy, policy, standards and align operational strategy and tactics and associated policies, standards, and audit protocols to ensure license to operate
- ◆ Air, water, waste, land and closure oversight audit compliance and management
- ◆ Due diligence
- ◆ ISO 14001/ISO9001/ISO45001 certification support to operations
- ◆ Sustainability Reporting
- ◆ Carbon disclosure (water and carbon)
- ◆ Stakeholder engagement (Government, communities, analysts, and internal stakeholders)
- ◆ Centralized and facilitate all environmental authorizations (Group, Capital and operational)
- ◆ Coaching and mentoring, specialist advice to operations, budget management
- ◆ NGO and community engagements (i.e. annual environmental open day)
- ◆ External collaboration for projects (i.e. WITS, DBSA)
- ◆ Represent Lonmin Plc. At various forums and platforms (Chamber of Mines, ICMM)
- ◆ Standardize reporting requirements and development of various systems based on operational requirements and best practice (SHE)

Group Safety Manager – Contractor Safety Management

2010-2013

- ◆ Development of contractor safety management framework and associated audit protocols
- ◆ Standardization between various operational business units (Mining and Processing)
- ◆ Alignment within the supply chain process for vendor management
- ◆ Development of local contractors, best practice, and benchmarking
- ◆ External engagement on standardization (Chamber of Mines, Association for Mine Managers and other industry partners to establish contractor management association (SAMCA)
- ◆ Establishment of independent auditing team for the auditing of poor performing contractors and align with adjudication process as well as guidance and support to operations

SHERQC Manager – Precious Metals Refinery

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2008-2010

- ◆ Direct and guide the development, implementation, and maintenance of SHERQ systems
- ◆ Identify operational risks and developed management plans
- ◆ First integrated systems at Lonmin (ISO 9001/ISO 14001/OHSAS 18001) with a significant cost saving and implementation of forward energy model (SHE Robot systems)
- ◆ Implementation of pro-active system to monitor occupational exposure and associated risks (i.e. platinum salt sensitivity)
- ◆ Influence implementation of engineering control and effective management of change processes
- ◆ Management of occupational hygiene as well as environmental monitoring programme, legal compliance audits and risk management
- ◆ Effective stakeholder engagement through community development projects
- ◆ Internal Union engagements and establishment of SHERQ Management forum
- ◆ Regulatory engagements (i.e. Environmental affairs, water affairs, department of labour)
- ◆ Regulatory reporting for health, safety and environment and development of operational KPI's

Environmental Manager – Process Division

2007-2008

- ◆ Ensure maintenance of ISO 14001 systems with limited/zero critical non-conformances
- ◆ Develop process division environmental strategy, establish KPI's and align operational tactics
- ◆ Manage all relevant authorizations as well as legal compliance and external audits
- ◆ Develop internal auditing programme and protocol (KPI audits) to ensure compliance
- ◆ Stakeholder engagement (i.e. regulator, communities)

CAREER HISTORY

Xstrata Alloys Lydenburg Ferrochrome (FeCr) Smelter

2005-2007

Technical and Production Superintendent

2005-2007

- ◆ Managed technical and laboratory (24-hr) department as well as research and development projects (i.e. decrease the fines because of the granulation process, testing of new raw materials, producing specific low Si grade FeCr)
- ◆ Environmental advisor
- ◆ Provide technical support to production managers to improve efficiencies through various projects
- ◆ Managed production of FeCr on a day by day basis, including major shutdown as well as rebuilds of furnaces
- ◆ Eliminate/reduce injuries through effective implementation of operational systems and procedures as well as safety initiatives
- ◆ Budget as well as people management; ensure efficiency of production through various projects
- ◆ Reduce environmental impacts (i.e. water, air, waste, land)

CAREER HISTORY

Sasol – Sasolburg Infrachem

2003 - 2005

Environmental Specialist – Air Quality

- ◆ Air Quality management strategy for Sasolburg
- ◆ GHG Reporting and assurance
- ◆ Stakeholder Engagement (Internal and external)
- ◆ Legal compliance (managing 37 registration certificates now AEL's)
- ◆ Specialists advise and environmental training and standby

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- ◆ Research and development
- ◆ Community projects (i.e. Basa Mama)

CAREER HISTORY

Eskom **2000 - 2003**
Environmental Advisor (Technology Services Investigations) and Senior Environmental Advisor (Corporate Environmental Affairs Megawatt Park)

- ◆ Air quality and climate change strategy; dispersion modelling
- ◆ Air quality research and monitoring as well as efficiency projects
- ◆ Business support and specialist advice
- ◆ Provided strategic direction on issues related to air quality and climate change.

EARLY CAREER:

Research and Technical Assistant, Potchefstroom University for CHE 1995 – 2000

- ◆ Atmospheric Chemistry Research Group air quality laboratory management
- ◆ Project manager (Eskom/Sasol and others for air quality related projects)
- ◆ People and budget management

EDUCATION AND MEMBERSHIP:

SAIOSH Graduate member (Membership no: 64082290)	2020
Project Management certificate (MANCOSA)	2020
Six Sigma Black Belt – Lonmin/CS International	2015
Environmental Law - North West University: Potchefstroom Campus	2014
NEBOSH (International General Certificate in Occupational Health and Safety) - NOSA	2010/2011
Management Advancement Programme - Wits Business School	2009
Bachelor of Science (Biology) - North West University: Potchefstroom Campus	1999

REFERENCES:

Mr. T Ntuli (Thomas) Cell: 082 322 0993 Vice President: Mining Sibanye-Stillwater	Mr. R Blignaut (Riaan) Cell: 083 232 2902 Executive: Health, Safety and Asset Management Anglo Platinum
Mr. T de Bruyn (Theuns) Cell: 082 419 8229 COO Iluka Resources (Sierra Rutile – Sierra Leone)	Mr. J Janssen (Johan) Cell: 083 304 0691 Vice President: Smelting & Refining Sibanye-Stillwater