



# Paula Tolksdorff

## SENIOR TECHNICAL MANAGER

### CORE SKILLS

- Environmental Legislation
- Equator Principles, IFC Performance Standards, World Bank EHS Guidelines
- Environmental and Social Impact Assessments
- Stakeholder Engagement and Management
- Environmental Management Programmes
- Operation and Construction Environmental Management Plans and Procedures
- Management Systems and Frameworks incl. ISO 14001
- Compliance Auditing, Due Diligence & Project Management
- Waste & Water Management

### DETAILS

#### Academics

- Baccalaureus Technologiae (B-Tech), Engineering Civil, Urban and Rural Development, University of the Witwatersrand, 1997
- National Higher Diploma: Civil Engineering, University of the Witwatersrand, 1994
- National Diploma: Civil Engineering, University of the Witwatersrand, 1993
- MSc. Environmental Management, University of North West (two years course work complete 2011/2012)

#### Short Courses

- Certificate in Public Participation, International Association of Public Participation
- Centre of Environmental Management SAATCA approved course in Implementing Environmental Management Systems (ISO 14001)
- IEMA Approved Foundation course in Environmental Auditing
- IEMA Approved Carbon Footprint Management Course
- CESA, Developing Mentorship Skills for Management and Professionals
- Water Governance Course, Carin Bosman Sustainable Solutions

#### Languages

- English
- Afrikaans

#### Countries Worked In

Botswana, Democratic Republic of the Congo, Guinea, Liberia, Mozambique, Russia, Saudi Arabia, South Africa, Tanzania, Zambia and Zimbabwe

### PROFILE

Paula Tolksdorff is a Senior Technical Manager with more than 30 years of specialised experience in environmental management across mining, industrial, energy, and commercial developments. She has led significant projects across Africa and internationally, gaining deep insight into how environmental and social licences to operate shape both operational performance and long-term project outcomes.

Her expertise spans Environmental and Social Impact Assessments (ESIAs), sustainability advisory, and the development of Environmental and Social Management Systems (ESMS) for both construction and operational phases. A registered Environmental Assessment Practitioner and Professional Natural Scientist, Paula ensures that projects not only comply with South African legislation but also align with international frameworks such as the IFC Performance Standards, Equator Principles, World Bank EHS Guidelines, and ISO 14001.

She is highly experienced in stakeholder engagement, facilitating clear and constructive communication between clients, regulators, communities, and industry partners. In addition, she has extensive expertise in due diligence, environmental legal compliance audits, and independent assurance processes, providing the oversight needed to ensure both regulatory compliance and operational integrity. Paula also brings considerable experience in water and waste management, ensuring sustainable resource use and reducing environmental risks.

Known for her strong project management skills, Paula has successfully led complex, multidisciplinary projects under challenging conditions, consistently achieving sustainability goals while delivering within scope, time, and budget. Across her career, she has demonstrated an enduring commitment to environmental stewardship, leadership, and advancing sustainable development in diverse and demanding contexts.

#### Professional Affiliations:

- Environmental Assessment Practitioners Association of South Africa (2019/509)
- South African Council for Natural Scientific Professions (152904)
- International Association for Impact Assessment South Africa (1745)
- International Association Public Participation (IAP2SA014)

## Work Experience

Period	Employer	Position	Role/ Responsibility
Oct 24 - Current	GCS	Senior Technical Manager - Environmental Group	<p>As Technical Manager, Paula is responsible for overseeing the development and growth of environmental services. She leads business development efforts, builds and maintains client relationships, and develops and implements business strategies to drive the organisation's success. Paula manages a wide range of responsibilities, including overall project management, team leadership, and financial oversight, ensuring that projects are delivered on time and within budget while aligning with the organisation's long-term goals.</p> <p>In her technical capacity, Paula conducts environmental and social impact assessments, designs and implements environmental management programmes, and develops operational and construction environmental management plans and procedures. She plays a key role in establishing environmental management systems and engages with stakeholders to foster collaboration and ensure compliance. Her duties also include conducting compliance audits, due diligence assessments, and managing water and waste programs. Additionally, Paula provides environmental training and oversees project management from inception to completion. Her combined experience in technical and managerial roles equips her with a deep understanding of environmental practices and strategic leadership in various operational contexts.</p>
Sep 2023 - Jun 2024	OMI Solutions (Pty) Ltd, Pretoria	Principal Environmental Assessment Practitioner	<p>As a Principal Environmental Assessment Practitioner, Paula was responsible for leading business development efforts, managing client relationships, and developing business strategies to ensure the growth and success of the environmental services offered. She oversaw project management, guiding teams through the delivery of projects, and maintained financial oversight to ensure budgets and timelines were adhered to. In her technical capacity, Paula's role as an Environmental Assessment Practitioner and Professional Natural Scientist involved conducting environmental and social impact assessments, designing environmental management programmes, and developing both operational and construction environmental management plans. She was also responsible for implementing environmental management systems, managing stakeholder engagement, conducting compliance audits, performing due diligence assessments, and overseeing water and waste management. Her work included delivering environmental training and managing projects through their entire lifecycle, providing strategic guidance and ensuring regulatory compliance throughout.</p>
Nov 2022 - Aug 2023	Digby Wells Environmental (Pty) Ltd	Principal Environmental Assessment Practitioner	<p>As a Principal Environmental Assessment Practitioner, Paula was responsible for leading business development efforts, managing client relationships, and developing business strategies to ensure the growth and success of the environmental services offered. She oversaw project management, guiding teams through the delivery of projects, and maintained financial oversight to ensure budgets and timelines were adhered to. In her technical capacity, Paula's role as an Environmental Assessment Practitioner and Professional Natural Scientist involved conducting environmental and social impact assessments, designing environmental management programmes, and developing both operational and construction environmental management plans. She was also responsible for implementing environmental management systems, managing stakeholder engagement, conducting compliance audits, performing due diligence assessments, and overseeing water and waste management. Her work included delivering environmental training and managing projects through their entire lifecycle, providing strategic guidance and ensuring regulatory compliance throughout.</p>

## Work Experience

Period	Employer	Position	Role/ Responsibility
Nov 2019-Aug 2022	Hatch Africa (Pty) Ltd, Johannesburg	Regional Director Africa for the Environmental Services Group	<p>As Regional Director, Paula was tasked with leading the development and growth of the Environmental Services Group across Africa. This role involved overseeing business development efforts, building and maintaining client relationships, and developing and implementing the business strategy to drive the organisation's success in the region. She managed a broad spectrum of responsibilities, including overall project management, team leadership, and financial oversight, ensuring that projects were delivered on time and within budget, while aligning with the group's long-term goals.</p> <p>In her role as an Environmental Practitioner, Paula was deeply involved in conducting environmental and social impact assessments, designing and implementing environmental management programmes, and developing operational and construction environmental management plans and procedures. She also played a key role in establishing environmental management systems and engaging with stakeholders to foster collaboration and ensure compliance. Her duties further extended to conducting compliance audits, due diligence assessments, and managing water and waste programs. Paula's work also encompassed delivering environmental training and overseeing the management of various projects from inception to completion. Her experience in both technical and managerial capacities equipped her with a comprehensive understanding of environmental practice and strategy in diverse operational contexts.</p>
2005-2019	Terra Pacis Environmental (Pty) Ltd	Managing Director (founding member)	<p>As a Director of Terra Pacis, Paula was responsible for the development of the Environmental Impact Assessment discipline, the management of business development, client relationship management, the development of the business strategy, overall project management, team management and financial management.</p> <p>As an Environmental Practitioner, Paula duties included: environmental and social impact assessments, environmental management programmes, operation and construction environmental management plans and procedures, environmental management systems, stakeholder engagement and stakeholder management, compliance auditing, due diligence, water and waste management, environmental training and project management.</p>
2006-2009	Cymbian Environmental and Social Consulting Services	Director (founding member)	<p>As a Director of Cymbian, Paula was responsible for the development of the Environmental Impact Assessment discipline, the management of</p>

## Work Experience

Period	Employer	Position	Role/ Responsibility
			<p>business development, client relationship management, the development of the business strategy, overall project management, team management and financial management.</p> <p>As an Environmental Practitioner, Paula duties included: environmental and social impact assessments, environmental management programmes, operation and construction environmental management plans and procedures, environmental management systems, stakeholder engagement and stakeholder management, compliance auditing, due diligence, water and waste management, environmental training and project management.</p>
2005-2008	Contract to: Golder Associates Africa Pty Ltd	Environmental Consultant	Paula assisted on environmental and social impact assessments and environmental management programmes.
2005	ERM Southern Africa, Johannesburg	Snr Environmental Consultant	As an Environmental Practitioner, Paula duties included: environmental and social impact assessments, environmental management programmes, operation and construction environmental management plans and procedures, environmental management systems, stakeholder engagement and stakeholder management, compliance auditing, due diligence, water and waste management, environmental training and project management.
1998-2005	Contract to Anglo Gold Ashanti Limited, Johannesburg	Environmental Consultant	As an Environmental Practitioner, Paula duties included: environmental and social impact assessments, environmental management programmes, operation and construction environmental management plans and procedures, environmental management systems, stakeholder engagement and stakeholder management, compliance auditing, due diligence, water and waste management, environmental training and project management.
1996-1998	Anglo American, Johannesburg	Civil Engineering Technician and Environmental Consultant	As an Environmental Practitioner, Paula duties included: environmental and social impact assessments, environmental management programmes, operation and construction environmental management plans and procedures, environmental management systems, stakeholder engagement and stakeholder management, compliance auditing, due diligence, water and waste management, environmental training and project management.
1996-1996	Hamilton Associates, Rosebank	Civil Engineering Technician	Assisted civil engineers plan, design, and build residential development projects including services (access roads/ water/sewage/stormwater).

## Work Experience

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Period	Employer	Position	Role/ Responsibility
1990-1996	Stuart Scott Incorporated, Sandton	Civil Engineering Technician	Assisted civil engineers plan, design, and build highways, bridges, and services (water/sewage/stormwater). Worked on the site of a large highway construction project and a infrastructure development project.

# Key Project Experience

## Environmental and social impact assessments (including the development of environmental and social management programmes/plans/systems)

### Mining and Metallurgical

- Environmental Authorisation in support of a Section 102 Application, for Beatrix Mine, Free State, Sibanye Gold Proprietary Limited.
- Environmental Authorisation in support of a Section 102 Application, for Southern Free State Mine, Free State, Wits Gold Witwatersrand.
- Environmental Authorisation and Waste Management Licence and a Water Use Licence for Belfast Coal Mine Brine Pond, Mpumalanga Province, Exxaro.
- Environmental Authorisation and a Water Use Licence for the Sasol Destoning Project, Mpumalanga Province, South Africa.
- Environmental Authorisation for the Sasol Syferfontein Tweedraai Expansion, Mpumalanga Province, South Africa.
- Environmental Authorisation and Atmospheric Emissions Licence for the Copper Nickel Recovery Plant, Rand Refinery Limited, South Africa.
- Environmental Authorisation and Atmospheric Emissions Licence for Transnet National Ports Authority Richards Bay EIA 22MW Genset, Richards Bay, Transnet.
- Environmental and Social Impact Assessment for the Opencast Expansion Project, Karo Platinum, Zimbabwe.
- Environmental and Social Impact Assessment for the Proposed Chirundazi Dam and Associated Supporting Infrastructure, Karo Platinum, Zimbabwe.
- Environmental Management Plan Update for North Mara Gold Mine Limited, Tanzania, Barrick Gold Corporation.
- Environmental and Social Impact Study and Management Plan Kisanfu Project, Democratic Republic of the Congo, Phelps Dodge Congo SPRL.
- Environmental Authorisation and Atmospheric Emissions Licence for Mamatwan Mine New Sinter Plant, Samancor Manganese (Pty) Limited (BHP Billiton), South Africa.
- Environmental Authorisation, Waste Management Licence and Atmospheric Emissions Licence for the M14 Furnace, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton), South Africa.
- Environmental Authorisation and Waste Management Licence for the upgrade of the existing Pelletising Plant to an Agglomeration Plant, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton), South Africa.
- Environmental Authorisation and Atmospheric Emissions Licence for the Medium Carbon Ferro Manganese Converter Project, Transalloys (Pty) Ltd, South Africa.
- Environmental Authorisation and Atmospheric Emissions Licence for the Construction and Operation of Two Furnaces and Associated Infrastructure, Transalloys (Pty) Ltd.

### Commercial and Industrial

- Environmental Authorisation and Atmospheric Emissions Licence (by way of Scoping and Environmental Impact Assessment) for Proposed Phosphoric Acid Plant, Hi-Fos (Pty) Ltd, South Africa.
- Maintenance Management Plan and Water Use Licence Application, for Metalbox-Wadeville, Sasol Gas.
- Environmental Authorisation and Water Use Licence (by way of a Basic Assessment) for the Light Industrial Development on proposed Kya Sand Extension 104, Randburg, South Africa.

### Renewable Energy

- Environmental Compliance for Battery Energy Storage System - Booyendal North, Limpopo, Booyendal Platinum Proprietary Limited, a subsidiary of Northam Platinum Limited.
- Environmental Compliance for Battery Energy Storage System - Booyendal South, Mpumalanga, Booyendal Platinum Proprietary Limited, a subsidiary of Northam Platinum Limited.
- Scoping, Environmental and Social Impact Assessment and Water Use Licence Application for the 500MW Mmoho Solar Park, South Africa, GreenSoll.
- Scoping, Environmental and Social Impact Assessment and Water Use Licence Application for the 500MW Nyakallo Solar Park, South Africa, GreenSoll.
- Environmental Impact Assessment Process and General Authorisation Application for a 20- Megawatt Solar Photovoltaic Plant near Blyvoor Gold Mine. Decentral Energy.
- Scoping and Environmental Impact Assessment for the 100 MW Namane Solar PV Plant, South Africa, Namane Generation (Pty) Ltd.

# Key Project Experience

## Water Use Licences (standalone)

### Mining and Metallurgical

- Water Use Licence for Matla Mine, Mpumalanga, Exxaro.
- Water Use Licence for Maquasa Mine, Mpumalanga, Kangra Coal.
- Water Use Licence for Umbila Emoyeni Borrow Pit Seriti Green Development.
- Glencore Kroondal Mine GN704 Exemption Application, Glencore
- Water Use License Application, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton), South Africa.

### Commercial and Industrial

- Water Use Licence for Thirsti Bottling Plant, Normandien, KwaZulu-Natal, Normandien Farms (Pty) Ltd.
- Water Use Licence for Barloworld Equipment, Mpumalanga, Barloworld Equipment.
- Water Use Licence for Rhodes University, Rhodes University.
- Water Use Licence for Shoprite Block Meat, Gauteng, Block Meat Company.
- Water Use Licence for Crowhurst Estate, KwaZulu-Natal, Toyota Educational.
- General Authorisation for Green Nut Farms, KwaZulu-Natal, Afrotec Engineering.
- General Authorisations for South African Radio Astronomy Observatory, a National Research Foundation facility.
- Water Use Licences for the Nyakallong and Virginia Wastewater Treatment Works Upgrade, Matjhabeng Local Municipality, Free State, South Africa.

## Waste Management Licences (standalone)

- Waste Management Licence (by way of a Basic Assessment) for the Refurbishment of West Plant Sludge Dam 3 and Associated Mixing facility, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).

## Risk Assessments

- Environmental Risk Assessment for the Hard Ice Plant at Mponeng Mine, AngloGold Ashanti, South Africa.
- Environmental Risk Assessment for the Surface Cooling System Expansion for Ventersdorp Contact Reef B120 Level Project, West Wits Mponeng Mine, AngloGold Ashanti, South Africa.
- Dam Risk Assessment Goedgevonden Colliery, Xstrata Coal, South Africa.
- Environmental Risk Assessment for the Coal fired boilers, Newlands, SAB Miller, South Africa.

## Feasibility Studies

- Matla Qualities Concept Study, Exxaro.
- Belfast License to Operate Bankable Feasibility Study, Exxaro.
- Thabametsi Bench 11 UG Concept Study, Exxaro.
- Zimplats Selous Base Metals Refinery (BMR) Feasibility Study; Supporting Environmental Studies (environmental legal opinion and permitting requirements, environmental impact analysis, energy management and GHG emissions reduction study, water management study), Zimplats, Zimbabwe.
- Water Supply Feasibility Study (environmental legal opinion and permitting requirements), for Mondi South Africa (Pty) Ltd, South Africa.
- Port Durnford Prefeasibility Study Project, Tronox KZN Sands (Pty) Ltd, Richards Bay, South Africa.
- Prefeasibility study for the construction of a new converting facility, (environmental design criteria, regulatory review and permitting requirements, emissions modelling for technology selection, opportunities to improve GHG emissions and energy management), Confidential Project, South Africa.
- Establishment of an Aluminium Recycling Plant (site sensitivity analysis, regulatory review and permitting requirements, provision of cost estimates to obtain environmental permits and licences), (Confidential Project), South Africa.
- Feasibility study for the processing of a by-product in the platinum industry, (environmental design criteria, environmental legal opinion and permitting strategy, environmental legal register, environmental and human health impact analysis, water management, contractor social management plan, construction

# Key Project Experience

environmental management plan), Confidential Project, South Africa.

## Environmental Engineering and Monitoring

- Review of Environmental Design Criteria for the Development of an Iron Ore Mine in Mauritania, El Aouj Mining Company, Northern Africa.
- Review of the Environmental Protection Measures developed for the construction and operation of a Gold Mine in Russia with particular focus on identifying relevant monitoring requirements, Kinross Gold.
- Environment Design Criteria for an SO2 Abatement Plant, Anglo American Platinum, South Africa.
- Sustainable design options study for the Nimba Iron Ore Project, Société des Mines de Fer de Guinée (SMFG) Guinea and Liberia.
- Onshore and offshore environmental baseline studies, compilation of environmental monitoring/management plans and procedures, and environmental compliance monitoring for the construction of a LNG plant in the Afungi Peninsula in the Palma District of Cabo Delgado Province, CCSJV, Mozambique.
- Product and waste storage areas upgrade project at the Port of Durban, Bidvest Tank Terminals, KwaZulu-Natal, South Africa.
- Salvage Yard Layout, Detailed Design and Stormwater Management, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton), South Africa.
- Development of Water Balances for 1) Free State Operations, 2) Vaal River Operations and 3) West Wits Operations, AngloGold Ashanti, South Africa.
- Clean and Dirty Water Separation Studies for 1) Vaal River Operations (Mines and Processing Plants) and 2) West Wits Operations (Mines and Processing Plants), AngloGold Ashanti, South Africa.

## Circular Economy

- Scoping exercise to develop and Extended Producer Responsibility Scheme for a multi-national drink and brewing company (Confidential Project), South Africa.
- Concept Study for the Hillside Used Beverage Can (UBC) Recycling Project, South32, South Africa.

## Environmental Management Systems and Auditing

- Development of an Environmental Management System at Lumwana Mine, Zambia, Barrick Gold Corporation.
- Development of an Environment Management System (ISO 14001) including assurance of certification for ERGO, AngloGold Ashanti
- Environmental Management System (ISO 14001) development for Scaw Metals.
- Development of an Environment Management System (ISO 14001), Kimberley Mines, De Beers Consolidated Mines.
- Review and updating of the Environmental Management System (ISO 14001) at Newlands, SAB Miller.
- The Development and Implementation of processes and tools to comply with conditions defined in the Waste Management Licences, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).
- Vegetation Control Procedure; Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).
- The Development of Standard Operating Procedures for the Materials Management Department, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).
- Admox Bagging Plant, Admox Bagging Plant, Admox Pelletising Plant and OBC Fume Extraction Operation Environmental Management Plan; Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).
- Internal ISO 14001 Audit, Venetia Mine, De Beers Consolidated Mines.
- Internal ISO 14001 Audit, Voorspoed Mine, De Beers Consolidated Mines.
- Internal ISO 14001:2015 Audit Report for Harmony Central Gold Plant in the Free State Province.
- Internal ISO 14001:2015 Audit Report for Harmony One Gold Plant in the Free State Province.

## Environmental Policy and Legislation

- Review the NEOM Environmental Standards and Policies, Saudi Arabia.
- Developing a Greenhouse Gas reporting framework for Department of Mineral Resources and the Department of Energy, Northern Cape Province, South Africa.
- Legal Opinion on Requirement for Environmental Authorisation of the Proposed Emergency Diesel Power Generation Project at Wessels Mine, Samancor Manganese (Pty) Limited (BHP Billiton), South Africa.

# Key Project Experience

<ul style="list-style-type: none"> <li>• Environmental Legal Opinion Proposed Soya and Sunflower Bean Operations, Boksburg, South Africa.</li> <li>• Strategic Planning on New Furnace Location, Samancor Manganese (Pty) Ltd (BHP Billiton), South Africa.</li> </ul>
<b>Carbon Footprint Assessment</b>
<ul style="list-style-type: none"> <li>• Lindi Jumbo Operation Carbon Footprint Assessment, Tanzania Graphite Project, Walkabout Resources Limited.</li> </ul>
<b>Closure Planning and Assessments</b>
<ul style="list-style-type: none"> <li>• Environmental lead for closure plans related to the reclamation of tailings storage facilities and the rehabilitation thereof for Ergo, AngloGold Ashant.</li> <li>• Peer review and approval of the Zimbutu Coal Mine Discard Facility, Welgedacht Exploration Company (Proprietary) Limited (Subsidiary of the Kangra Group).</li> <li>• Peer review of the Destoning Plant Rehabilitation and Closure Plan (including Financial Provision for Sasol, Sasol Mining (Pty) Ltd.</li> <li>• Peer review and approval of the Bengwenyama Underground Mining Project: Initial Closure Plan and Closure Cost Estimation, Miracle Upon Miracle Investments (Pty) Ltd.</li> </ul>
<b>Due Diligence and Technical Advisory</b>
<ul style="list-style-type: none"> <li>• Independent Expert Report Roggeveld Wind Farm Phase 1 And Associated Infrastructure, South Africa.</li> <li>• Technical Advisory services for a Power Purchase Agreement (PPA) for a gas to power plant near Maputo, Mozambique (Confidential Project).</li> <li>• Environmental Due Diligence for an in-land and port side bauxite facility, Republic of Guinea (Confidential Project).</li> <li>• Environmental Due Diligence for the Brush-Arc UG2 Smelting at Richards Bay Alloys, Anglo American Marketing Ltd.</li> <li>• Environmental component of the Independent Engineering Review, for the New Generation Capacity Under the Risk Mitigation IPP Procurement Program (Confidential Project).</li> </ul>
<b>Auditing</b>
<ul style="list-style-type: none"> <li>• African Natural Resources and Mines Limited - Annual Environmental Compliance Audit Report of the Construction Environmental Management Plan (CEMP), Environmental Monitoring Plan (EMP), Integrated Waste Management Plan (IWMP), and other operational procedures.</li> <li>• Bi-annual Environmental Performance Assessment Audit of the Tailings Facility and associated infrastructure at Harmony Kareerand Operations, Harmony Gold Mining.</li> <li>• Water Use Licence Compliance Audit at Farms K/Kraal 342 JQ, Rooikoppies 297 JQ and Elandsdrift 467 JQ, south of Marikana in the North West Province, Tharisa Minerals (Pty) Ltd.</li> <li>• Peer Review of Audits on the Construction Environmental Management Programme for Anglo American Platinum's Polokwane Metallurgical Complex within the province of Limpopo.</li> <li>• Audit of the Waste Management Practice at Mponeng and Kopanang Mine, AngloGold Ashanti.</li> <li>• External Audit Reports for the Waste Management Licences, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).</li> <li>• Audit of the Water Use Licence held by Goedgevonden Colliery, Xstrata Coal South Africa.</li> <li>• Annual Internal Audit of the Water Use Licence for Xstrata Coal South Africa (Pty) Ltd Tweefontein Division.</li> <li>• Annual External Water Use Licence Audit, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).</li> <li>• Annual Audit of the Record of Decision and Environmental Management Plan for the Fouriespruit Stream Diversion and Old Slag Area, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).</li> <li>• Annual Environmental Performance Audit for the Pelletising Plant, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).</li> <li>• Environmental Legal Compliance Assessment for the Construction Phase of the M14 Furnace Project Environmental Authorisation, Metalloys Samancor Manganese (Pty) Ltd (BHP Billiton).</li> <li>• Waste Management License Audit for the Slagment Operation, AfriSam Southern Africa (Pty) Ltd.</li> <li>• Environmental-Legal Compliance Assessment Report SCE Ashman (Proprietary) Limited: Vanderbjilpark Plant.</li> </ul>

# Key Project Experience

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- Environmental-Legal Compliance Assessment of the Waste Management Licence and Atmospheric Emission Licence for A-Thermal Retort Technologies (Pty) Ltd.

## DECLARATION

I, Paula Tolksdorff hereby declare that the details furnished above are true and correct to the best of my knowledge and belief and I undertake to inform you of any changes therein, immediately. In case any of the above information is found to be false or untrue or misleading or misrepresenting, I am aware that I may be held liable for it.



Signature:

Date: 23 January 2026

**Environmental Assessment  
Practitioners Association  
of South Africa**



**Registration No. 2019/509**

**Herewith certifies that**

**PAULA JANE TOLKSDORFF**

**is registered as an**

**Environmental Assessment Practitioner**

**Registered in accordance with the prescribed criteria of Regulation 15. (1)  
of the Section 24H Registration Authority Regulations  
(Regulation No. 849, Gazette No. 40154 of 22 July 2016, of the  
National Environmental Management Act (NEMA), Act No. 107 of 1998, as amended).**

**Effective:** 01 April 2026

**Expires:** 31 March 2027

*Chairperson*

*Registrar*





**herewith certifies that**  
**Paula Jane Tolksdorff**  
Registration Number: 152904  
**is a registered scientist**

in terms of section 20(3) of the Natural Scientific Professions Act, 2003  
(Act 27 of 2003)  
in the following field(s) of practice (Schedule 1 of the Act)  
Environmental Science (Professional Natural Scientist)

Effective **12 June 2024**

Expires **31 March 2027**



President of Council

Chief Executive Officer



TECHNIKON WITWATERSRAND



# BACCALAUREUS TECHNOLOGIAE

ENGINEERING: CIVIL  
(URBAN)

INGENIEURSWESE: SIVIEL  
(STEDELIK)

is awarded to / word toegeken aan

**PAULA-JANE LEWIS**

Date of Birth / Geboortedatum

1971-01-24

Student Number / Studentenommer

8913463

with effect from / met ingang van

1997-07-01

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

SIGNATURE

Commissioner of Oaths - Ryan Harold Currie

OO No: 38232 Date: 7 Sept 2024

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191

*H.W. van Ede*  
Vice-Chancellor & Principal  
Visekanselier & Prinsipaal

Deputy Vice-Chancellor & Vice-Principal  
Adjunkvisekanselier & Visepriinsipaal

Issued with the approval of the Certification Council for Technikon Education (SERTEC) in terms of section 9 of The Certification Council for Technikon Education Act 1986 (Act 88 of 1986)  
Uitgereik met die goedkeuring van die Sertifiseringsraad vir Technikononderwys (SERTEC) ingevolge artikel 9 van die Wet op die Sertifiseringsraad vir Technikononderwys, 1986 (Wet 88 van 1986)

No. / Nr. B 0524



NORTH-WEST UNIVERSITY  
 YUNIBESITHI YA BOKONE-BOPHIRIMA  
 NOORDWES-UNIVERSITEIT  
 POTCHEFSTROOM CAMPUS

Private Bag X6001, Potchefstroom  
 South Africa, 2520

Tel: (018) 299-1111/2222  
 Web: <http://www.nwu.ac.za>

MRS PJ TOLKSDORFF  
 P O BOX 41409  
 CRAIGHALL  
 2024

2011/12/14

23119128 - 2011

Dear MRS TOLKSDORFF

**EXAMINATION RESULTS**

Web address: <http://www.nwu.ac.za/admin/index.html>

**NB** Any errors and/or omissions on your 2011 record must be reported before 17 February 2012.

Herewith the results of the past examination. We trust that you were rewarded for your effort and hard work.


**Qualification : 2181061 M IN ENVIRON MAN**  
**Curriculum Code : N824P ENVIRONMENTAL ANALYSIS AND MANAGEMENT**

<u>Date</u>	<u>Module Name</u>	<u>Module Code</u>	<u>Module Type</u>	<u>Mark</u>	<u>Result</u>
201111	ENVIRONMENTAL MANAGEMENT II	OMBO 8 78	Core module	69	Passed

2012 Graduate students: In the case of an exception, if we have to re-schedule your ceremony, we will inform you in February per SMS and letter.

DIRECTOR : ACADEMIC ADMINISTRATION

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



SIGNATURE

Commissioner of Oaths - Ryan Harold Currie

ID No: 38232 Date: 7 Sept 2014

New Life Church, 1 Grosvenor Road, Bryanston, Johannesburg, 2191



NORTH-WEST UNIVERSITY  
YUNIBESITHI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT  
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South Africa, 2520

Tel: (018) 299-1111/2222  
Web: <http://www.nwu.ac.za>

MRS PJ TOLKSDORFF  
P O BOX 41409  
CRAIGHALL  
2024

2012/12/11

23119128 - 2011

Dear MRS TOLKSDORFF

**EXAMINATION RESULTS**

Web address for examination results: <http://www.nwu.ac.za/content/exam-results>

Herewith the results of the past examination. We trust that you were rewarded for your effort and hard work.

Qualification : 2181061 M IN ENVIRON MAN  
Curriculum Code : N824P ENVIRONMENTAL MANAGEMENT  
Method of Delivery : PART TIME

<u>Date</u>	<u>Module Name</u>	<u>Module Code</u>	<u>Module Type</u>	<u>Mark</u>	<u>Result</u>
201211	ENVIRONMENT ANALYSIS 2	OMBO 8 79	Core module	75	Distinction

**Registration schedule 2013:**

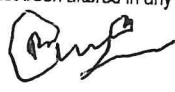
Undergraduate and Honours students see :

<http://www.nwu.ac.za/content/nwu-potchefstroom-campus-current-students-intranet-and-portal>

**NB: Any errors and/or omissions on your 2012 record must be reported before 18 January 2013.**

CAMPUS REGISTRAR

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



SIGNATURE

Commissioner of Oaths - **Ryan Harold Currie**

GD No: 38232 Date: 7 Sept 2014

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191



NORTH-WEST UNIVERSITY  
YUNIBESITI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT



## Centre for Environmental Management

This is to certify that

**PJ TOLKSDORFF**  
7101240049089

successfully completed and  
passed SAATCA approved examination

CEM-03.1/0117/2011

22-24 June 2011

NQF Level: 7

**Prof. JG Nel**  
Executive Manager:  
Centre for Environmental Management  
Course Leader

**Prof. JJ Pienaar**  
Dean Faculty of Natural Science

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

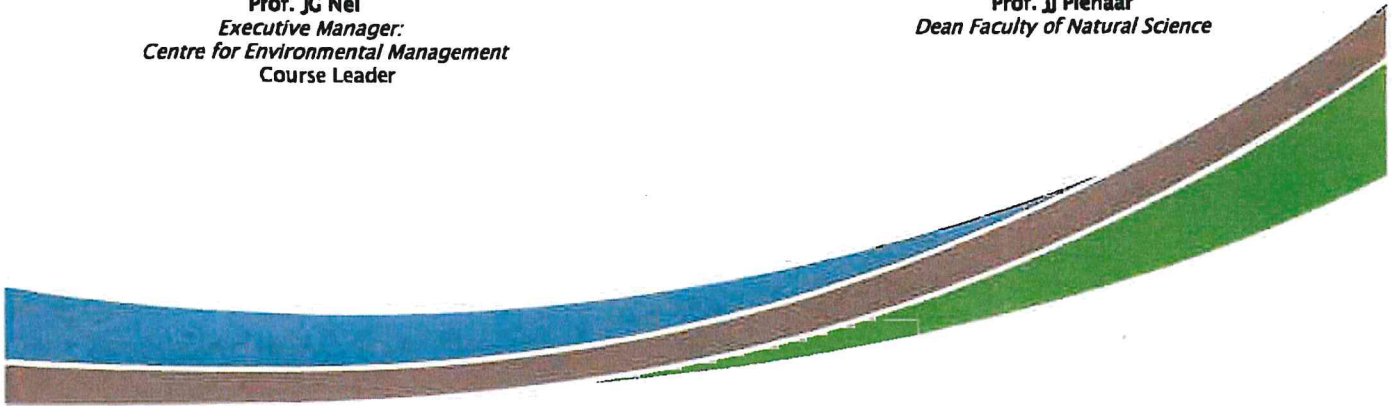
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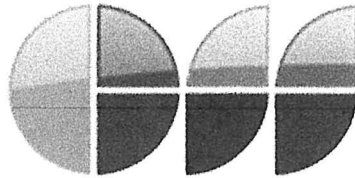
Commissioner of Oaths - **Ryan Harold Currie**

Doc No: 38 232 Date: 7 Sept 2024

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191

## Implementing Environmental Management Systems (ISO 14001)





**Carin Bosman**  
Sustainable Solutions

This Certificate is issued to  
certify that

**Paula Tolksdorff**

has attended a 3 day Training Workshop entitled

## Water Governance in South Africa

held on

**9-11 May 2023**



**Water Institute of  
Southern Africa**

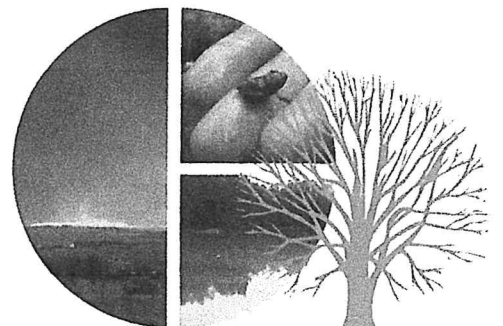
**Carin Bosman, Director: CBSS**

SACNASP: WISA2023-0412-002542

ECSA: WISA2023-0412-002542 (3pt)

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

SIGNATURE  
Commissioner of Oaths - **Ryan Harold Currie**  
ID No: 38 232 Date: 7 Sept 2024  
New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191




*Our environmental- and water governance solutions help you to take  
sustainable management decisions*



*This is to acknowledge that  
Paula Tolksdorff  
Attended the Online  
Developing Mentorship Skills for  
Management and Professionals  
On 21-22 February 2022*

*This qualifies for 2 CPD Points  
for Continuing Professional Development  
CESA-2049-11/2024*

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



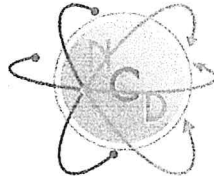
SIGNATURE

Commissioner of Oaths - **Ryan Harold Currie**

OO No: 38232 Date: 7 Sept 2024

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191

  
Chris Campbell  
School of Consulting Engineering  
Signed on 22 February 2022  
Certificate number 29764



**NETWORK**

For Career Development

REGISTERED WITH THE SOUTH AFRICAN QUALIFICATIONS AUTHORITY

# Certificate of Competence

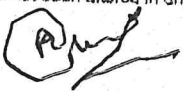
**This is to certify that  
Paula Jane Tolksdorff**

ID Number: 7101240049089

**Has successfully completed the  
Assessor Course**

115753 Conduct outcomes-based assessment NQF Level 5 Credits 15

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



SIGNATURE

Commissioner of Oaths - **Ryan Harold Currie**

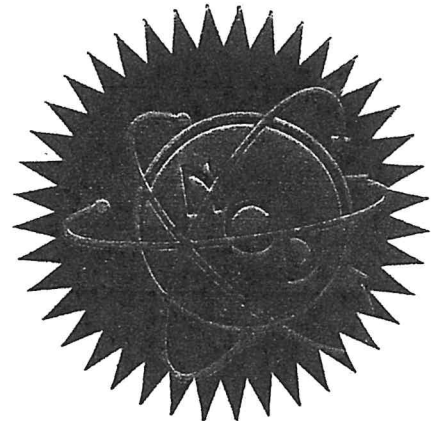
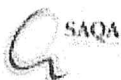
DD No: 38232 Date: 7 Sept 2024

New Life Church, 1 Grosvenor Road, Bryanston, Johannesburg, 2191

*UBheug*  
Mylet Ursula Bhengu  
Chief Executive Officer

29 November 2019

Date



Certificate Number: NETW/00001902/2019

ETDP SETA Accreditation Number: 10222



**LEGISLATIVE COMPLIANCE SPECIALISTS**

REG NO. 2006/014854/07

This is to certify that

*P. Tolksdorff*

Name

*710124 0049 089*

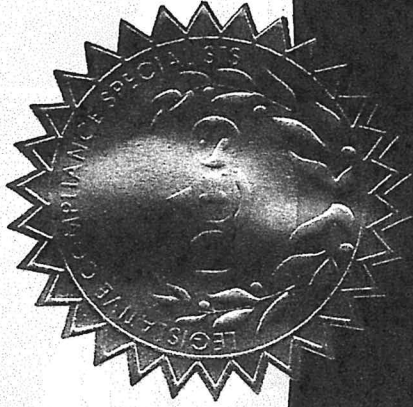
ID Number

Has successfully completed the following LCS course

*Legal Liability*

*31 May 2021*

Date



Facilitator / Assessor

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

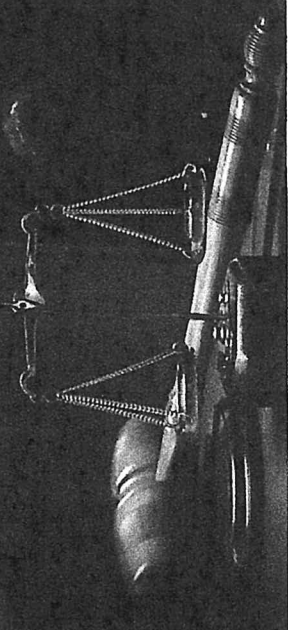
SIGNATURE

Commissioner of Oaths - Ryan Harold Currie

ID No: *38232* Date: *1 Sept 2021*

New Life Church, 1 Grosvenor Road, Bryanston, Johannesburg, 2191

OHS-ACT No. 85 of 1993





**Aspects International**

*to attain through knowledge*

# *IEMA Approved Foundation Course in Environmental Auditing (South Africa)*

This is to certify that  
**Paula Tolsdorff**  
Attended and Successfully Completed  
the above Training Programme on  
19 - 23 October 2009  
and achieved 87% at Examination

Signed *J. Macnamara*

**Chief Examiner**

Certificate No. SA/0911/9  
Issue Date 05/11/09



Signed

*W. An*  
**Course Tutor**

ASP/FLEA/01109/SOUTH AFRICA

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

*Ryan Harold Cattie*

SIGNATURE

Commissioner of Oaths - **Ryan Harold Cattie**

ED. No. 38232 Date: 7/9/2009

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191



Aspects International

www.aspectsint.com

# IEMA Approved Carbon Footprint Management Course : An Introductory Programme

This is to certify that

**Paula Jane Tolksdorff**

Attended and Successfully Completed  
the above Training Programme on

**6-7 July 2009**

**Certificate No: PubCF2/SA/0907/23**



Signed: *J. Macnaman*

Chief Examiner

Signed: *M.A.*

Course Tutor

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

*R.H.*

SIGNATURE


Commissioner of Oaths - **Ryan Harold Curran**

DD No: **38232** Date: **15 Sept 2009**

New Life Church, 1 Grosvenor Road, Bryanston, Johannesburg, 2191

# The International Association for Public Participation

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



SIGNATURE

Commissioner of Oaths - Ryan Harold Curtis

ID No: 38232 Date: 7 Sept 2009

New Life Church, 1 Grosvenor Road, Bryanston, Johannesburg, 2191

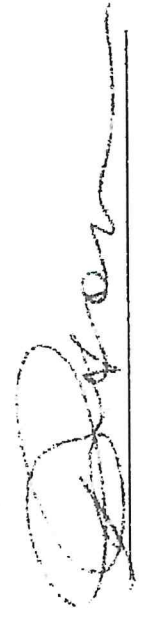
Certificate in Public Participation awarded to

*Paula Tolksdorff*

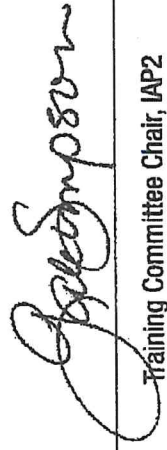
October 2009



International Association  
for Public Participation



President, IAP2



Training Committee Chair, IAP2


# The International Association for Public Participation

*Paula Tolksdorff*

has completed IAP2's

*Communication for Effective Public Participation*

October 2009

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

SIGNATURE
Commissioner of Oaths - <b>Ryan Harold Currie</b>
ED No: <u>28232</u> Date: <u>7 Sept 2024</u>
New Life Church, 1 Grosvenor Road, Bryanston, Johannesburg, 2191



**International Association  
for Public Participation**



President, IAP2



Training Committee Chair, IAP2

# The International Association for Public Participation


## Paula Tolksdorff

has completed IAP2's

### Techniques for Effective Public Participation

October 2009

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



SIGNATURE  
Commissioner of Oaths - Ryan Harold Gumble  
ID No: 38232 Date: 7 Sept 2010  
New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191



International Association  
for Public Participation

President, IAP2

Training Committee Chair, IAP2

# The International Association for Public Participation


*Paula Tolksdorff*

has completed IAP2's

*Planning for Effective Public Participation*

October 2009

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



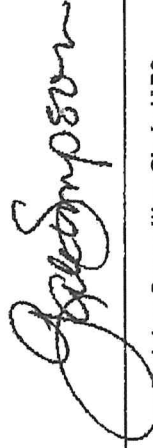
SIGNATURE  
Commissioner of Oaths - Ryan Harold Cumie  
BC No: 38232 Date: 7 Sept 2009  
New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191



International Association  
for Public Participation



President, IAP2



Training Committee Chair, IAP2



# Certificate of Attendance

Faculty of Engineering and the Built Environment  
(School of Mining Engineering)

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.

SIGNATURE

Commissioner of Oaths - Ryan Harold Counts

id No. 38232 Date: 7 Sept 2007

New Life Church, 1 Grossvenor Road, Bryanston, Johannesburg, 2191

*This is to certify that*

**P Tolksdorff**

*during the period*

16 January 2007

*has attended and participated in the course*

1 Day Report Back from the 1<sup>st</sup> International Seminar on Mine Closure, Perth Australia 2006

Head, School of Mining Engineering

Dean, Faculty of Engineering & the Built Environment

Date of Issue: 16<sup>th</sup> January 2007

# AFRICAN ENVIRONMENTAL CENTRE

This is to certify that

*Paula Tolksdorff*

has successfully completed  
the following short course

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.



SIGNATURE

Commissioner of Oaths - *Ryan Harold Currie*

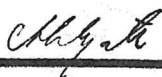
GD No: *38 232* Date: *7 Sept 2006*

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191

**NEMA EIA Regulations**

on the

**23 October 2006**



Director



CC reference number 2006/212059/23

# AFRICAN ENVIRONMENTAL CENTRE

This is to certify that

*Paula Tolksdorff*

has successfully completed  
the following short course

*NEMA EIA Regulations*

on the

*23 October 2006*

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was examined by me and that, from my observations, the  
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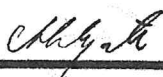


SIGNATURE

Commissioner of Oaths - **Ryan Harold Currie**

No: *38232* Date: *7 Sept 2006*

New Life Church, 1 Grosvenor Road, Bryanston,  
Johannesburg, 2191



Director



CC reference number 2006/212059/23