

Phindile Mashau

Planning & Advisory, Environmental Assessment Practitioner

CAREER SUMMARY

Phindile has been working in the environmental management field from 2014 where she has been involved in alternative energy applications and selected energy permitting projects as well as health and environmental compliance. Her experience within the Environmental Management field is focused on Impact Assessment, Permitting, Environmental Health and Safety (EHS) Auditing and Public Participation.

Selected project experience includes undertaking permitting processes for Hydro-Power Plants, Offshore Exploration Drilling, Power Lines, Data Centres and various Infrastructure Projects.

Her countries of experience include South Africa, Namibia, Nigeria, Lesotho, Kingdom of Saudi Arabia, Zambia and Mozambique with local legislation as well as World Bank Framework, IFC Principles, Equator Principles and KfW Development Bank Guidelines.



1.5 years with WSP

Area of expertise

Impact Assessment
Permitting
Environmental Health & Safety Auditing
Public Participation
Environmental Feasibility

9 years of experience

Language

Tsonga – Native
English – Fluent
Afrikaans – Advanced
Zulu – Advanced
Sotho – Advanced
Venda – Fluent

EDUCATION

Bachelor of Science (Honours) Environmental Management, University of South Africa, Pretoria 2016

Bachelor of Science Environmental Management, Chemistry Stream, University of South Africa, Pretoria 2014

PROFESSIONAL MEMBERSHIPS

IAIASA (Professional Member) – 5154	2016
SACNASP (Pr.Nat.Sci.) – 115915	2017
EAPASA (Registered EAP) – 2019/1731	2022



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PROFESSIONAL HISTORY

WSP Group Africa (Pty) Ltd	July 2022 – current
Golder Associates Africa (Pty) Ltd	July 2021 – June 2022
AECOM SA (Pty) Ltd – Centurion	2016 – June 2021
Sandown Motors Limited – Centurion	2015 – 2016
Department of Science and Technology, South Africa – Pretoria	2015

PROFESSIONAL EXPERIENCE

Glencore Operations South Africa (Pty) Ltd, Water Treatment Plant (WTP) at their Colliery, Mpumalanga Province, South Africa

2024 – current

Project Manager and EAP

The client proposed to construct a WTP at one of their collieries. WSP was approached to undertake the site select and environmental authorisation process, inclusive of stakeholder engagement.

Tronox KZN Sands (Pty) Ltd, Fairbreeze Mine Extension into Heleza Moya Farm, KwaZulu-Natal, South Africa

2023 – current

Project Manager and EAP

Tronox purchased the Heleza Moya and incorporated this property into the Fairbreeze Mining Rights Area (MRA). Tronox is now making an application to extend their mineral sands mining into parts of Heleza Moya to enable this area to be mined together with the approved Fairbreeze Mine.

National Petroleum Refiners of South Africa (Pty) Ltd: Environmental Authorisation and Atmospheric Emission Licence Amendment for the Hybrid Flow Scheme Upgrade, Sasolburg, Free State

2023 – current

Project Manager and EAP

The refinery requires various infrastructure upgrades and reconfigurations to implement a Hybrid Refinery Flow Scheme (proposed project), to ensure compliance with the requirements of the Clean Fuels II (CF II) and the Biofuels Regulatory Framework (BFRF) 2020 regulations as its current flow scheme results in products that do not meet the required specifications. these regulations. To make the necessary changes to the facility, Natref is required to undertake a BA process supported by an Environmental Acoustic Impact Assessment, Air Quality Impact Assessment and Environmental Climate Change Impact Assessment, as well as an amendment of its current Atmospheric Emission Licence (AEL).

Confidential Client, Environmental and Social Due Diligence (ESDD) for a Photovoltaic Solar Energy Facility Near Theunissen, Free State Province, South Africa

Environmental Scientist and Lead

2023 – current

EAP

WSP was appointed to undertake an ESDD for a proposed Solar Power Plant Project. This report intended to advise the Lenders on the proposed Solar Photovoltaic (PV) facility and associated powerline (the asset) regarding environmental and social matters to support the Lenders' decision.



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Confidential Client, Phase I Environmental, Health and Safety Due Diligence Assessment (EHS DDA) for an industrial site in Benoni, Gauteng Province, South Africa

Lead Auditor

2023 – 2023

Phase I EHS DDA is to assess the relevant environmental and health & safety aspects and potential liabilities associated with the current and historical use of the sites and their surrounding area.

Western Cape Department of Transport and Public Works, Environmental Screening Study for the Periodic Maintenance of the MR00189 Old Paarl Road, Western Cape Province, South Africa

2023 – 2023

Project Manager and EAP

The WCG has appointed WSP to conduct an environmental authorisation screening assessment for the proposed project. The purpose of this Screening Study is to identify whether the project requires a permit or license in terms of any applicable environmental laws and associated regulations.

TotalEnergies EP South Africa BV (TEEPSA), Environmental and Social Impact Assessment for the proposed offshore production right, additional exploration activities and environmental authorisation on Block 11B/12B, off the Cape South Coast, Western Cape

Environmental Scientist

2023 – 2023

The exploration programme for Block 11B/12B TEEPSA has resulted in gas and associated condensates discoveries. TEEPSA is therefore planning to convert the Exploration Right into a Production Right, together with the Joint Venture (JV) partners. WSP was appointed to assess the projects potential impact as well as undertake the public participation process.

Transnet SOC Ltd, Environmental Screening for the Capacity Simulation of the Optimized 16MTPA Manganese Solution, Northern Cape, Western Cape and Eastern Cape, South Africa

2023 – 2023

Project Manager and EAP

Transnet has appointed WSP to undertake a review of the EAs that were previously granted to check the applicability to the current project and to provide recommendations on the need and scope of EA requirements in terms of the national environmental legislation.

Shell Downstream South Africa (Pty) Ltd, Section 24G application for 96 service stations, across South Africa, South Africa

2021 – current

Project Manager and EAP.

The client took an internal decision to undertake the Section 24G regularisation process to regularise unlawful commencement for their service stations (existing and legacy sites). Duties include stakeholder engagement, legal reviews/assessments and extended authority consultation.

New Largo Coal Mine, Environmental Authorisation; Environmental Management Programme; Bankable Feasibility Study; and Application for Water Use Licence, Mpumalanga, South Africa

2021 – 2022

Assistant EAP

To give effect to proposed changes on the previously approved mining plan the client must apply for amendments to its approved EA and prepare an updated EMP.

Richards Bay Coal Terminal (RBCT), Operational EMP, Richards Bay, South Africa

2022 – 2022



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EAP

The project included consolidating various permitting licences/ authorisations and internal policies to a single EMP similar to an Environmental Management System to assist in the environmental performance of the terminal.

Grindrod Terminals Richards Bay (Pty) Ltd, Section 24G and Air Emissions Licence Application for the Sea Munye Terminals, Richards Bay, South Africa

EAP

2022 – 2022

The client had to submit an application for the regularisation of a listed activity which commenced without an environmental authorisation in terms of Section 24G of the NEMA.

Société de Péage du Lualaba (SOPEL), Environmental and Social Impact Assessment and Environmental and Social Management Plan for the By-Pass Toll Road in Kolwezi, Democratic Republic of Congo (DRC)

Environmental Consultant

2021 – 2022

The client is currently constructing a By-pass Toll Road, which will divert heavy truck traffic (mining, general freight, agriculture) of over 220 000 trucks per year around the Kolwezi City center. This ESIA was compiled during construction in terms of the IFC principles.

Eskom Holdings SOC Limited, Basic Assessment (BA) for the proposed Eskom Battery Energy Storage Systems (BESS) in Preiska, Northern Cape, Environmental Scientist and Project Manager

2021 – 2021

The client is undertaking BA process is required for the proposed ESKOM 70 Mega Watt, 280 Mega Watt hour BESS and associated infrastructure in Copperton, near Prieska in the Northern Cape.

Amazon Data Services, Basic Assessment for the Proposed Installation of Back-up Generators and Diesel Storage for Data Centres in the Western Cape, South Africa

Environmental Scientist and Project Manager

2020 – 2021

The client undertaking planning and infrastructure provision for the installation of diesel storage facilities and generators associated with one of their data storage facilities with the intention establishing an independent uninterrupted power supply (UPS) system to provide energy relief in the event when there is a loss or interruption of the municipal power supply.

Confidential Client, Subsea Cable Project, Maputo and Nacala, Mozambique

Environmental Scientist tasked to compile the Permit Feasibility Study (PFS) and Permit Matrices (PM) in the landing country

2020 – 2021

The project entails a proposed private marine subsea cable system that will connect different continents. Responsibilities included conducting PFSs to determine country-specific permitting requirements for the project. The project also includes the implementation of marine, terrestrial, environmental and land use permitting processes. The project area of influence includes territorial waters and the exclusive economic zone (EEZ). The purpose of the project is to significantly increase the capacity, quality and availability of internet connectivity between continents.

CEC GETFit Hydropower Projects, ESIA and Environmental and Social Management Plan (ESMP) for hydro power stations in Changa and Kabompo, Zambia

Environmental Scientist



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2019 – 2021

The client is undertaking two ESIA processes in terms of IFC to obtain the necessary permits to construct Hydropower dams in support of grid connection in the near future. Responsibilities included responsible for the compilation of the screening reports and providing technical support for the Peer Review of the ESIA process.

Stellenbosch Local Municipality, Basic Assessment and General Authorisation for the Proposed Kayamandi Northern Extension Water Supply Project, Western Cape, South Africa
Environmental Scientist and Project Manager

2019 – 2021

Stellenbosch Municipality is undertaking planning and infrastructure provision for the establishment of the Kayamandi Bulk Water Supply Pipe and Reservoir (the Project). The proposed project is aligned to the Stellenbosch Municipality's Integrated Development Plan (IDP) and is in support of housing and development schemes over the next couple of years.

Airports Company South Africa SOC Ltd (ACSA), Legal Review and Water use Licence Application for the redevelopment of the Terminal 2 area at Cape Town International Airport (CTIA), Western Cape, South Africa

2018 – 2019

Environmental Scientist and Assistant Project Manager

ACSA

ACSA intended to demolish the existing Terminal 2 building and to construct a new building in line with the form, structure and aesthetic. This included the need to abstract groundwater for potable and non-potable uses in support of the redevelopment activities.

Xylem Water Solutions, Environmental Health and Safety (EHS) Audits, Northwest, Gauteng and Western Cape, South Africa

EHS Auditor

2019 – 2019

The client was undertaking triennial evaluation of the environmental compliance and management system implementation within the faculty in terms with local regulatory requirements at three of their South African facilities. The role included a review previous year's audit finding, review client specific checklists & audit requirements (protocols), prepare a presentation for the opening meetings & chair the opening meeting, undertake site inspections, undertake interviews with relevant staff, undertake a review of the relevant company documentation, prepare audit findings, prepare & chair the closing meeting and submission of audit report to client.

Smiths Group, Annual EHS Audits, Gauteng, South Africa

Environmental Auditor

2019 -2019

Client was undertaking an annual audit to evaluate their environmental compliance and management system implementation within the faculty. Duties included a review previous year's audit finding, review client specific checklists & audit requirements (protocols), prepare a presentation for the opening meetings & chair the opening meeting, undertake site inspections, undertake interviews with relevant staff, undertake a review of the relevant company documentation, prepare audit findings, prepare & chair the closing meeting and submission of audit report to client.

Eskom Holdings SOC Limited, Water Use Licence (WUL) Audits, Mpumalanga, South Africa

Environmental Auditor

2019 – 2019

The appointment was to conduct an audit at Eskom's Kusile Power Station to assess compliance with the WUL Compliance – including compliance based on water quality requirements for the particular catchment area. Tasks included a review previous year's audit findings, review client specific checklists & audit



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requirements (protocols), prepare a presentation for the opening meetings & chair the opening meeting, undertake site inspections, undertake interviews with relevant staff, undertake a review of the relevant company documentation, prepare audit findings, prepare & chair the closing meeting and submission of audit report to client.

Anglo American, Environmental Compliance Audit Reports –Chromium Railway Extension, Limpopo, South Africa

Environmental Scientist and Project Manager

2018 – 2020

Anglo was in the process of extending their railway line at the Amandeult Chromium Plant within their Amandeult complex in Thabazimbi. Technical review of Environmental Compliance Audit Reports and Deputy Project Manager.

Anglo American, Environmental Compliance Audit Reports in terms of Regulation 34 of The EIA Regulations (2014) as amended, Amandeult complex in Thabazimbi, Limpopo, South Africa

Environmental Scientist and Project Manager

Regulation 34 of the EIA Regulations (2014) require that an EA (including similar authorisations in terms of specific environmental management acts), EMPr and closure plan (where applicable) must be audited by an independent party with the relevant environmental auditing expertise and the environmental audit report must be submitted to the Competent Authority.

Shell South Africa (Pty) Ltd, Construction of Kroondal N4 Service Stations, Northwest, South Africa

Environmental Compliance Officer

2017 – 2018

Compilation of the EMPr, Compilation of environmental monitoring checklist, ECO

Compliance auditing of construction activities associated with the Shell Kroondal Service Stations, near Rustenburg against the approved Environmental Monitoring and Auditing Plan (EMAP).

City of Mbombela Local Municipality, Widening of Friedenheim Road, Mpumalanga, South Africa

Environmental Compliance Officer and Environmental Sciences

2017 – 2018

The client undertook a feasibility study to upgrade the existing Friedenheim Road within the city of Nelspruit.

Prior to construction, environmental authorisation was required for the upgrading activities.

TotalEnergies Namibia, Environmental and Social Impact Assessment for the Offshore Drilling on Block 2913B, Namibia

Environmental Scientist and Project Manager

2018 – 2019

ESIA for the proposed Offshore Exploration Drilling – Namibia Block 2913B. The ESIA is conducted in compliance with local Namibian legislative requirements as well with Total's International Standards.

The Red Sea Development Company, Environmental and Social Impact Assessment for the for an exclusive luxury hospitality accommodation on the Red Sea, Amaala, Kingdom of Saudi Arabia, Environmental Scientist

ESIA for the development of a luxury hospitality resort on the Red Sea. Project components include: an airport, all infrastructure (Wastewater Water Treatment, Energy provision, primary networks, Water Treatment, Roads, etc.), Residential, Worker accommodation, Island development and the Main land resort. Duties included the compilation of three (3) Early Earthworks Preliminary Environmental Review (PER) and Construction EMPs.

The Red Sea Development Company, Exclusive luxury hospitality accommodation on the Red Sea, Kingdom of Saudi Arabia



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Environmental Scientist

2019 – 2019

Tasks included the compilation of the Early Construction Environmental Management Programmes consisting of mitigation measures for construction (generic construction activities), mitigation measures for operation (asset specific), design guidelines (asset specific) and Sustainability Guidelines for Red Sea- as part of the Environmental and Social Impact Assessment for the development of a luxury hospitality resort on the Red Sea. Project components include: an airport, all infrastructure (Wastewater Water Treatment, Energy provision, primary networks, Water Treatment, Roads, etc.), Residential, Worker accommodation, Island development and the Main land resort.

**Lesotho Highlands Development Agency (LHDA), Environmental Management Plan for the repair and upgrade of the Northern Access Road (NAR), Pitseng, Ha Lejone and Ha Seshote, Lesotho
Environmental Scientist and Stakeholder Engagement Facilitator**

2018 – 2018

The overall objective of the project is to repair and reseal this section of the NAR with minor safety upgrades. This will include the access road and surfacing at the Mafika Lisiu View Site. The upgrade of the NAR will allow access for the transportation of plant, equipment and materials to construct the PWAR and eventually the Polihali Dam.

Eskom Holdings SOC Limited, Basic Assessment for the proposed Eskom Grid-Scale Battery Storage at Gansbaai, Kleinmond, Stanford, Arniston, Bredasdorp, Struisbaai and Vryheid sub-stations, Western Cape, South Africa

Environmental Scientist, Assistant Project Manager and Stakeholder Engagement Facilitator.

Responsible for reviewing the BARs and EMPs for 2018 – 2019

Eskom intended to install BESSs to provide ancillary support in terms of enhanced frequency control of the network, reactive power support and improved quality of supply performance in close proximity to existing Distributed Generation Renewable Energy plants.

**Transnet SOC Limited, Basic Assessment for the Sishen Railway Link, Western Cape, South Africa
Environmental Scientist**

2018 – 2019

Transnet Rail intends to link two existing railway lines in the Sishen area. It is thus assumed that the railway line is not located in an industrial zone and the new railway line section will be outside of the existing rail reserve. Further, the route alignment of the new railway line section seems to cross a watercourse.

Western Cape Provincial Department of Transport and Public Works (DTPW), Basic Assessment for the Reseal works for the Trunk Road 23 Section 2 from Hermon (KM 0.00) to Gouda (KM 17.63), Western Cape,

Environmental Scientist and Public Participation Administrator

2018 – 2019

The client wants to undertake a Basic Assessment process and a Water Use Licence Application (WULA) process in support of environmental authorisation (EA) and WUL required for the proposed reseal and routine road maintenance of Trunk Road Section 2.

South African National Roads Agency Limited (SANRAL), Moloto Road Upgrade (Phase 1 A), City of Tshwane, Gauteng,

Environmental Scientist assisting with the BA process and responsible for the PPP

2018 – 2018

The client wanted to undertake a BA process in support of obtaining EA required for the proposed routine road maintenance and upgrade. The infrastructure associated with the proposed project which requires EA consists of road widening as well as the expansion of culverts and bridges.



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Eskom Holdings SOC Limited, Erica LILO 400 kV Power Line, Western Cape, South Africa
Environmental Scientist, Public Participation Administrator, Stakeholder Engagement Facilitator and Assistant Project Manager
2017 – 2019

Eskom planned to conduct a Basic Assessment process associated with the construction of a double 400 kV power line. Project included the compilation of baseline information, an impact assessment which incorporated various specialists, EMPr, BA Report and PPP.

Confidential Client, Phase I Environment & Infrastructure Assessments, Itori and Jebba, Nigeria
Environmental scientist
2017 – 2017

Client in the transportation sector was undertaking a feasibility study at their proposed site, this included site and infrastructure inspections, interviews, compliance review, reporting, document reviews and mapping.

City of Cape Town (CoCT), Muldersvlei WULA - WULA forms, Section 27 Motivation Report, WULA Technical Report, Western Cape, South Africa
Environmental Scientist, Public Participation Administrator, Stakeholder Engagement Facilitator
2017 – 2020

The CoCT requested services to facilitate the WULA process in support of the Northern Area Bulk Water Augmentation Scheme (NABWAS) for the Muldersvlei component.

Netcare Property Holdings (Pty) Ltd, WULA for the Netcare Femina Dewatering, Gauteng, South Africa
Environmental Scientist

Netcare requested services to facilitate baseline information compilation, Impact Assessment, Motivational report, EMPr, Licensing forms, Submission to the Department of Water Affairs (DWS), The purpose was to obtain registration in the form of a General Authorisation (GA) for the abstraction of water from an existing borehole at the Netcare Femina Hospital within the City of Tshwane.

City of Mbombela Local Municipality, Basic Assessment for the upgrade of the Bosch Street - R40 (Madiba Drive) Interchange and Road 2296 (Ka Nyamazane Road), Mpumalanga, South Africa
Environmental Scientist
2017 – 2017

The client proposed to undertake a feasibility study to upgrade the existing Bosch Road within the city of Nelspruit. Prior to construction, environmental authorisation was required for the upgrading activities. Associated tasks included compiling a BA Report, EMPr, PPP and a WULA

Department of Public Works - KwaZulu-Natal, Water and Sanitation Programme, KwaZulu-Natal, South Africa
Assistant project administrator with the responsibility of liaison between the schools and the technical personnel
Environmental scientist in collating, interpreting and compiling comprehensive geotechnical reports inclusive of results of the site investigations conducted
2017 – 2017

The Department of Public Works (DoPW) commenced with the implementation of a Schools Water and Sanitation Programme for 367 schools in the Kwa-Zulu Natal province in an effort to provide healthy and hygienic ablution facilities for learners and teachers.

Confidential Client, Construction of a Data Centre, Gauteng, Western Cape, South Africa
Assistant Scientist
2016 – 2016



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Permitting framework for the construct and operation a new Data Centre. The appointment included compiling a comprehensive assessment of the planning and environmental regulatory requirement that will apply to the construction and future operation of such a facility within three coastal ports

South African National Roads Agency Limited (SANRAL), Moloto Road Upgrade, Gauteng, Mpumalanga and Limpopo, South Africa
Project Administrator

2016 – 2017

Basic Assessment process in support of environmental authorisation required for the proposed routine road maintenance and upgrade. The infrastructure associated with the proposed project which requires environmental authorisation consists of road widening as well as the expansion of culverts and bridges. WULAs were also required as part of the project.

Attacq Waterfall Investment Company (Pty) Ltd, Upgrade of the K101 Road, Gauteng, South Africa
Candidate Scientist

2016 – 2016

Upgrade of the K101 road between Maxwell Drive and Bridal Vale Road including the realignment of existing Provincial Road (P1/2).

Attacq Waterfall Investment Company (Pty) Ltd, Basic Assessment for the K60 Road Detail Design Section 3, , Gauteng- South Africa,
Assistant Public Consultation Administrator

2016 – 2016

Amendment to an existing environmental authorisation.

Permanent Water Commission (PWC), Noordoewer / Vioolsdrift Dam Feasibility Study ESIA, Namibia / South Africa,

Environmental scientist and Public Participation Consultant

2016 – 2019

Environmental screening and ESIA study for the proposed Vioolsdrift Dam on Orange River, on the border of South Africa and Namibia. In support of the feasibility study, an environmental fatal flaw assessment, environmental site selection and ESIA had to be conducted.

Interwaste, Multisand Regional Landfill Environmental Impact Assessment (EIA), Gauteng, South Africa

Candidate Scientist

2017 – 2017

EIA in support of environmental authorization and a waste management license, for the new Multisand regional landfill in Tshwane. Waste Management Licence permit Interwaste proposed to construct a new Regional Class B Regional Landfill within the City of Tshwane. In support of a waste management license and environmental authorisation, an EIA was conducted.

Department of Environmental Affairs (DEA), Licensing of Unlicensed Landfill Sites 2015, Eastern Cape, Northern Cape and KwaZulu-Natal, South Africa.

Assistant Scientist

2016 – 2016

The DEA commissioned a study to license all the existing unlicensed landfills within South Africa. As part of the 2015 roll-out, an environmental authorisation process required for the licensing of 17 landfills.

Confidential Client, Development of Gas to Power Plants, KwaZulu-Natal, Western Cape and Eastern Cape, South Africa

Candidate Scientist



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2016 – 2016

Company endeavours to establish an energy generation facility (power plant), this included the identification of potentially suitable sites according to set criteria provided by the client. In addition to two sites identified and screened by client.

**Royal HaskoningDHV South Africa / City of Tshwane, Belle Ombre Bus Depot, Gauteng, South Africa
Assistant Scientist**

2016 -2016

The construction of underground CNG and fuel storage tanks at the existing Belle Ombre Bus Depot required environmental authorisation. An EIA and stakeholder engagement process towards environmental authorisation was undertaken