



**ADDENDUM TO
COMPANY PROFILE**

Europe, Asia and Middle East



CESA

ENVIRONMENTAL AND SOCIAL ADVISORY SERVICES

FOR MORE INFORMATION, CONTACT:

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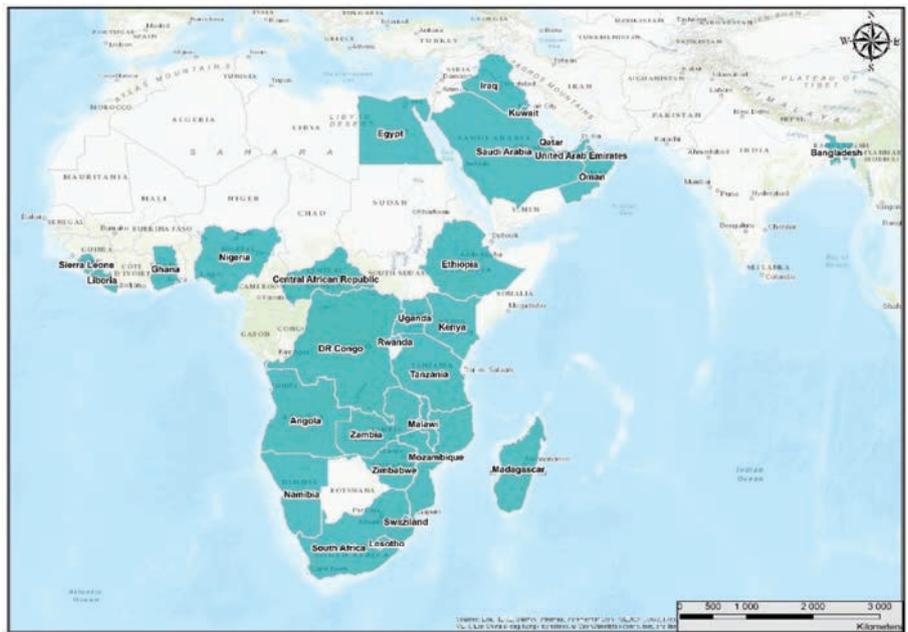
1. INTRODUCTION

CES was established in 1990 as a specialist environmental consulting company in Grahamstown, South Africa. We have since opened additional offices in key cities around South Africa as well as a wholly owned subsidiary, Coastal and Environmental Services Lda, in Mozambique. In order to better meet the increased demand for premium E&S advisory services in emerging economies across the globe and to improve opportunities for regular, direct interactions with many of our European-based clients, we opened a branch in the United Kingdom in January 2017.

In recent years CES has, as a result of our extensive contracts with Development Finance Institutions (DFIs) who have an emerging market focus, coupled with our track-record in Africa, continued to expand into new geographical markets. Key to this expansion has been the development of a limited number of strategic partners who are not only respected E&S consultants in their respective geographical areas, but who also share our philosophy of building long-lasting partnerships with our clients through excellence in customer service and the quality of our deliverables. This model is being replicated to enable us to provide the same quality advisory services to clients in Eastern Europe, Asia and the Middle East. Much of our international work remains focussed on the application of a range of international environmental & social (E&S) safeguards including:

- Equator Principles III;
- IFC Performance Standards (2012) and associated general and sector EHS guidelines;
- International Labour Organisation (ILO) conventions;
- Forest Stewardship Council (FSC);
- Roundtable for Sustainable Palm Oil (RSPO); and
- Roundtable for Sustainable Biomaterials (RSB)

In addition CES has well-developed working relationships with a number of other individual specialists and specialist consulting companies who provide us with expertise in disciplines such as air quality impact assessments, noise impact assessments, heritage, archaeological and paleontological assessments, radiation hazard assessments, groundwater studies and health impact assessments. Generally we have worked with the same sub-consultants for over a decade, so they understand our requirements and are willing to go the extra



mile for us. Our network of environmental and social professionals across the continent has enhanced our ability to successfully execute projects outside of South Africa. In 2018 we established strategic alliances with likeminded consultancies in Oman (Middle East), Serbia (Eastern Europe) and Bangladesh in order to extend our advisory services into these regions.

2. KEY PERSONNEL

CES's international business development is being driven by a team of highly experienced Executives and Principle Consultants, all of whom have executed projects for high-profile clients including several DFIs. These organisations include the DEG, FMO, Swedfund, Finnfund, Norfund, CDC, AfDB and AATIF amongst others. Our staff have also consulted directly to the IFC and World Bank on a range of projects. Our reports and other deliverables have consistently been regarded as being of a high standard and this, together with our pragmatic recommendations to resolve E&S challenges within the context of developing countries, has contributed to repeat contracts from these institutions and their clients. A summary professional profile for each is provided below.

Dr Anthony Avis: CES Founder and Managing Director / ESHIA and Coastal Management Specialist

Ted Avis is a leading expert in the field of Environmental Impact Assessments, having project-managed numerous large-scale ESIA's to international standards (e.g. International Finance Corporation). Ted was principle consultant to Corridor Sands Limited for the development of all environment aspects for the US\$-1billion Corridor Sands Project. He has managed ESIA studies and related environmental assessments of similar scope in Kenya, Madagascar, Egypt, Malawi, Zambia and South Africa. Ted has worked across Africa, and also has experience in large scale Strategic Environmental Assessments in southern Africa, and has been engaged by the International Finance Corporation (IFC) on a number of projects. Ted was instrumental in establishing the Environmental Science Department at Rhodes University whilst a Senior lecturer in Botany, based on his experience running honours modules in EIA Practice and Environmental Management. He is an Honorary Visiting Fellow in the Department of Environmental Sciences at Rhodes University and was one of the first certified Environmental Assessment Practitioners in South Africa, gaining certification in April 2004. He has delivered papers and published in the field of EIA, Strategic Environmental Assessment and Integrated Coastal Zone Management and has been a principal of CES since its inception in 1990 and Managing Director since 1998. Ted holds a PhD in Botany and was awarded a bronze medal by the South African Association of Botanists for the best PhD adjudicated in that year, entitled "Coastal Dune Ecology and Management in the Eastern Cape". Ted is a Certified Environmental Assessment Practitioner (since 2002) and a professional member of the South African Council for Natural Scientific Professionals (since 1993).

Dr Kevin Whittington-Jones: Executive Consultant / E&S Risk Management Specialist

Kevin holds an M.Sc in Marine Ecology and a PhD in Environmental Biotechnology and has nearly 20 years' experience in environmental management. He provides E&S advisory and auditing services to clients across a wide range of industry sectors including mining, forestry, agri-industry, energy & electrical distribution, finance & banking, chemical, ports and tourism. While maintaining active involvement in Environmental & Social Impact Assessments (ESIA) and projects related to waste management and environmental management training, he has specialized in E&S due diligence, compliance monitoring and assisting companies to meet their E&S-related obligations to their Lenders. The latter includes development and implementation of IFC-compliant environmental & social management systems (ESMS). Kevin's particular area of interest is the practical application of international E&S safeguards and he has worked extensively with international DFIs including the DEG, FMO, Proparco, AATIF, Norfund and FINNFUND. He is currently serving as the Lenders' E&S Advisor on multiple international projects and was recently contracted to the World Bank's Environmental and Natural Resources Global Practice for natural resource and pollution-related projects. In 2019 he was a recipient of the World Bank's ENB (Environment, Natural Resources and Blue Economy) Vice President's Units Award for contribution to the Post-conflict Damage and Needs Analysis for Iraq.

In addition to work in South Africa, his experience also covers projects in Bangladesh, Botswana, DRC, Egypt, Ghana, Gulf States, Iraq, Lesotho, Malawi, Madagascar, Mozambique, Namibia, Nigeria, Rwanda, Sierra Leone, Swaziland, Tanzania, Uganda, Zambia, and Zimbabwe.

Prior to joining EOH CES, Kevin held a number of academic posts at Rhodes University, South Africa. The most recent was the post of Senior Lecturer at the Rhodes Business School where he was responsible for the development, management and delivery of the sustainability modules of the Master of Business Administration (MBA) programme. He is registered as a Professional Natural Scientist (Pr. Sci Nat) and a Practitioner Member of the Institute of Environmental Management (IEMA).

Mr Marc Hardy: Principal Consultant / Social & Resettlement Specialist / E&S Auditor

Marc holds a M. Phil (Environmental Management) from the Stellenbosch University's School of Public Management and Planning after completing his undergraduate degrees in development studies and sociology/human geography. He also holds an Institute of Environmental Management and Assessment (IEMA) certification in ISO 14001 Auditing. His professional interests include ESIA reporting for linear, energy and large infrastructure projects, strategic environmental reporting, ESDDs for DFIs, social impact assessment and resettlement planning, environmental performance and compliance monitoring. At CES, Marc has been responsible for the management of projects and specialist teams and support staff, the preparation and monitoring of project budgets in excess of \$500 000, as well as being responsible for the management of the CES Maputo, Mozambique office. He is currently managing the ESIA processes for large infrastructure, renewable energy, commercial agriculture and mining developments throughout Africa (mostly to World Bank and International Finance Corporation Performance Standards). Marc has gained extensive experience in the preparation of socio-economic baseline studies, through numerous large-scale resettlement-related projects. He has also gained notable experience in the mining, agro-industry, forestry, biofuel and palm oil sectors in East and West Africa - in the ESIA, Resettlement Planning, ESDD, as well as the compliance and performance monitoring disciplines. During the course of his professional career Marc has worked in Angola, Liberia, Ghana, Sierra Leone, Madagascar, Mozambique, Namibia, Nigeria, Democratic Republic of Congo, Zambia, Swaziland, Lesotho, Kenya, Uganda, Tanzania and South Africa. Marc recently completed the Environmental and Social Risk Management (ESRM) training programme presented by the IFC.

Dr Alan Carter: Executive / Chartered Accountant / Climate Change Specialist / E&S Auditor

Alan, Executive of the East London Office, has over 25 years of experience in both environmental science and financial accounting disciplines and has held positions at international accounting firms in South Africa and the USA. He holds a PhD in Plant Sciences and a B.Comm Honours degree in financial accounting. Alan is a member of a number of professional bodies including American Institute of Certified Public Accountants (AICPA) and Institute of Waste Management South Africa (IWMSA). He is also certified as an Environmental Assessment Practitioner in South Africa (EAPSA) and as an ISO14001 EMS auditor with Exemplar Global. Areas of specialization include: impact assessment, coastal management, waste management, climate change and emissions inventories, aquaculture and environmental accounting and auditing. Alan worked as a financial auditor for eight years including the audit of environmental liabilities for various large US corporations including Dow Chemicals, Waste Management Inc., International Paper Inc., and Lockheed Martin. Alan has also conducted numerous ISO14001 Environmental Management System certification audits for large corporations such as International Paper Inc., Gulfstream Aerospace Corp., SAPPI, BHP Billiton and SA Breweries, and has also assisted in the development and implementation of Environmental Management Systems. Alan has also been involved in various due diligence audits on behalf of the DEG.

Mr Gregory Shaw: Principal Consultant / Marine and ESIA Specialist

Gregory has worked in the marine sector (ports, marinas, offshore renewables) for 10 years offering a range of environmental services from marine surveys to environmental and social impact assessments and management plans. He has also been responsible for pre-, during and post-construction monitoring and supervision. Gregory has worked together with a range of client's in greenfield capital projects as well as established facilities. The majority of the projects required documentation prepared to IFC Standards since capital costs for marine related infrastructure are usually high and funding being sought. Gregory's experience and exposure to international marine operations, which are often in close proximity to protected/sensitive sites (i.e. Ramsar, European Protected Areas, high density urban areas), ensures that environmental and social risks associated with infrastructure development are identified early on in the project process and reasonable and appropriate mitigation measures applied. He communicates clearly and delivers quality work on time and to budget.



3. OUR REGIONAL STRATEGIC PARTNERS

CES has an extensive local partner network throughout the African continent. This network covers the Southern African Development Community (SADC) in almost its entirety, as well as extending to East and West Africa. Details of these partners are not presented here but will be presented on relevant project proposals.

The strategic partners referred to below have enabled us to extend our services into the key markets of Eastern Europe, Asia, the Middle East and further afield. Their experience across a range of geographical areas and industry sectors is summarised in the tables below.

While the professional relationships between CES and these firms is relatively new, experience to date has demonstrated that the core personnel from these organisations can work well together on a given project mandate and deliver the required E&S guidance and documentary outputs.

REGION: WESTERN EUROPE	
Company: AQASS	Contacts: Dr Simon Bray / Dr Ilse Steyl
Location: Southampton (United Kingdom)	Web: www.aqass.co.uk
<p>Established in 2016, AQASS is a specialist consultancy with a core team having over 40 years' experience in aquatic ecosystems and water and data management. AQASS benefits from strong academic, commercial and conservation experience. Staff holds Visiting Researcher status at the Russell Group University of Southampton (UK), bringing research-led robustness towards well informed decisions in aquatic system and water management, enhancement and care. They provide strategic advice towards optimisation of opportunities for industry and conservation, Government and finance groups. AQASS have experience in the UK and EU, Eastern Europe, Middle East, Far East, and Africa. Their team members have commercial experience in Due Diligence of water resource management projects, major water resource planning and social engagement projects, risk assessment of transport on invasive marine species, risk assessment of at sea contaminant disposal, habitat restoration and design optimisation for biodiversity, marine pollution management, and harbour and port pollution and sediment management. AQASS have also have established links in South Africa with the Centre for Ocean Science & Food Security at Nelson Mandela University in Port Elizabeth, the Centre for Geographical Analysis at Stellenbosch University, as well as the national Department of Water Affairs.</p>	

REGION: GLOBAL	
Company: Strategia Worldwide	Contacts: Sir Richard Shirreff
Location: Salisbury (United Kingdom)	Web: www.strategiaworldwide.com
<p>Strategia Worldwide fuses commercial expertise with military best practice to understand, test and manage interconnected risks through rigorous methodologies, that utilize risk assessment, strategy planning and execution, war-gaming and crisis management. Chosen for their regional, sector and technical expertise, Strategia's global network of expert associates are hands-on, on-site, helping clients identifying and manage risk; including geopolitical, cyber and environmental, social and governance (ESG) risk, which Boards often fail to spot. This combination of diverse experience, underpinned by rigorous military methodology, enables Strategia to work with clients in the most complex and volatile environments, in order to protect the value of our clients' investments.</p>	

REGION: SOUTH ASIA

Company: Sustainability Concern**Contact:** Mr. Mirza S.A. Habib**Location:** Dhaka (Bangladesh)**Web:**

Mirza SA Habib is Principal Consultant of Sustainability Concern, has more than 15 years of experience in working in the field of environment and social development with various private, public sector enterprises and development finance institutions (DFIs). He has completed his Masters' in Philosophy (MPhil) and MS in Environmental Science. He has worked with different unilateral, bilateral and multilateral institutions in a range of projects in sectors like renewable energy, food processing/ agro industries, infrastructure/ engineering, paper & pulp, oil and gas, mining etc. Habib understands the environmental and social risks/ sustainability issues involved in the operations of these sectors/industries and has worked with clients to address/ensure that these risks are taken into account in the design, planning and implementation stages of the project. Habib has, in the capacity of institutional/ capacity building expert, developed training manuals/ guidance notes and conducted tailored trainings to a range of stakeholders. He has carried out several PS and EP audits and worked on several ESHIAs to meet the standards/requirements laid out in these guidelines. Through hands-on experience of working on a wide range of projects across the different sectors he has an excellent understanding of a wide range of business processes and the associated environment and social risks. He has also worked with local governments, both urban and rural, in the areas of utility and sector reforms, governance and capacity building/training in environmental and social management. Habib has worked with a large number of donor agencies like the World Bank, IFC, ADB, JICA, DFID, ICEF, WSP-SA and UNICEF. Mirza was part of the team that conducted the E&S due diligence on two other facilities within the Meghna Economic Zone and currently acting and Lenders' E&S Advisor for the same project.

REGION: MIDDLE EAST

Company: Five Oceans Environmental Consulting LLC**Contact:** Dr Simon Wilson (Technical Director)**Location:** Muscat (Sultanate of Oman)**Web:** www.5oes.com

5 Oceans are an environmental consultancy and conservation organisation located in Oman, UAE and the UK. Their core experience is in these regions, but the experience of their staff extends far beyond to also cover Africa, Asia, Indian Ocean islands, Pacific Rim and the Caribbean. They provide environmental services for all stages of the offshore exploration and production cycle through to the decommissioning phase. They also undertake specific marine surveys to support any requirements during exploration and appraisal phases of projects and provide the necessary expertise to enable environmental planning for all offshore oil and gas field infrastructure development. This may include the preparation of oil spill contingency plans, marine and atmospheric dispersion modelling, risk assessments (including QRA), sensitivity mapping, and provide a framework for appropriate monitoring and auditing work.

REGION: EASTERN EUROPE

Company: Victoria Consulting	Contact: Ms. Dragana Petrovic
Location: Belgrade (Serbia)	Web: www.victoriaconsulting.co.rs

Victoria Consulting, founded in 2006, is an independent Serbian consulting company based in Belgrade that specializes in environmental management, EHS/Energy legislation compliance services, Management System standards and voluntary schemes (ISO 9001, ISO 14001, BS OHSAS 18001/ISO 45001, ISO 50001, EMAS, cleaner production, ISO 37001, etc), sustainability and CSR reporting, chemical advisory services and training. The company is recognised as a licenced training operator for chemical advisors (licence issued in 2012 by the Ministry responsible for environmental protection). It prides itself on the quality of its work and holds certifications for integrated quality and environmental management system in accordance with ISO 9001 and ISO 14001. In 2015, Victoria Consulting became one of the first consulting companies globally (and the first company in Serbia) with accredited certifications of both ISO 9001:2015 and ISO 14001:2015 (according to new 2015 revisions of both standards). The company has received several accolades related to the quality of their services including the Eastern European Business Elite Awards, Best Environmental Consultancy – Serbia (Corporate Vision Magazine, 2016) and national winner of the 2017 Energy Globe Award for the best project in Serbia for energy production.

The company has a broad and high-profile client base, the majority of which are from the private sector. They include Japan Tobacco International Serbia, Robert BOSCH Serbia, Eaton electrics, ERSTE bank, Raiffeisen bank, Toyota, Renault, Nissan, Carlsberg, Heineken, Telekom Austria/VIP mobile, Carmeuse, Tikkurila, Ford, Canon, Tetrapak production and Denkstatt group (Austria, Hungary, Slovakia, Romania).

