



COMPANY

PROFILE



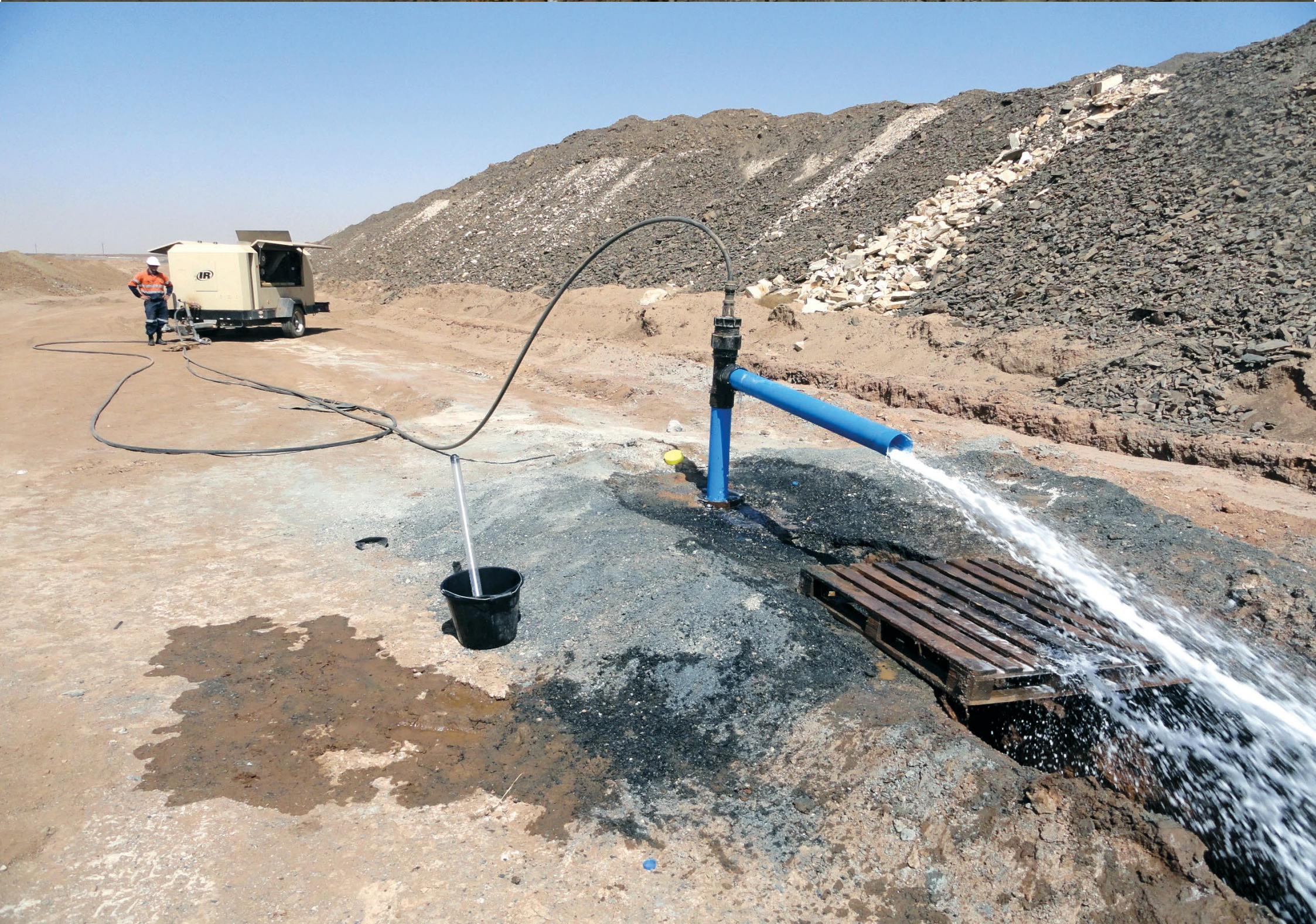
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SRK Consulting (South Africa) (Pty) Ltd

Registration Number: 1995/012890/07





Mission, vision and values

OUR MISSION:

SRK provides professional consulting services to resource industry clients seeking expert advice and solutions, mainly in the fields of mining, geotechnics, water, mine waste and the environment. We strive to deliver services that meet our client's unique needs and add value to their projects.

OUR VISION:

SRK aims to be recognised as:

- ❖ To be our client's partner of choice
- ❖ Deliver services that meet real needs and add value to client's projects
- ❖ Develop and embrace new technologies and methodologies that benefit our clients and our business
- ❖ Being worthy of our client's confidence by remaining accountable for our actions

OUR VALUES

Values are a key component of culture, and we take our diverse culture very seriously. We continuously evaluate what makes our staff tick and define what makes our top employees truly exceptional.

We recognize that in an ever-changing landscape with an exciting new generation of staff, our company needs to continue to grow and adapt without losing the ethos instilled by Steffen, Robertson, and Kirsten.

SRK's unique culture defines our competitive advantage and enables us to:

- ❖ Attract and keep talented people
- ❖ Build and sustain high performance, and
- ❖ Build resilience and adaptive capacity

We believe that happy employees are high-performing employees. When in alignment with values, we contribute to our purpose, mission, and objectives.

SRK creates a platform for self-expression, and we are proud to be part of the SRK family and experience.

P.R.I.D.E. is therefore not only an abbreviation of our core values, but also a true reflection of our association with the SRK brand.

CORE PURPOSE:

To provide sustainable solutions in the natural resource development

OUR PHILOSOPHY:

- ❖ Clients: SRK believes that to succeed we must contribute to the success of our clients
- ❖ Staff: SRK's performance and abilities are only as good as the staff we can attract, develop, and retain
- ❖ Technologies: A cornerstone of SRK's philosophy is to develop and embrace new technologies and methodologies to the advantage of our clients and our business
- ❖ Cooperation: SRK leverages its expertise and encourages cooperation and communication between our international partners to the best advantage of clients
- ❖ Growth: It is SRK's view that growth of our business must be in response to the requirements of clients



Leader in engineering solutions

SRK Consulting is a global leader in engineering solutions to the natural resource and infrastructure sectors. Our professional engineers and scientists provide a comprehensive range of technical services related to:

- ❖ Mining
- ❖ Water
- ❖ ESG
- ❖ Infrastructure
- ❖ Energy

With a powerful skills base of 1,500 specialists in over 45 SRK offices on six continents, we develop and apply leading-edge technologies and methods in our specialised services. Our integrated, multidisciplinary teams collaborate across the globe to ensure profitable and sustainable projects for our clients.

SRK's core business includes pre-feasibility studies, feasibility studies, due diligence studies, audits and reviews, as well as designs and specifications for major projects worldwide. Our solutions cut across various fields, allowing us to do engineering studies and design in markets from bulk water supply and mine infrastructure to buildings and wind power sites.

All stages of project life cycle

We work with clients on all phases of projects, from planning, design, and implementation, right through to operational stages and project closure. SRK's experts offer clients both strategic insight and in-depth studies on all vital project elements ensuring a full and detailed consideration of all risks and opportunities. While retaining overall responsibility for design concepts and details, we conduct projects on an interactive basis with our clients, to promote an exchange of ideas and experience to the benefit of the project.

A reputation rooted in integrity

Established in Johannesburg in 1974, SRK provides specialist solutions in collaboration with clients to meet their needs. Our impressive track record over the past 46 years is enhanced by our integrity and independence ensured by the fact that SRK is strictly a consultancy organisation, holding no equity in any project and with ownership by staff. This permits our consultants to provide clients with conflict-free and objective support on crucial issues.



Specialist services

SRK provides a wide range of specialised services, primarily in the fields of engineering and earth sciences. The scope of services is continuously evolving to meet the needs of particular clients. SRK fields of expertise are as follows:

MINING

Experienced specialist exploration geologists and mining engineers undertake investigative and project work for the mining of all metals and minerals by both open cast and underground methods. The team offers a complete mining consultancy service:

- ❖ Exploration planning
- ❖ Integrated feasibility studies and economic evaluations
- ❖ Detailed mine design
- ❖ Mine layouts
- ❖ Production scheduling
- ❖ Equipment selection
- ❖ Contract documentation
- ❖ Contract administration services

The team also provides audits, competent persons reports and due diligence, generally performed in connection with project financing (debt), stock exchange listings, mergers, acquisitions, and disposals of mining assets.

SRK's rock engineering experts provide specialist services for both surface and underground rock engineering problems, including stability and stress analyses investigations for, and designs of, rock slopes, rock support systems and stabilisation works for shallow undermining.

The team also provides a comprehensive range of geotechnical services, which include feasibility and site selection studies, evaluation of materials handling systems, geotechnical and site investigations, risk evaluations, detailed design, and contract documentation as well as project management services.





WATER

SRK's multi-disciplined team provides a range of water and waste solutions. The team has expertise and experience in groundwater (including vulnerability), waste site monitoring, contaminant plume modelling, surface water (including specialist investigations, stormwater management, river basin projects, water resource development, flood studies, river training, water quality and water management policies and practice.



The team also offers services in waste disposal operations and pollution control measures for the management of waste disposal operations, instrumentation installation and monitoring, as well as for the development of closure and rehabilitation plans for all mining and industrial industries.

ENVIRONMENT

SRK's multi-disciplinary environmental team has wide experience in all aspects of environmental management from environmental assessment to the social and institutional aspects of environmental management systems planning. The team is distinguished by its adherence to recognise principles of integrated environmental management and public participation. Knowledge of assessment processes, management practices and legislation is a quality of the team. Close association with other SRK experts who offer specialist technical services are an added strength.

INFRASTRUCTURE

SRK's infrastructure and civils team has the expertise and experience to provide a wide range of services including project management, design, drawing, contract documentation, administration, and site inspection for the provision of civil and structural infrastructure; we also consult to mining, urban, commercial and industrial developments. Specialised structures for the containment and disposal of pollutants have also been developed.

ENERGY

SRK offers a range of services for energy-related projects, from power stations to wind farms. These include risk assessment, due diligence audits and reviews, authorisation and permitting, engineering studies and design, and regulatory and governance compliance. During the project implementation phases, SRK can also offer project and contractual management guidance, as well as monitoring and evaluation services.



DATA SERVICES

The Data Services (DS) team works closely with the IT department to identify, and implement practical and feasible digital solutions and platforms, which provide the necessary infrastructure and support for storing, managing, processing, accessing and visualising data. This includes data integration, transformation, and data cleansing and engineering for our support departments, technical business units, and their clients. The team has been involved in several process automation and digitalisation projects, assisting the company to digitally transform many tasks, systems, and processes, and ultimately enabling data-driven decision-making. DS also supports and implements existing applications, and where necessary, develop custom applications. The team is also involved in upskilling staff throughout the digitalisation journey by offering custom-designed CPD-accredited courses.

Services include:

- ❖ Data Analysis and Visualisation
- ❖ Data Engineering
- ❖ Data Processing and Management
- ❖ App Development
- ❖ GIS (desktop, mobile, web) and Remote Sensing
- ❖ Process Automation
- ❖ Digital Transformation / Digitalisation
- ❖ Database Implementation
- ❖ Training and Advice

TECHNICAL DRAWING DIVISION

SRK's multi-disciplinary technical drawing department provides a comprehensive range of services working with various software including AutoCAD, Technocad, Civil 3D and Prokon.

Services include:

- ❖ Civil Engineering 3D modelling and detailing, from conceptual design through to detailed/construction design and as-built drawings.
- ❖ Development of Tailings storage facility
- ❖ Roadworks
- ❖ Stormwater
- ❖ Return water dams
- ❖ Heap leach pads and Waste rock dumps
- ❖ Liners drainage and details
- ❖ Mining and infrastructure
- ❖ Design of R.C.C & Structural steel works (Penstock Towers, water Retaining structures, Retaining walls, Foundation Design, Walkway Gantry steel structures, Pump Stations etc.)
- ❖ Structural Engineering Drawings
- ❖ Structural Reinforcing Drawings (Bridge Detailing, Mining Structure and Tunnels etc.)
- ❖ Data quality assurance
- ❖ Spatial data processing and manipulation
- ❖ 3D spatial analysis and modelling of data



PROJECT MANAGEMENT

SRK have undertaken many pre-feasibility, feasibility, and due diligence studies, audits, and reviews, as well as designs and specifications for major projects worldwide to the extent that the management of these studies now forms part of SRK's core business. Several experienced and professional project managers are available for assignments to major projects. The designated project manager for each project will then select the project team members from the SRK technical divisions (or from specialist external consultants) according to the needs of each project. Projects are run on an interactive basis with the client, which promotes the exchange of ideas and experience between the client's technical base and SRK's.





SRK Africa Structure

STRATEGIC BUSINESS UNITS (SBUs):

- ❖ Cape Town
- ❖ Kloof
- ❖ East London
- ❖ Johannesburg
- ❖ Pietermaritzburg
- ❖ Gqeberha
- ❖ Pretoria
- ❖ Accra, Ghana
- ❖ Lubumbashi, DRC
- ❖ SRK Exploration Services (SRK ES), Johannesburg

SERVICES OFFERED AT STRATEGIC BUSINESS UNITS

The Johannesburg and Pretoria offices provide services in the fields of Exploration, Mining, Water, Environment, Social and Governance, Geotechnics, Tailings & Waste, Infrastructure & Civil Engineering and Permitting & Authorisations.

The Cape Town office provides services in the fields of Environmental Management, Groundwater, Surface Water, Geotechnics, Infrastructure & Civil Engineering, Site Remediation, Nuclear sites and Permitting & Authorisations.

The Gqeberha and East London offices provide services in the fields of Environmental Management, Groundwater, Geotechnics, Infrastructure & Civil Engineering, Site Remediation and Permitting & Authorisations. The Durban and Pietermaritzburg offices provide services in the fields of Environmental Management, Groundwater, Surface Water Engineering, Geotechnics, Tailings & Waste, Infrastructure & Civil Engineering, Site Remediation and Air Quality Management and Permitting & Authorisations.

The DRC and Ghana offices provide services in the fields of Mining Engineering, Geological Services, Hydro-geological, Environmental, Social and Governance, Geotechnics, Tailings Engineering, Infrastructure & Civil Engineering.

Business Services

- ❖ Accounts: company accounts, administration, and payroll
- ❖ Business Development: marketing management and support
- ❖ Company Management: facilitating interaction of SBUs/Departments
- ❖ Data Services: develop specialised databases/tools for data and analysis
- ❖ General Support: office management
- ❖ Health and Safety: safety management
- ❖ Human Resources: personnel function
- ❖ IT: software, hardware and strategy
- ❖ Library / Information Centre: reference books and products, library searches and project archiving
- ❖ Quality: management of ISO 9001 systems



Policies

SUSTAINABILITY

SRK is committed to sustainable business and governance practices and to this end will offer services that deliver economic value, promote social equity, human well-being, and environmental stewardship, and will strive for continual improvement in these areas.

To deliver this vision, SRK commits to:

OUR BUSINESS

- ❖ Implement this policy and review sustainability in our business practice and ensure that all employees are adaptive to change.
- ❖ Implement open, transparent, and fair corporate governance systems consistent with established national and international codes of sustainable business practice.
- ❖ Monitor, review and report sustainability annually in our business practice.

THE ENVIRONMENT

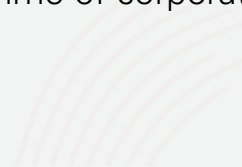
- ❖ Work with our clients to pursue and promote sound environmental practices and develop sustainable business outcomes consistent with industry and international best practices.
- ❖ Use resources and consumable materials efficiently and use renewable or recyclable materials in the office environment to reduce or prevent pollution and minimise waste.

OUR EMPLOYEES

- ❖ Encourage staff diversity and provide a work environment in which everyone is treated fairly and with respect and can realise their full potential.
- ❖ Provide a safe and healthy work environment for employees, both in the office and on-site.
- ❖ Promote this policy amongst our employees through education and awareness programmes.

SOCIETY

- ❖ Comply with, and where possible exceed, the requirements of applicable conventions, legislation, regulations and agreements wherever we operate to contribute toward sustainable development.
- ❖ Uphold ethical business practices and ensure that suppliers, clients and communities are treated fairly.
- ❖ Understand, promote and uphold fundamental human rights within our sphere of influence, respecting human values and different cultures.
- ❖ Contribute meaningfully to social upliftment and transformation, primarily through skills development in engineering and science and the adoption of a programme of corporate social responsibility.





OUR BUSINESS

- ❖ Achieve performance that continues to ensure the company's long-term economic, environmental, and financial liability.
- ❖ Implement open, transparent, and fair corporate governance systems consistent with established national and international codes of practice which help to achieve sustainability objectives.
- ❖ Promote the sharing of intellectual capital and establish systems for retention and management of knowledge within the organisation.
- ❖ Encourage an appreciation of intangible assets such as brand and reputation and maintain quality management systems to protect these assets.
- ❖ Incorporate our sustainability policy in all proposals to clients.
- ❖ Develop a plan to give effect to the policy.
- ❖ Monitor and report on sustainability performance on an annual basis.
- ❖ Ensure that leaders of the company are involved in the implementation of this policy and in reviewing sustainability performance and are adaptive to change.

BBBEE EMPOWERMENT

SRK has been accredited and certified by MSCT BEE Services (Pty) Ltd as a Level 1 Contributor.

HEALTH AND SAFETY

Our objective is to conduct our business in the safest possible manner, consistent with the Occupational Health & Safety Act, applicable regulations, legislation, and good practices. The policy is directed to ensure that our work is executed safely, and our employees return home healthy.

We will make this policy meaningful by:

- ❖ Recognising the right of employees to work in a safe and healthy work environment.
- ❖ Ensuring that the health and safety of each of our employees is of primary importance.
- ❖ Requiring all our employees to have a basic knowledge of the requirements of the Occupational Health & Safety Act, applicable regulations, legislation, and good practice and to behave in compliance with such requirements. This knowledge is provided to the employee through various induction processes and project-specific training.
- ❖ Requiring that our employees are aware of the health and safety policy and procedures applied by the client on site, and act strictly following such policy and procedures as some of our work is undertaken on premises owned and controlled by clients.
- ❖ Requiring that our employees are prepared for all identifiable health and safety risks associated with gaining access to sites and executing work in a healthy and safe manner and ensuring that appropriate mitigation and management is in place in the event of accidents and incidents.
- ❖ Monitoring and reporting our health, safety, and occupational environmental performance annually.
- ❖ Setting health and safety targets and objectives on an annual basis, informed by the performance of the previous year, and identified opportunities to improve.
- ❖ Ensuring that the Health and Safety Manual provides guidance in support of this policy and the manual must be updated to remain relevant.



QUALITY

SRK (SA) is ISO 9001:2015 certified and committed to continually improving our professional consulting services to meet and exceed the needs of our clients. The range of services offered by SRK covers provisions of specialist consulting services in the fields of exploration, mining, water, waste management, civil engineering, geotechnical engineering, geophysics, disaster management and environmental, social and governance (ESG).

We are committed to continually improving our professional consulting services to meet and exceed the needs of our clients.

We will make this policy meaningful by:

- ❖ Carefully selecting employees and consultants to ensure that their education, experience, and attitude are aligned with our commitment to quality.
- ❖ Providing a learning environment where the growth and development of employees are actively encouraged and supported.
- ❖ Advancing our global capabilities by sharing our experiences, knowledge, and resources among and between consulting practices and offices.
- ❖ Enhancing our global business systems to meet international standards.
- ❖ Exploring new technologies and methodologies and embracing these where relevant.
- ❖ Building synergistic relationships with appropriate strategic partners.
- ❖ Seeking and acting on client feedback for projects.
- ❖ Providing top quality and continually improving products.
- ❖ Measuring our progress against meaningful targets.
- ❖ Having a Quality Management System which complies with the requirements of ISO 9001. Setting and reviewing Quality Objectives annually as a form of continual improvement.
- ❖ Reviewing the Quality Policy for suitability from time to time.
- ❖ Applying a risk-based approach to all projects.





Group structure

International offices

ASIA

Beijing, China
Kolkata, India
Kunming, China
Nanchang, China
Ulaanbaatar, Mongolia
Wanchai, Hong Kong

AUSTRALIA

Brisbane
Melbourne
Newcastle
Perth
Sydney

EUROPE

Almaty, Kazakhstan
Ankara, Turkey,
Cardiff, United Kingdom
Tampere, Finland
Skelleftea, Sweden
SRK Exploration Services (SRK ES),
Cardiff, United Kingdom

North America

Anchorage, Alaska
Clovis, California
Denver, Colorado
Elko, Nevada
Constructor, Mexico
Reno, Nevada
Tucson, Arizona

CANADA

Saskatoon
Sudbury
Toronto
Vancouver

SOUTH AMERICA

Belo Horizonte, Brazil
Buenos Aires, Argentina
Lima, Peru
Medellin, Colombia
Mendoza, Argentina
Santiago, Chile
Salta, Argentina







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