



Making a difference

Impact Report



DIGBY WELLS
ENVIRONMENTAL

Contents

Our impacts

Foreword

About Digby Wells

Our values

Our global footprint

Living our values

- Training our talent
- Investing in the future
- Remote and flexible working
- Working on sunshine
- Our carbon footprint
- Waste segregation
- Charitable donations

Our project impacts

- Nature's Kidneys: developing west africa's largest constructed wetland
- Bridging the gap
- Go Fish: identifying species new to science in the DRC
- protecting cultural heritage
- Net benefits: integrating financial literacy training into livelihood restoration
- Digging in: working to understand asm in southern mali
- Setting gold standards for ESG disclosure

Our impacts

69

internships offered since 2011

18

interns offered permanent jobs

9,888

hours of staff training provided during 2021

81

hours of training per employee

25+

educational seminars provided free to clients and colleagues

318.37 t-CO₂-e

produced in 2021¹

96

solar panels installed at the Bryanston office in 2020

45MWh

electricity generated from solar

7Mwh

exported to the South African National grid in 2021

32 tonnes

of CO₂-e avoided in 2021 (equivalent to Carbon sequestered by 16 hectares of forest)

1. Scope 1, 2 and limited scope 3 emissions

Foreword



Graham Trusler
CEO (Founding Partner)

When we started Digby Wells Environmental in 1995, we did so with the ambition of making a positive impact and difference in the world.

Fast forward 26 years and we can resolutely say we have done that. Both through our client work, and in the way we operate as a company. This our first impact report sets out just some of the ways we make a difference.

Value from values

Digby Wells is a purpose and value driven organisation. Our commitment to our values shapes the way we operate and alongside our people is the foundation of our success.

Our values mean we invest in the upskilling of people. In 2021 we provided almost 10,000 hours of internal and external training for our staff which equates to about 81 hours per team member.

But we don't there. Where possible seek to add value to our clients and the communities we work in by sharing our expertise through webinars and direct training. Just one example of this in action is the financial literacy training our finance team provided to 25 local community members at Mafube.

We also focus on the environment. In 2020 we were the first building in our office park to install solar panels. In 2021 alone the panels helped us to avoid 32 tonnes of CO2 and enabled us to send 7Mwh back into the South African national grid.

Our project work

The biggest impact we have is through the work we do and the projects we're involved in. From Mali to Montana, social action plans to salt balances we have worked on more than 5,000 projects. One thing remains consistent across all. We make sure our involvement leads to better project decisions, more sustainable outcomes and improvements in the lives of people. This report shows cases just a few of the projects we've worked on.

About Digby Wells

Established in 1995, Digby Wells Environmental is an employee-owned integrated environmental, social and sustainability services consultancy to the natural resources sector. We have a multidisciplinary team of 100+ specialists shared across six offices throughout sub-Saharan Africa and the United Kingdom. Over the last 10 years we have delivered work on projects in 52 countries across 4 continents for a wide range of leading mining companies, government authorities and development finance institutions.

Our values



Teamwork

We can be **trusted to deliver** on our promises. We **communicate transparently**, regularly and constructively at all times. We encourage and value everyone's **diverse contributions**, opinions, ideas and uniqueness. We openly and **enthusiastically share our skills**, workloads, knowledge and experiences with each other to benefit the Company, our clients and the environment. We acknowledge and **celebrate team successes**. We are **willing to help** and ask for help no matter the problem.



Invested and passionate

We encourage **contagious optimism** that influences positive change. We are passionate about what we do and strive to **make a difference**. We actively participate in and promote the **development of our team**, profession, industry and community. We take ownership of what we do to ensure positive and **sustainable growth**. We demonstrate **accountability and commitment** in everything we do. We always deliver **high value products** and services that benefit those around us. We love what we do and so strive to be at the **forefront** of our industry and our respective professions. We are willing to spend the extra time and energy in what we do to achieve the **best possible outcome**. We have fun and **support those around us** because we love what we do.



Care

We care for our Company's reputation, clients, and environment and so always remain **independent and impartial** in what we do. We show **empathy** and compassion for those around us whilst ensuring business continuity. We demonstrate a genuine interest in the lives and **success** of others. We look after and respect the **health and safety** of ourselves and everyone we work with. We constructively and quickly **deal with conflict or difficult situations**. We give and ask for honest and **constructive feedback** to benefit everyone. We encourage and provide support and tools to individuals to look after their overall **wellbeing**. We will help and guide you to **achieve your goals**.



Integrity and honesty

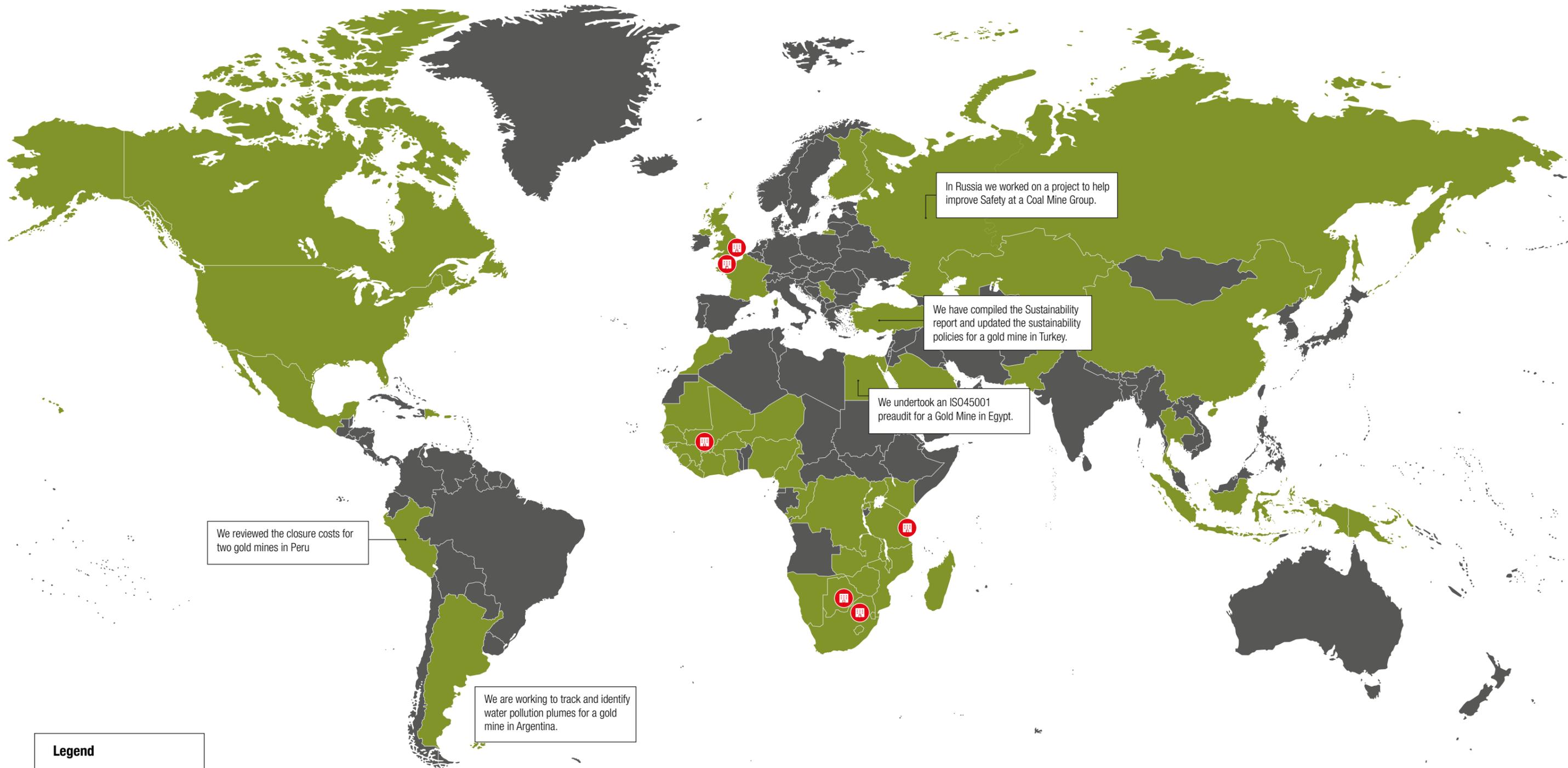
We **do the right thing** even when no one is looking. We **respect** each other, our clients and our communities. We consistently **deliver work that we are proud of** and makes a difference to those we work with. We are **empowered** to say the right thing, not the popular thing. We consistently treat everyone **fairly and equally**. We encourage everyone to be **honest and authentic**. We **lead by example** and take responsibility for our actions and behaviours. We **persevere** and never give up regardless of the circumstances.



Continuous improvement

We turn great ideas into pragmatic **solutions**. We continually search for new ways to improve and develop our services and products to maximise results and achieve **long-term success**. We have the courage and are supported to create and work **outside of preconceived boundaries**. We are encouraged to step out of our comfort zone to find the **best solution**. We provide pragmatic, flexible (fit for purpose) solutions that embrace **best industry practices**. We foster **adaptability and agility** to successfully meet the challenges of a changing world.

Our footprint



Legend

-  Our Offices
-  Our Projects

Walking our talk and living our values

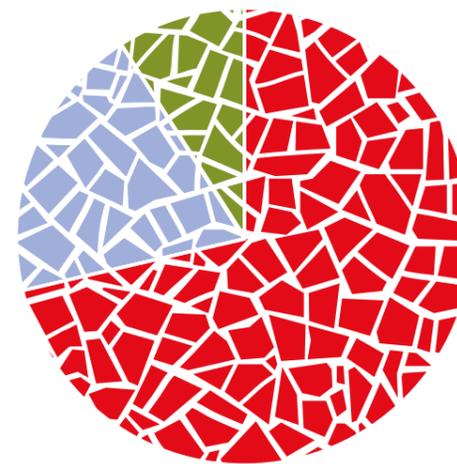
Training our talent

Our workforce is our most important asset, and ensuring they are highly skilled and well-trained is an essential part of our human resources strategy. We constantly invest in training to develop and enhance the knowledge and skills of our people to ensure we can meet our and our client's business and operational goals, both now and in the future.

Each fulltime employee has a dedicated training budget each year, which they can use to attend mutually agreed training programmes. Alongside the formal external training programmes we also provide frequent informal and internal training such as employee led colloquiums, which provide our people with the opportunity to practice their presentation skills while also educating the rest of the company. Every staff member has an individual plan for their personal development which is regularly reviewed to assess progress.

During 2021 we recorded a total of 9,888 training hours for our 81 employees. This translates to 81 hours of training per employee. Internal training accounted for 71% of the total training recorded, and it shows how we share knowledge and skills within our company to upskill and develop our younger talent.

Training Hours 2021



■ Internal training
 ■ External training
 ■ Other



Investing in the future

- 6 Bursaries awarded since 2016
- 69 internships provided
- 18 interns now permanent employees

Alongside the investment we make in our people, we are also committed to investing in and training the next generation of social and environmental specialists and leaders. We do this in two ways.

The first is through our company bursary programme. Each year we invite talented and ambitious university students to apply for a bursary, which covers books and tuition. We then add to their learning by providing opportunities to shadow our team and to assist with project work during university holidays. Since 2016, we have awarded six bursaries across South Africa and Mali, and three of our bursars have been offered permanent jobs with Digby Wells.

The Digby Wells Education Trust

This Digby Wells Education Trust holds 10% of the shares in Digby Wells & Associates (South Africa) Pty Ltd to help cover the fees for Black South Africans to enrol in studies within the Environmental and Social Sciences sector.

The second way we contribute to the development of the next generation of talent is through our range of paid intern and learnership programmes. These programmes provide talented young graduates with the opportunity to gain the work experience often necessary to gain fulltime employment. Alongside providing opportunities for young graduates it is also give us the inside track on emerging talent. Some of our Senior consultants and Executives started as interns with us.

To maximise our impact, we often partner with other organisations to extend our reach and further leverage the opportunities provided. For example, in 2021 we applied to the Mining Qualifications Authority (MQA) for six funded learnerships. Three of the learnerships are already underway and the next three will commence early in 2022.



Modiegi Sepogwane has a Master's in Environmental Management through the University of Johannesburg. Shortly after completing her studies, we offered Modiegi an Environmental Science internship, and in April 2021 she was promoted to Junior Environmental Consultant within our Environmental Management Services department.

Soumaila Traoré has a Master's in Environmental Sciences through the Delta C University in Mali. After graduating Soumaila joined the Digby Wells Mali office as Environmental Science Intern. He was appointed as a Junior Environmental Consultant in 2017, and continues to progress through the company.



Modiegi Sepogwane



Soumaila Traoré

Tshegofatjo Mashedi was awarded a Digby Wells bursary in 2020. He is currently pursuing an Honours Degree in Environmental Management through the University of South Africa. In August 2020 he was offered a job with our Closure team, initially as an Assistant Consultant, and in March 2021 he was promoted to a Junior Mine Closure Consultant.

Mulisa Moloba: In partnership with the Cape Peninsula University of Technology, we provided a six month internship to Mulisa in the Environmental Management Services department to help her gain the practical experience needed to achieve her qualification in Environmental Studies.



Tshegofatjo Mashedi



Mulisa Moloba

Carolé Small joined our Ecology team as an intern midway through 2021 via a partnership with Green Matters. In November she joined the team on a permanent basis as an assistant consultant in the Ecology team.



Carolé Small

Ukwabelana Trust

Ukwabelana is the isiZulu word for "share". The Ukwabelana trust is an Employee Share Ownership trust, which holds 38.5% of the shares in Digby Wells & Associates (South Africa) Pty Ltd, for the benefit of qualifying employees. All permanent black South African employees are beneficiaries of the Ukwabelana trust, which receives dividends based on the company's performance.



Donations

As a socially minded company, alongside the investments we make in our people and reducing our own environmental impact, we also make donations to local charities whose values align with our mission and vision.

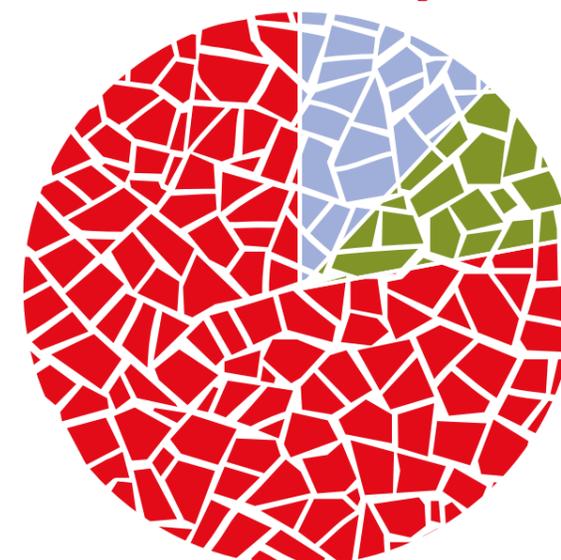
These donations include:

- Collecting clothing, food, toys and educational supplies and providing an oven to the Itsoseng Children's Clinic in the Informal Settlement, near Cosmo City. We also tested and monitored local water supplies to ensure the clinic had access to clean drinking water.
- The Santa Shoe Box Project is a project to help deliver the joy of Christmas to underprivileged children in South Africa and Namibia, by collecting and distributing personalised gifts of essential items and treats. Since 2020 we have donated R21,000 to the project.
- MES is an NGO that works to provide solutions to ease and end urban poverty in South Africa. During 2020 we donated R20,000 to their Job Rehabilitation and Early Childhood Development Programmes, with further donations in the pipeline.

Our Carbon Footprint

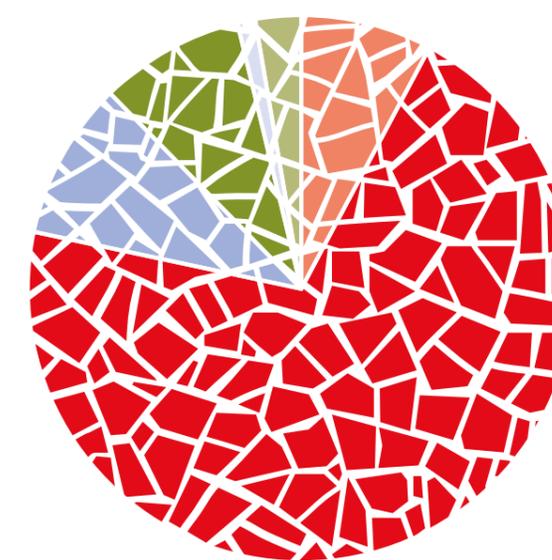
During 2021, we worked to calculate our greenhouse gas emissions, including limited scope 3 emissions. Our total emissions for 2021 was 318.37 tonnes of CO₂-e. A tenth, or 10% of our emissions flow from the electricity we purchased from the national grids. The fuel we consumed for our vehicles and for our backup generators in South Africa and Mali accounted for 12% of our emissions. The greater part of our emissions came from the flights we took and other business-related travel to visit client sites, which accounted for 70% of our emissions. While emissions associated with the production and distribution of fuel and energy accounted for 8% of our total emissions.

Total Emissions (tCO₂-e)



Scope 1 Scope 2 Scope 3

Emissions Split



Scope 3 Category 6 Business Travel Electric Power Diesel - Stationary Scope 3 Category 3 Fuel and Energy Related Activities Diesel - Mobile Petrol

Remote and Flexible Working

Working on projects around the globe means our teams are well versed in working remotely. This experience meant we were well placed to adapt to a full remote working model during covid-19 lock downs in 2020 and 2021. Recognizing that the world of work has changed, we continue to offer our people remote and flexible working arrangements.

Working on Sunshine

In August 2020, our Bryanston office installed 96 solar panels. We were the first company in our office park to install renewable energy alternatives. Since the solar panel installation, self-generated electricity has contributed 50% of the Bryanston office electricity consumption. After one full year of consuming self-generated electricity, the solar panels have generated 45 MWh electricity, translating to 20 tonnes of CO₂-eq savings. This is equivalent to the amount of CO₂-e sequestered by 16 hectares of forest. We have also exported 7MWh electricity to the South African National grid, which is equal to charging more than 600,000 smartphones.

2. For 2021 we calculated the following Scope 3 emissions categories, Category 3 Fuel and Energy Related Activities, and Category 6 Business Travel.



Our Projects

Nature's Kidneys: Developing West Africa's Largest Constructed Wetlands

We have been involved with Barrick's Loulo mine since 1997 when we worked on the then projects feasibility studies, and we have continued to work with the operation ever since. Between 2015 and 2019, we worked with Loulo to develop the largest constructed Wetland in West Africa (potentially Africa). The Wetland, which covers an area of approximately 10,300m², helps to remove and reduce nitrates and sediment from the mine's underground pumped water to acceptable levels prior to discharge into the Garra dam and ultimately the regionally important Faleme river, which runs between Mali and Senegal. The Wetland also acts as a carbon sink by converting carbon dioxide into plant material potentially storing close to 80 tonnes CO₂-e.



Bridging the Gap to Help African Economic Integration

The mighty Zambezi river forms the border between Namibia, Zimbabwe, Botswana and Zambia. Until recently the only route across the river between Botswana and Zambia was a ferry journey on an extremely old and small vessel. To clear customs and to get a place on the ferry often meant that drivers had to queue for days in lines of trucks which were many kilometers long. This inhibited the movement of goods and services between the two countries, and clearly did not align with Africa's ambitions to stimulate intra-Africa trade. To lessen wait times and facilitate increased trade across Southern Africa, in 2007 the Zambian and Botswanan Governments announced a joint project to build a bridge to span the river and to have a one stop border posts on each end.

Construction began in 2014 and Digby Wells was appointed to monitor the potential environmental impacts arising from the construction of the Kazungula bridge, including; noise and air quality impacts, noise emissions, air quality (dust fall out rates and VOC's), surface and ground water quality (examining physical,



chemical and microbiological parameters), and aquatic biomonitoring (Macro invertebrates, Fish, riparian vegetation and in-stream habitat integrity). The Digby Wells mandate for the project included a full time Project Environmentalist.

The Kazungula Bridge was opened to the public on 10 May 2021 and the positive impact on truck drivers lives, reduced waiting times and safer transport was immediate and significant. Digby Wells will continue impact monitoring until May 2023 to fully assess and understand the overall impacts of construction.



Go Fish: Identifying species new to science in the Democratic Republic of Congo

Digby Wells have worked Barrick's Kibali mine in the Democratic Republic of Congo from the very beginning. Located in the remote North East of the DRC, Kibali is not connected to the Congolese National grid. The area has a wealth of rivers and receives an abundance of rainfall. This is why Kibali decided to build and run three hydro-power stations to help meet the mine's electricity needs. While hydropower is a clean form of electricity, it does disrupt natural river flows and create in-stream barriers that can restrict the movement and spawning of fish in the area.

To help manage this, Digby Wells has worked with Kibali to undertake aquatic studies and censuses to understand and manage the biodiversity near the mine. The work has identified 32 species of fish including a species new to science, as well as species with new distribution records along the Kibali river, and a further 37 species along the Nzoro river.

As part of our continued work with Kibali, and to ensure free movement of fish along these rivers, we are currently undertaking a feasibility study for the construction of fishways. Fishways or Fish ladders provide a detour route for migrating fish past obstructions such as a hydro-station dam or weir on a river. The fishway contains a series of pools that are reached by swimming against a stream of water. Fish leap through the cascade of rushing water, rest in a pool, and then repeat the process until they are out of the ladder.

Protecting Cultural Heritage and Upskilling Students in the Karoo

The Square Kilometre Array (SKA) Project is part of an international initiative to build the largest radio telescope in the world. The Southern African component of the project includes hundreds of satellites near Carnarvon, in the South African Karoo Astronomy Reserve.

The most recent phase of the SKA Project required the construction and operation of an additional 133 satellites (and supporting infrastructure) as part of the 64-satellite MeerKAT array. Before construction could begin the South African Radio Astronomy Observatory (SARAO) needed to conduct a Strategic Environmental Assessment (SEA). A strategic level assessment of heritage resources was conducted as part of the SEA process, which was submitted to the Heritage Resource Authorities for Statutory Comment. These Authorities provided several recommendations. Digby Wells was contracted to undertake a Heritage Resource Management (HRM) process to assess the potential impacts

of the SKA project on the cultural landscape. Based on the findings of the HRM process, which identified significant fossils, rock art, stone tools and vernacular corbelled houses (thus confirming the area was of significant cultural value), we developed a Cultural Conservation Management plan for SARAO to ensure the conservation of heritage, thereby assisting SARAO in maintaining compliance with legislation, as the Project went ahead. To build capacity in local communities we worked with Sol Plaatje University and the McGregor Museum in Kimberly, to provide valuable practical work experience for local archaeology students. During the HRM process, the entire Second Year class at Sol Plaatje, 8 students, were provided the opportunity to participate through undertaking in-field surveys, including identifying and recording archaeological sites.



Matters of Grave Importance

Exxaro's Belfast mine is one its flagship operations. It is also one the first mines to embrace digitisation.

Digby Wells has worked with Exxaro to develop a Resettlement Action Plan (RAP) for nearby communities and to undertake a Burial Grounds and Graves Consultation Process. We engaged with next-of-kin over a six-year period from 2013 to 2019 through more than 50 more than

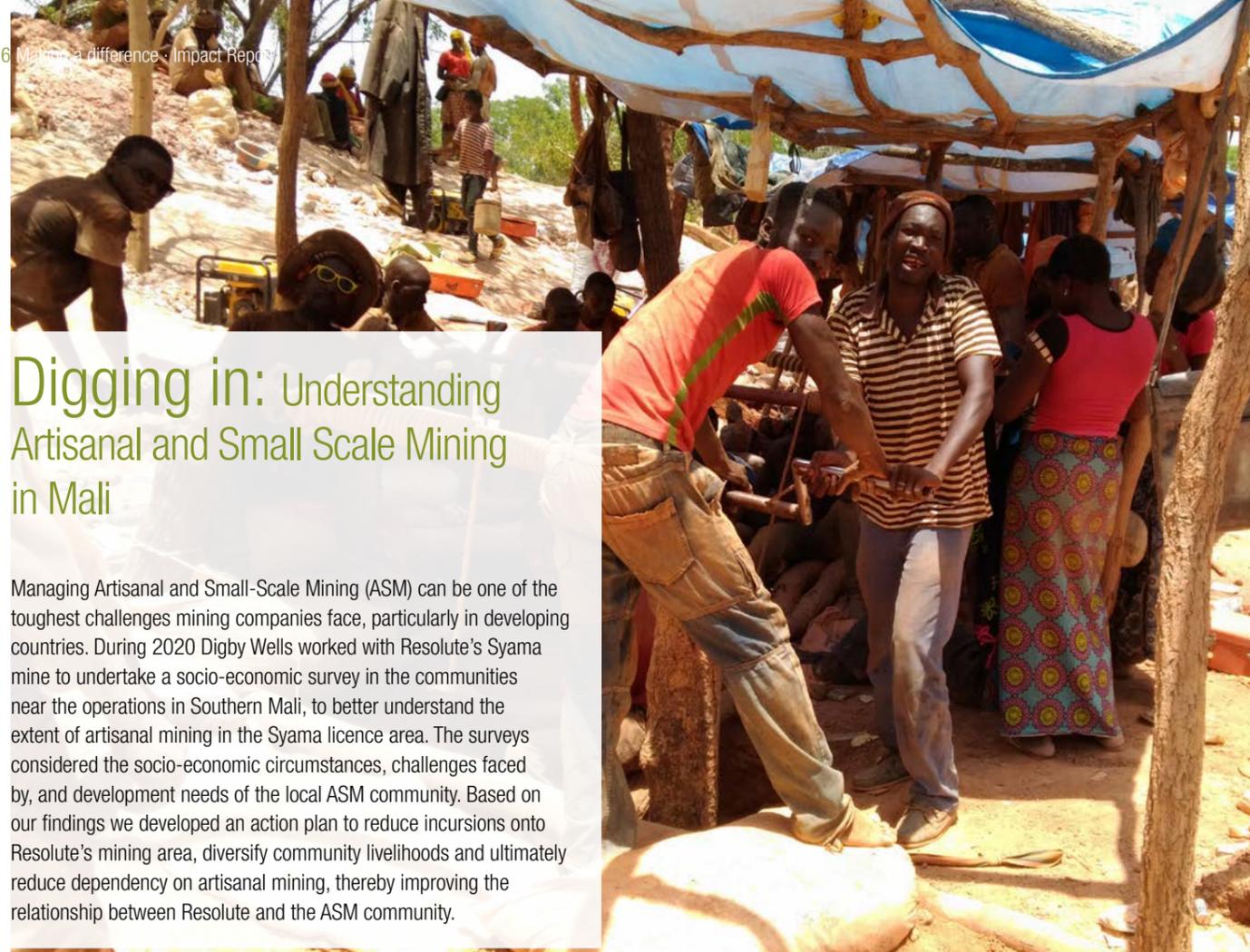
50 meetings, workshops and general engagements. We engaged with next-of-kin over a six-year period from 2013 to 2019 through more than 50 meetings, workshops and general engagements. Alongside this and embracing Belfast's status as a first of its kind digital mine we harnessed the technological know-how and savvy of our GIS team to develop an interactive map tool to visualise and store all the grave relocation records. The tool includes outlines of the permits issued, original locations of the graves, records of exhumation and details



Net Benefits: Integrating Financial Literacy into Livelihood Training

Throughout 2020 and 2021 we developed and implemented a Resettlement Action Plan (RAP) and Grave Relocation Process (GRP) for the Mafube Colliery, located in the Steve Tshwete Local Municipality, Mpumalanga. A core component of the project was the establishment of a Livelihood Restoration Program to improve the quality of life of the resettled communities.

Livelihood restoration programmes typically involve a range of different initiatives, including; skills training, agricultural enhancement and enterprise development. At Mafube, the Digby Wells team took it one step further and arranged for the company's finance team to provide Financial Literacy Training. The training provided guidance on: setting budgets, tracking expenses and income, how to work with credit and a gain a credit, as well as how to engage with banks, and how to register businesses with the government to become registered community vendors, and gain access to additional opportunities. Over two days 25 community members were trained.



Digging in: Understanding Artisanal and Small Scale Mining in Mali

Managing Artisanal and Small-Scale Mining (ASM) can be one of the toughest challenges mining companies face, particularly in developing countries. During 2020 Digby Wells worked with Resolute's Syama mine to undertake a socio-economic survey in the communities near the operations in Southern Mali, to better understand the extent of artisanal mining in the Syama licence area. The surveys considered the socio-economic circumstances, challenges faced by, and development needs of the local ASM community. Based on our findings we developed an action plan to reduce incursions onto Resolute's mining area, diversify community livelihoods and ultimately reduce dependency on artisanal mining, thereby improving the relationship between Resolute and the ASM community.



Setting Gold Standards for ESG disclosure

To come



Thank you



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