



D.O.B. September, 24th 1977

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Skills and Attributes

- Demonstrates strong attention to detail in all aspects of work, meeting organisational standards in both the operational and strategic aspects of a role.
- Excellent analytical and critical thinking ability, with a postgraduate qualification in Human and Sustainable Development and a graduate qualification in Public Administration
- More than ten (10) years hands on working experience in Occupational Health, Safety, Environment & Communities in a Mining and Processing environment at middle and senior management level.
- More than seven (7.9) years hands on experience in sustainable development and socio-economic justice work at Management Level.
- 6 years working experience within a Development Finance Institution in the field of environment and social governance and sustainability as well as Enterprise Risk Management at Senior Management Level.
- Project Management skills in property development and construction management.
- Strong knowledge and combined working experience of more than twenty-four (24) years on sustainable development, poverty-related issues, trade politics, rural development, occupational health and safety and environmental protection, public health (HIV/AIDS), gender equity issues and development finance and land servicing and construction on senior management level.
- Strong Health, Safety & Environmental acumen, working knowledge and 1st and 2nd Party ISO14001:2015 and ISO45001 implementation, management, and certification audit experience.

- Hands on experience in conducting Environmental Social Impact Assessment (ESIA) and Environmental and Social Management (ESMP) Plans.
- Strong knowledge and working experience of the Environmental Impact Assessment framework.
- Strong workshop facilitation and training skills
- Substantial development policy work experience.
- Proven ability to work effectively in a team environment and strong interpersonal skills.
- Outstanding writing skills including the ability to synthesise complicated policy issues into digestible, actionable briefings and to communicate our agenda to non-specialist audiences.
- Excellent time management, forward planning, and prioritisation skills, with the ability to work under pressure and to deadlines.
- Proven researching ability and attention to detail.
- A clear understanding of the links between policy, lobbying, campaigning, and media work.
- Adding value by integrating sustainable development management with the business context and process
- Track record in mobilising support from donors and can demonstrate beneficial, tangible outcomes.
- Ability to undertake vigorous networking, investing in relationships to continually inform, challenge, and improve advocacy messaging and tactics.
- Proven team leadership, decision making, effective management skills, can demonstrate ability to work both collaboratively and independently.
- Ability to coordinate and delivery of agreed plans or strategies.
- A commitment to the highest standards of professional endeavour and the ability to take a leadership role in the community.
- An awareness of ethical, social, gender and cultural issues and their importance in the exercise of professional skills and responsibilities.
- Ability to do research appropriate for an applied research project.
- Influencing internal and external teams and stakeholders to achieve optimal environmental and sustainable development outcomes.
- Taking responsibility and accountability for own behaviour, performance, and development
- Experience of effectively influencing outside own team and successfully representing specific programme or specific issues
- Ability to represent organisation at a strategic level and in high profile environments.
- Ability to travel at short notice including willingness to travel and work unsocial hours when necessary to meet and exceed programme goals.
- Track record of managing teams across various industries

Qualifications and Training

Dates (dd/mm/yyyy)	Qualifications obtained/complete	Place of Training
20 October 2017	Certificate of Advance Business Lending for Development Programme for Development Financiers	Development Bank of Namibia & On Track Learning Solutions Namibia
9 months during 2016 completed on 20 January 2017	Practical 6-day session on Applied Systems Thinking	Development Bank of Namibia & Systems Thinking Africa
13-15 April 2016	The SADC Development Finance Resource Centre, Management Development Programme	The SADC Development Finance Resource Centre, Safari Hotel, Windhoek, Namibia
8 th November 2014	Activity Number: ORG00323-2014-001 Level 1 Clinical: 7 CPD Points Ethics: 1 CPD Point	NASOM Congress Namibia Society of Occupational Medicine. Otjiwa Safari Lodge, Otjiwarongo, Namibia
12-13 August 2014	Certificate of Completion in Advanced Excel	Empowered Mind Training Consultancy Reg. No D/2014/0589 Windhoek, Namibia
12-15 July 2014	The Assessment of Impacts of Mining on the Environment: The geochemist's approach	University of the Witwatersrand, South Africa
15-16 June 2014	Environmental Geochemistry, Mineralogy, and Microbiology of Arsenic short course,	Mineralogical Society of America and the Geochemical Society 15-16 June 2014, Miners Foundry, 325 Spring Str, Nevada City, California, 95959 USA
20/05/2013 – 05/06/2014	NEBOSH National Environmental Diploma Student No: 00233542 <i>Only obtained the certificate.</i>	SHEilds Ltd UK Head Office Tel: +44(0)1482 806805 Web: www.sheilds.org SHEilds House, Unit 24 Priory Tec Park, Saxon Way, Hessle, HU13 9PB. Registered business number: 4623681 England. VAT registration number: 808949875
09/06/10 - 29/11/10	Rio Tinto Global Front Line Leadership Programme: <ul style="list-style-type: none"> • Leading for a Zero Harm Culture • Understanding Self as Leader • Building & Maintaining an Engaged Team • Budgeting Management, Continuous improvement & Change management 	Rio Tinto: Rössing Uranium, 28 Hidipo Hamutenya Avenue Private Bag 5005 Swakopmund, Namibia Tel. +264 64 520 9111 Fax +264 64 520 3017 http://www.rossing.com/index.html
23/08 – 27/08/2010	Rio Tinto Health, Safety, Environmental Quality (HSEQ) Business Conformance Auditor Training for Auditors and Lead Auditors	Richards Bay Minerals, Kwazulu Natal - South Africa Presented by Det Norske Veritas (DNV)
07-09 July 2009	Understanding Seismograph Equipment Setup & use of Instantel Seismographs Instantel Compliance Software Intro to ground vibration & air blast from blasting operations	Blast Management & Consulting Trainer: JD Zeeman Address: 61 Sovereign Drive, Centurion, 0157, South Africa Phone:+2712 345 1445

		www.blastmanagement.co.za
09/2002 – 09/2003	Master's degree: MA Africa Human & Sustainable Development Majors: Development Studies, Politics, International relations, Political economy of resources and development Student ID: 200-014-360	Institute for Politics and International Studies [POLIS] Social Sciences Building University of Leeds Leeds, LS2 9JT, United Kingdom http://www.polis.leeds.ac.uk/
17-20/04/2001	Budgeting Made Simple	Polytechnic of Namibia / Namibia University of Science and Technology (NUST) Centre for Entrepreneurial Development 13 Storch St, Whk-West P/bag 13388, Windhoek, Namibia http://www.nust.na/?q=centres/centre-enterprise-development-ced
02/1996 – 11/1999	Bachelor of Administration (4YR) Majors: Politics, Public Administration, Industrial Psychology, Marketing & Economics Student ID: 9615946	University of Namibia Faculty of Economics and Management Science, P/bag 13301, 340 Mandume Ndemufayo Av, Pioneerspark, Windhoek www.unam.edu.na/
01/1990 – 11/1995	High School - Grade 12 EXAMS: Higher International General Certificate of Secondary Education [HIGCSE] & International General Certificate of Secondary Education [IGCSE] Student ID: NA 202 52	Deutsche Oberschule Swakopmund currently known as Namib High School P.O. Box 118, Swakopmund, Namibia Tel: +26464404478 http://namibhigh.school.na/

Employment History

Messrs Quintessential Trading and Consultancy Pty Ltd
Quintessential Trading and Consultancy CC
Job Title: Board Chair and Executive Managing Director (Self-employed)
Jan 2015 to Present (part-time and full-time)

The primary focus of this role is to provide a strategic, operational management direction and plan, which will ensure successful project delivery of Matutura Proper, Swakopmund new Township Development-Land servicing and construction of 143 houses.

- Soliciting finance and raising mezzanine finance of debt and equity instruments
- Giving presentations to funders, regulatory authorities, and prospective clients
- Negotiating Joint Venture Agreements with Local Authority and stakeholders
- Networking and stakeholder engagement
- Taking full responsibility for delivery of the construction phase,
- Maintain high health, safety, environmental and social standards and implementation thereof.
- Delivering projects to programme.
- Manage and motivate our skilled team of Site Managers, Assistant Site Managers, Ground workers, Procurement Department, Quantity Surveyors, Town Planners, CAD Designers, Mechanical and Electrical Consulting Engineers, Architect and Project Co-ordinator. ·
- Engage and motivate the team to achieve process and programme improvements.
- Support commercial teams with sub-contractors and other parties.
- Drive quality and process improvement. ·
- Ensure insurers, funders, Clients, and Building Inspectors are fully satisfied.
- Identify future resource requirements and recruit appropriately.
- Understanding what the company wants to achieve.
- Agreeing timescales, costs and resources needed to deliver a serviced and constructed Matutura Proper
- Drawing up a detailed plan for how to achieve each stage of a servicing and constructing Matutura Proper
- Selecting and leading a project team
- Negotiating with contractors and suppliers
- Directing a multi-disciplinary team
- Communicating with staff at every level, in a calm, personable way
- Ensuring that each stage of the project happens on time, on budget and to a high standard.
- Reporting regularly on progress to the client and stakeholders
- Coordinating market and customer research
- Resolving any issues or delays
- Demonstrating knowledge of all areas of construction
- Writing bids for tender and negotiating tender amounts with Contractors
- Managing several projects simultaneously with the support of junior project managers

Development Bank of Namibia, 01 Oct to 31 December 2018
Reports to Chief Executive Officer
Job Title: Acting Head: Risk and Compliance: Managed 4 direct reports.

The primary focus of this role is to enable DBN to achieve its strategic objectives by implementing and monitoring the Risk Management Framework and advising EXCO, Board of Directors, Audit, Risk and Compliance Committees on appropriate risk management strategies, with overall responsibility for risk monitoring, risk evaluation and risk measurement.

The role also focusses on creating, designing and implementing a compliance function and framework that supports the strategic goals of the Bank;

KPA 1: STRATEGIC DEFINITION, RISK, COMPLIANCE PLANNING AND ASSESSMENT

1. Planning for Risk Management
 - To ensure that strategies applied by the business are in support of the Vision and mandate of the Bank and that it is within the risk appetite/tolerance levels reflects expectations of the board and shareholders.
 - To ensure that the Risk and Control frameworks of the bank are operating effectively.
 - To ensure that these frameworks are maintained and updated as approved by the Board of Directors
 - To ensure that the risk controls required by the Frameworks remain within agreed risk appetite.

- To ensure that risk identification, assessments, mitigation and monitoring are taking place and reported risk information to the CEO and the Board
- 2. Planning for Compliance Risk Management
 - To provide an effective compliance risk management framework and appropriately resourced specialized regulatory compliance support to the Bank.
 - To ensure strategic direction and focus and need to develop Bank wide compliance coverage plans and achieve the Compliance Function's targets.
- 3. Risk Identification and Assessment
 - To identify; evaluate; accept and/or transfer risk in line with the Bank's Risk Appetite and Tolerance levels that may ultimately impact achieving the Bank's strategic objectives.
 - To track and monitor risks assigned to business owners/risk assurers and ultimately control the risk appetitive of DBN.
- 4. Relationship building, communication and coordination to synergize inter-departmental dependencies
 - To minimise the bank's credit; market; investment; operational and liquidity risk exposure.
 - To understand and interpret changes in the environment and their impact on the organisation and make recommendations and changes accordingly.

KPA 2: OPERATIONAL RISK EVALUATION AND MONITORING

1. Monitoring and Evaluating Risk
 - To track implementation and outputs systematically and measure the effectiveness of programmers in order to determine exactly when a programme is on track and when changes may be needed.
 - To maintain current information on risk assessments and ensure that all relevant parties are informed.
2. Reporting and Compliance
 - To ensure compliance to reporting requirements and professional standards (disclosure).
3. Oversee, lead and monitor evaluation of department
 - To ensure smooth running of departmental functions.
4. Lead and direct financial needs and resources
 - To ensure control of financial needs and resources and remain accountable for all financial resources and departmental expenditure.

KPA 3: HUMAN RESOURCE LEADERSHIP AND DIRECTION

- To ensure ownership and buy-in is created with each team member to achieve the set objectives of the credit risk department in terms of performance and delivery.
- To ensure development and retention of employees and critical competence for the successful functioning of the credit risk department.

Development Bank of Namibia, 18 January 2016 to 30 March 2022

Reports to Head: Risk and Compliance

Job Title: Manager: Environment and Social Development: Manages 2 direct reports.

The primary focus and role were to set up an Environment and Social Management System (ESMS) to attract and meet compliance to International Financiers requirements which was ultimately used for the DBN to screen new projects, assigning environmental risk category, and conducting due diligence to evaluate environmental, occupational health and safety and social risks of projects under consideration. This helped the DBN to avoid and manage loans with potential environmental and social risks by conducting environmental and social due diligence prior to loan disbursement and adequate supervision and auditing of projects during the term of the loan agreement. I also acted as Risk and Compliance Officer in assessing enterprise risk of all applications.

- Set up, revise and implement the DBN Environmental and Social Management System (ESMS)
- Communicate ESMS requirements.
- Screen projects against Applicable Requirements (e.g., Exclusion List/national laws)
- Ensure that all loan decisions are supported by appropriate environmental and social reviews.
- Screen and review all Environmental Impact Assessments and Environmental and Social Management Plans submitted by clients.
- Participate in loan decision-making process.
- Determine and include environment, occupational health, and safety covenants in loan agreements.
- Provide in-house training to staff on the ESMS and provide guidance where required.
- Monitor, inspect, audit and track project performance.
- Report to AfDB and KfW on accidents/incidents and on a quarterly and annual basis
- Represent the DBN on forums and steering committees with like-minded organisations
- Enterprise Risk Management, appraisals, due diligence and advise to Exco.

Swakop Uranium at Husab Mine, Namibia, 08 June 2015 to 15 January 2016
Reports to Safety, Security, Health and Environmental Manager and Senior Vice President Operations
Job Title: Environmental Superintendent: Managed 12 direct reports

The primary purpose of this role was leading the development, implementation, management of the Swakop Uranium Environmental Management System (ISO14001), the delivery of quality support and technical advice to stakeholders, concentrating on compliance with legal and other requirements as well as continuous improvement of Environmental performance through the prevention and mitigation of Environmental impacts and footprints of SU's operations.

- developing and implementing environmental strategies and action plans that ensure corporate sustainable development.
- taking the lead on sustainable procurement for all goods and services.
- coordinating all aspects of pollution control, waste management, recycling, environmental health, conservation, and renewable energy.
- leading the implementation of environmental management system, standards, policies, and practices.
- ensuring compliance with environmental legislation and keeping up to date with Namibian and international regulation and legislation.
- liaising with relevant bodies such as local authorities, public bodies, and competent bodies.
- auditing, analysing, and reporting environmental performance to internal and external clients and regulatory bodies.
- give input and review impact assessments to identify, assess and reduce Swakop Uranium's (SU) environmental risks and financial costs.
- promoting and raising awareness, at all levels of SU, of the impact of emerging environmental issues, whether legislative or best practice, on corporate, ethical, and social responsibility.
- developing and implementing environmental management systems to continually improve the impact of SU on the environment and implement the commitments of the Consolidated Environmental Management Plan (EMP)
- coordinating public hearings and consultations on environmental matters.
- managing relations with the board of directors, senior management, and internal staff.
- training staff at all levels in environmental issues and responsibilities.
- participating in environmental education and research.
- negotiating environmental service agreements and managing associated costs and revenues.
- writing environmental reports, assuming the lead responsibility with the company.
- being proactive about corporate social responsibility issues and taking action to ensure these are met.
- setting organisational sustainability targets and developing plans to meet those targets and oversee their delivery.
- Represent SU on stakeholder forums such as the Sustainable Development Forum

Dundee Precious Metals Tsumeb, Tsumeb, Namibia, 10 September 2012 – 5 June 2015
Reported to DPM Vice President Environment, DMPT Senior HSE Manager & DPMT Vice President & GM
Job Title: Environmental Manager: Managed 16 direct reports.

The primary purpose of this role was the development, implementation, management, and auditing of the Dundee Precious Metals Tsumeb Environmental Management System (ISO14001), delivery of quality support and technical advice to stakeholders, concentrating on compliance with legal and other requirements as well as continuous improvement of Environmental performance through auditing, internal reviews and the prevention and mitigation of Environmental impacts and footprints.

Core Focus of work and areas which I engage on (and plan to) on a daily, weekly, and monthly basis.

- ensuring compliance with environmental legislation.
- managing the development and implementation of an environmental management system (ISO14001).
- coordinating all aspects of pollution control, waste management, recycling, environmental health, conservation and renewable energy.
- auditing, analysing and reporting environmental performance to internal and external clients and regulatory bodies.
- development and implementation of the Dundee Precious Metals Group HSEMS Auditing Framework
- developing and implementing environmental strategies and action plans that ensure corporate sustainable development.
- overseeing consultants carrying out impact assessments to identify, assess and reduce an DPMT's environmental risks and financial costs and approving reports.

- leading the implementation of environmental policies and practices.
- promoting and raising awareness, at all levels of DPMT, of the impact of emerging environmental issues, whether legislative or best practice, on corporate, ethical and social responsibility.
- coordinating public hearings and consultations on environmental matters.
- managing relations with Exco, senior management and internal staff.
- training staff at all levels in environmental issues and responsibilities.
- participating in environmental education and research.
- negotiating environmental service agreements and managing associated costs and revenues.
- writing environmental reports, assuming the lead responsibility with the company.
- leading on corporate social responsibility issues and action.
- taking the lead on sustainable procurement for chemicals and hazardous materials.
- Overall environmental management to ensure environmental compliance and stewardship for the smelter.

Rio Tinto Plc: Rössing Uranium Limited, Swakopmund, Namibia, 01 May 2012 – 6 September 2012
Front Line Manager: Reported to Manager Sustainable Development and Environment
Job Title: Advisor Product Stewardship – Environment and Communities

Rössing is committed to maintain, manage, and improve world class performance with a second-to-none reputation in Product Stewardship. By implementing and applying the relevant Rio Tinto standards and complying with the relevant legislative and regulatory frameworks, the Product Stewardship program is based on knowledge of risks, impacts and consequences and pro-active support through a simple, effective, and user-friendly system.

Core Focus of work and areas which I engaged on a daily, weekly, and monthly basis.

1. Understand and manage all current and future effects.

- Establish, maintain, and improve an efficient documentation system and database relevant to Product Stewardship.
- Understand and evaluate significant and potential risks, impacts and consequences which are posed by Rössing.
- Conduct and direct necessary research and developing mitigation strategies and action plans to address significant and potential risks in conjunction with key stakeholders.

2. Mitigate and drive continuous improvement.

- Assess direct and indirect and cumulative impacts of past, present and future activities relevant to Product Stewardship.
- Analyse data to identify improvement opportunities and emerging areas of concern.
- Research literature to continuously assess RUL's standards compared to relevant Product Stewardship practices.

3. Compliance

- Assist in meeting obligations of legislative and regulatory frameworks and Rio Tinto reporting and compliance requirements on Product Stewardship.
- Compile and provide accurate reporting of Product Stewardship data as required by Rössing, Rio Tinto and other stakeholders to ensure compliance and to track progress of objectives and targets.
- Conduct inspections, 1st and 2nd party audits.

4. Support

- Provide sound technical guidance and support to ensure that Rössing meets its obligations and remains a leader in assessing, avoiding, and mitigating adverse impacts.
- Support stakeholders with the necessary knowledge and tools to drive continuous improvement.

5. Engage and networking.

- Ensure that the concerns or complaints from the local communities are addressed in time.
- Design and provide risk-based awareness materials and give training on Product Stewardship to employees and community.

Rio Tinto Plc: Rössing Uranium Limited, Swakopmund, Namibia, 02 June 2008 – 30 April 2012
Front Line Manager: Reported to Manager Sustainable Development and Environment
Job Title: Environmental Specialist/Advisor- GHG Emissions & HSE EMS Plant Operations
Environmental Management Section

Core Focus of work and areas which I engaged on a daily, weekly, and monthly basis.

HSE MS Maintenance: I was responsible for the day-to-day environmental matters in relation to the Rössing Processing plant/Production (*Primary crusher, fine crushing plant, extraction operations, comminution, recovery operations, tailings and water management and maintenance areas in production*) area at Rössing Uranium Limited. This includes the identification of hazards and ensuring, with support, that the risks are appropriately managed. I was a Lead Auditor for Rio Tinto conducting periodic internal audits as well as surveillance and recertification HSE audits at all Rio Tinto operations around the globe.

Areas of emphasis are but not limited to:

- Maintenance of ISO 14001 certified Environmental Management Systems (EMS)
- Ensure that all operational HSE aspects and impacts have been identified, ranked, and appropriately managed according to ISO14001, HSEMS and the performance standards for the production area.
- All Environmental related incidents reported, investigated, risks are analysed and communicated lessons learnt of significant incidents and Significant Potential Incidents (SPI's)
- Applies an appropriate level of technical knowledge in the management of Environmental Risk
- Communication and engagement: Provision of environmental technical support and feedback to operational teams
- Develops and delivers relevant Environmental messages to internal and external audiences.
- Provide competent environmental inputs at Hazard Identification and Risk Assessment (HIRA's), Hazard, and Operability Analysis (HAZOP's) and, design reviews etc.
- Participation in site investigations, EMS audits and good practice forums
- Mentoring / supporting the line i.e. incident and action management.
- Continuous interaction and regular engagement with employees and contractors
- Bi-annual engagement with Rio Tinto internal auditors
- Annual engagement with external auditors
- Conduct internal (1st Party) and external (2nd party) HSEMS and HSE Performance Standards Audits at Rio Tinto operations.
- Adds value by integrating environmental issues with the business context and processes.
- Technical input to policies and procedures
- Training provision to the line on Health, Safety & Environmental Management Systems, Rio Tinto Environmental Performance Standards and incident and action management
- Subject specific advice
- Influences internal and external stakeholders to achieve optimal environmental outcomes.
- Aligns behaviours, decisions and actions with the values and principles in the Rio Tinto "The way we work" and related guidelines and standards at Rössing.
- Monthly reporting to the line and mine wide on actions, activities, successes, and failures

1. Implement, maintain and management of Rio Tinto Environmental Standards (E4- Greenhouse Gas Emissions)
Mine wide and with Rio Tinto Energy & Climate Strategy

- To implement and maintain RT E4-Greenhouse Gas Emissions Standard at Rössing to conform to the RT standard requirements on a continuous basis.
- Understand all current and future GHG emissions inventories and their factors.
- Identify, evaluate and prioritize significant GHG sources and
- Design and implement a Greenhouse Gas and climate change action plan with appropriate control, reduction, and mitigation measures.
- Ensure that appropriate measures are in place for metering or estimating the emissions.
- Conduct periodic reviews to identify potential risks associated with achieving set targets for GHG emissions performance.
- Ensuring that the relevant stakeholders are appropriately trained in the areas of policies, procedures, and analysis of GHG data.
- Research literature to continuously assess Rössing's standards compared to local and international practices.

- Monitor legislation and assess impact.
- Based on legislation changes, implement programmes to ensure compliance.
- Maintain audit integrity of standard for internal and third-party auditing.
- Inspections, internal and external HSEMS auditing.
- Regular engagement with external stakeholders (e.g. government, customers and public) through awareness programmes and sessions
- Monthly reporting mine wide, Rio Tinto Energy & Climate Strategy on activities and business performance to the targets
- Build relationships with outside agencies and stakeholders who specialise in GHG management and regulation to enhance RUL capacity.
- Business Engagement on Climate Change Adaptation
- Coordination with departments on GHG emissions reduction mine wide.
- RT collaborative forums (Environment, Energy & Climate Strategy, Electricity Metering & Monitoring)
- Contribute to E-bulletin articles on Climate Change, energy efficiency and GHG management.

2. **Occupational Health, Safety and Environment Representative (OHSE) for Environmental and Safety departments**

- Regularly inspect the workplace areas I was elected to represent, at agreed times and frequency.
- Immediately investigate the scene and details of any accident, dangerous incident or risk of serious injury or harm to any person.
- Keep up to date with workplace safety and health information provided by the employer and liaise with government and other bodies.
- Report hazards in the workplace to the employer.
- Where there is a HSE committee for the workplace, to refer any matters that I think should be considered by the committee.
- Consult and cooperate with the Management on HSE matters.
- Liaise with Management about HSE matters.
- Keep records of tasks related to the functions of a health, safety, and environmental representative.
- Where requested, participate in discussions on OHSE during the regular department/output team meeting(s) for the sections, I have been elected to represent.
- Key point of contact for staff/contractors working in Environmental and Safety building area with regard to OHSE issues/enquiries.
- Provide feedback to the Management accountable for the sections, regarding HSE areas of concern, issues to be resolved, accident or near-miss investigations.
- Chair the OHSE Representative Committee meetings on a rotational basis.
- Maintain minutes and records for the OHSE Representative Committee meetings.
- Attend OHSE Committee meetings.
- Provide support to the section Superintendents in meeting their responsibilities for ensuring employees have received appropriate HSE training, including safety refresher training etc.

Global Call to Action against Poverty (GCAP) Africa Secretariat, Dakar, Senegal, 08 August – 31 December 2007, GCAP Africa Policy Consultant

- Conduct research on African trade pacts & policies with the rest of the World e.g. EU-Africa Strategy, AGOA, WTO, EPA
- Formulate GCAP policy positions based on the Millennium Development Goals for African coalitions and mobilise them to engage their governments, regional trade groupings, civil society and other stakeholders.
- Organise and mobilise African national coalitions to hold events and lobbying meetings in their countries to coincide with key world summits such as the G8 Summit, WTO meetings etc.
- Organise and facilitate workshops and train African coalitions on GCAP policy demands.

Namibia Development Trust, Windhoek, Namibia, 02 February 2004 – 06 August 2007
 Reported to Executive Director and Namibia Country Projects Manager
Programme Officer

- Working with the Director and National Programmes Manager to deliver policy support for the organisation's strategic priorities.
- Ensuring that NDT's campaigning, media, and lobbying products have policy credibility and effectiveness.
- Researching, monitoring, and analysing the policies of key ministries.
- Drafted and submitted proposals to funding agencies for fundraising for social programmes.

- Contributing research and analysis to NDT's policy development. Areas of focus included the following: CBNRM, GCAP, HIV/AIDS, education, poverty alleviation, development assistance, trade, and governance.
 - Implementation and Management of the Community Based Natural Resource Based Management (CBNRM) programme with non-profit organizations.
 - Partake in specific development programmes at National Office and with NDT field staff at regional office level and assist with the implementation of such programmes and projects.
 - Maintain regular contact with various Regional Offices and assist them in the maintenance of organizational and developmental activities (rural development community projects).
 - Train community-based individuals/groups in environmental awareness, management, environmental legislation and management systems and basic self-management and operational skills.
Assist in rolling out and continuous engagement of the Bristol Meyers Squib Foundation outreach HIV/AIDS education and prevention programme in Hardap and Karas regions.
 - Coordinate the NANGOF/NDT Coalition on the UN Millennium Development Goals Campaign and the Global Call to Action Against Poverty in Namibia 2005-2007 on a voluntary basis.
 - Steering Committee Member on the One World Action's Voices, Influences and Access Project in Southern Africa (action on Economic Partnership Agreement's and equitable trade campaign (Cotonou Agreement). 2005-2008 on a voluntary basis
- Keeping on top of key policy developments in think tanks, the wider policy community, NGOs, and media related to SADC and Africa, and communicating these internally and externally where appropriate.
- Using independent judgment in balancing and adhering to long and short-term deadlines and completing activities.
- Driving forward lengthier, longer-term research projects.
- Providing general support to the Management team at peak moments as required.
- Acts as public relations officer for NDT by engaging the media, programme recipients, donors, external and local civil society organisations in related matters.

Oxfam Canada, Ben-Hur Rural Development Centre, Gobabis, Namibia, January 2000 – 19 September 2002

Reported to Oxfam Country Representative and Toronto Head Office

Programme Manager (Jan – September 2002) Managed 25 direct reports.

Assistant Programme Manager (Jan 2000 – December 2001) Managed 20 direct reports.

- Implementation and management of the Omaheke Integrated Development Programme (OIDP) in the Omaheke Region from Ben-Hur R.D.C
- Assist marginalised rural communities to improve their lives and livelihoods through coordinating health, literacy and poverty reduction programmes.
- Overall Management and Implementation of programmes and Projects including Administration, HR, Finances, Marketing.
- Host, engage and mentor local and internship students at BHRDC.
- Implement and manage the Community Based Natural Management Programme
- Training of community groups and individuals in basic project management and human rights issues from a development perspective
- Ensure that activities @ BHRDC are implemented according to programme/project objectives and plans and in accordance with Ministry of Agriculture, Water and Rural Development (MAWRD) policy and Oxfam Canada Policy.
- Plan, Manage, Supervise and Monitor BHRDC Activities in Coordination with Oxfam Canada Country Representative.
- Liaise and coordinate with MAWRD and other partners on issues relating to management of BHRDC.
- Draft project proposals for funding to international donors for development projects
- Advise and assist the Oxfam Canada Country representative on decisions relating to BHRDC.
- Ensure that financial and narrative reports are prepared and submitted in a timely manner according to agreed formats and schedule e.g. [monthly, quarterly, annually]
- Participate at the BHRDC Steering Committee Meetings.
- Independently solve problems with creative solutions developed collaboratively with parties concerned.
- Drawing up a marketing plan and marketing of the Centre to potential clients and customers

Oxfam Canada, Windhoek, Namibia, July -October 1999

- Development internship with an international non-profit organisation working to ensure poverty and injustice is reduced and reversed through programme work.
- Researched information and helped develop policies and performed various administrative support tasks for programme support.

Accomplishments

1. Founding member and Coordinator for the UN Millennium Development Goals Campaign and Global Call to Action Against Poverty in Namibia residing within the NDT/NANGOF Socio-Economic Justice Sector from 2005-2007
2. Working Group Steering Committee Member of the One World Action, Voices, Influence and Access (VIA) Project in Southern Africa (action on Economic Partnership Agreements and equitable trade campaign Cotonou Agreement) 2005-2008
3. Steering Committee Member of the Namibia Climate Change Committee 2007 to present.
4. Conducted and undertaken various Environmental Impact Assessments throughout Namibia

Publications

UVANGA, T. & DEMPERS, R. (eds), (2006). Making trade work for women, The likely impact of the economic partnership agreements on women's rights and gender. Beef Sector in Namibia. One World action, London and Namibia Development Trust, Windhoek, Namibia

Computer Skills

- Microsoft Word, Excel, Power Point, Internet and Window's PC; standard office equipment, SAP, Taproot

Language Skills

- Fluent in English, Afrikaans (speaking, reading, writing); Fair in German (speaking, reading, writing) Otjiherero (native language), rudimentary spoken Oshiwambo

Environmental Impact Assessments done

- I have done various Environmental Management Plans for the Rio Tinto: Rossing Uranium Mine (RUL), Dundee Precious Metals Tsumeb and the Swakop Uranium at Husab Mine during my employment as Environmental Manager, Environmental Advisor and Environmental Superintendent at these mines.
- Environmental Management Plan (EMP) for the operation of Central Brick and Paving CC's brickmaking plant at Farm 19 Krumhuk, portion 7, Aris Settlement, Windhoek Rural Constituency. -July 2017
- Scoping Report and Environmental and Social Management Plan (ESMP) for the proposed construction and operation of a Gas filling, selling and storage depot on Erf 7979 and 7980, Extension 29 "DRC", Swakopmund - May 2018
- Final Environmental and Social Impact Assessment (ESIA) Report for the proposed construction and operation of a salt mine, processing facilities and ancillary infrastructure on EPL 6968 near mile 100 North of Cape Cross, Dorob National Park, Erongo Region-July 2018
- Final Report-Environmental Impact Assessment for the proposed Lafrenz Service station Situated on Erf No 327, Lafrenz Industrial Extension 3, Windhoek, Khomas Region, zoned for light industrial use opposite the junction of Ekundi and Hereford Streets -March 2019
- Environmental Management Plan (EMP) for the Township Establishment on Block 23, Matutura (Extension 1 - 5, Extension 6-12, Proper, Extension 24-25, Extension 27, Extension 29-31, Extension 36-37), Remainder of Portion 5 of Swakopmund Town and Townlands No.41 Erongo Region – March 2021
- Environmental Scoping Assessment (ESA) for the proposed for the proposed Construction of ancillary infrastructures and Operation of a Briquette Factory on Farm 19 Krumhuk, portion 7, Aris Settlement, Windhoek Rural Constituency. -August 2021
- Environmental Scoping Assessment (ESA) for the Subdivision of Public Open Spaces (POS) namely, POS Erf 231 and POS Erf 233 and Rezoning of Remainder to Parastatal to erect Erongo Red Substations on Remainders (120 sqm portion of each Erf) at Matutura Proper, Swakopmund – April 2022
- Environmental Scoping Assessment (ESA) the proposed Construction of infrastructure and operation of an Abattoir on Portion 1 of Otjiwarongo Portion 15 NIDA Industrial Park -May 2023

International Conferences attended [Presented position papers and facilitated discussions]

1. Towards Action by Namibian Civil Society on Millennium Development Goals – Organized under the auspices of NANGOF in collaboration with One World Action (VIA Project) and Namibia Development Trust, Workshop held at Hotel Fürstenhof- Windhoek, Namibia March 09,2005
2. Southern Africa UN Millennium and GCAP Campaign meeting, Harare Zimbabwe 1st September 2005
3. Draft Steering Committee Meeting: Taking Stock and Moving Forward: Consolidation GCAP Africa in 2005 & the future Workshop” Harare, Zimbabwe November 7-9th 2005 Convened by GCAP Africa Steering Committee and organised by Mwelekeo wa NGO
5. Southern Africa GCAP Regional Planning Consultation, Rosebank Hotel, Rosebank, Johannesburg South Africa, 17 February 2006
6. One World Action: Voices Influences and Access Project: Regional Steering Committee Group Meeting and
7. Capacity Building Session, Rosebank Hotel, Rosebank, Johannesburg South Africa, 8th –10th March 2006
8. GCAP Africa and International Facilitation Group Meeting, Crown Plaza Hotel, Hamra, Beirut, Lebanon, 11- 15 March 2006
9. GCAP Ambassadors Orientation Meeting, Victoria Falls, Zimbabwe 21 –24 September 2006
10. World Social Forum Meeting: Millennium Development Goals and Trade Liberalisation. Moi International Sports Centre, Kasarani, Nairobi, Kenya, 20-25th January 2007
11. One World Action: Voices Influences and Access Project 4th VIA Project Partners Meeting, Intercontinental Hotel, Lusaka, Zambia, 07-11 March 2007
12. Conference on Poverty Reduction and Unemployment and Entrepreneurship development in Namibia, Safari Hotel, Windhoek, Namibia 4-6 June 2007
13. GCAP AFRICA REPS TO AU SUMMIT: Continental Civil Society Conference on the Proposed African Union
14. Government & Accelerating Africa’s Integration and Development in the 21st Century: Prospects and Challenges of Union Government, Ghana Institute for Management and Public Administration (GIMPA), Greenhill, Accra, Ghana, 22-25 June 2007
15. Africa-Asia NGO Network Workshops in Kenya and Japan, - Creating and Strengthening Relations and Policy Capacity of NGO Networks in Africa and Asia including Japan, 17 – 18 September 2007 (Nairobi, Kenya workshop)
16. One World Action: Voices Influences and Access Project. Civil Society debate on implications of SADC-EU Economic Partnership Agreements on gender and trade in Southern Africa. Hotel Avenida, Maputo, Moçambique, 22-24 April 2008
17. National Climate Change Awareness-Raising Workshop, Safari Hotel, Windhoek, Namibia 23-25 September 2008
18. The Assessment of Impacts of Mining on the Environment: The geochemist's approach, 12-15 July 2014, University of the Witwatersrand, South Africa
19. Environmental Geochemistry, Mineralogy, and Microbiology of Arsenic short course, Mineralogical Society of America and the Geochemical Society 15-16 June 2014, Miners Foundry, 325 Spring Str, Nevada City, California, 95959 USA
20. 9th International Conference on Mine Closure, 1-3 October 2014, The University of the Witwatersrand (WITS), Johannesburg, South Africa, 1-3 October 2014, Sandton Convention Centre, Johannesburg, South Africa
21. Namibia Society of Occupational Medicine Congress, Otjiwa Safari Lodge, Otjiwarongo, Namibia, 8th November 2014. Activity number: ORG00323-2014-001
22. Management Development Programme, The SADC Development Finance Resource Centre, 13-14 April 2016, Safari Hotel, Windhoek, Namibia
23. Transformative Scenario Planning, The University of Namibia (UNAM), the University of Cape Town (UCT) and Oxfam, in collaboration with the Desert Research Foundation of Namibia, 30-31 May 2016, Heja Game Lodge, Windhoek
24. Consultation Workshop to discuss the Draft National Science, Technology and Innovation Policy, 22 June 2016 at the Safari Hotel and Conference Centre, Windhoek
25. African Drought Conference, Ministry of Environment and Tourism,15-19 August 2016, Windhoek Country Club and Resort, Namibia
26. Attendance of the COP23 to the United Nations Framework Convention on Climate Change from 6 to 17 November 2017 in Bonn, Germany
27. Attendance of negotiations and deliberations on the COP24 and the CMP14 to the United Nations Framework Convention on Climate Change (UNFCCC) taking place from 3-14 December 2018 in Katowice, Poland.
28. Attendance of negotiations and deliberations on the COP25 and the CMP15 to the United Nations Framework Convention on Climate Change (UNFCCC) taking place from 25 November -13 December 2018 in Madrid, Spain.

References

1. Mr Phil Ely	Managing Director EHS Data Phone: +44 (0) 845 388 2458 Mobile: +44 (0) 7967 503646 Mail: phil.ely@ehsdata.com Web: www.ehsdata.com
2. Mrs Saima Nimengobe	Head: Risk and Compliance Development Bank of Namibia Office: +264-61-2908056 Mobile: +264-811244604 SNimengobe@dbn.com.na www.dbn.com.na
3. Mr. Vivian Groenewald	Chief Representative Officer Absa Representative Office Namibia (Pty) Ltd Mobile +264811222175 Office: +264-61-2893002 Email: vivian.groenewald@absa.africa
4. Mr. Zeka Alberto	Mr. Zeka Alberto Head -Legal, Compliance & Company Secretary Dundee Precious Metals Tsumeb Mobile: +264811225191 Office: +264613850000 Email: z.alberto@dundeeprecious.com
5. Mr. Norman Tjombe	Partner: Norman Tjombe Law Office The Village, 18 Liliencron Street, Windhoek PO Box 1148 ; Windhoek Tel: +264 61 308841 Mobile: +264 811223356 Email 1: normantjombe@iway.na Email 2: normantjombe@gmail.com
6. Mr. Petrus Johannes Dempers	Executive Director Namibia Development Trust PO Box 8226, Bachbrecht, Windhoek West, Windhoek, Namibia Tel: +264 61 238002/3 Fax: +264 61 233261 Mobile: +264 811270548 Email: ronny@ndt.org.na Website: www.ndt.org.na

DECLARATION: I declare that all particulars furnished in this document are true and correct and can be verified by official certified documents and sources.



Mr. Theofelius Uvanga
Thursday, 11 January 2024



***PROFESSIONAL
MEMBERSHIP 2024***

This is to certify that

Theo Uvanga

*Is a registered member of EAPAN under the following
membership category*

“ENVIRONMENTAL MANAGER”

President

Secretary

Membership No: 137

Valid from 01 January 2024 to 31 December 2024

Certificate

This is to certify that:

Theo Uwanga

Has successfully completed a Course of Study towards the

Development Programme for Development Financiers

Subjects Successfully Completed to attain this Certificate:

Advance Business Lending

Date: 20 October 2017



Chief Executive Officer: Development Bank of
Namibia



OnTrack Learning Solutions Namibia



QLS/535

Certificate of Completion



This is to certify that

Thea Uwanga

has attended and fully participated in a practical 6 day session on
Applied Systems Thinking held over 9 months during 2016

The process covered the following:

- Introduction to complexity in the world of work
- The failure of mechanistic thinking
- Introduction to systems thinking in practice
- Introduction to the viable systems model
- Systems thinking and sustainability
- Systems thinking and organisational culture



Samuel Njenga

Director: Systems Thinking Africa

Date: 20/01/2017



Systems Thinking Africa
transformative conversations



Martin Inkumbi

CEO: Development Bank of Namibia

Date:



**Development
Bank of Namibia**
Good business is good for development.



The SADC Development Finance Resource Centre

signifies that

Theo Uvanga

has attended the
Management Development Programme

13th – 15th April, 2016

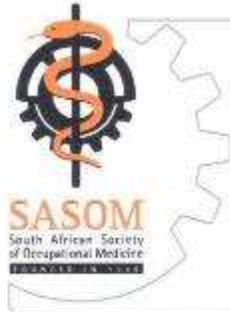
In witness whereof the official signatures are hereto affixed.
Done at Windhoek, Namibia, this 15th day of April, 2016.

A handwritten signature in black ink, appearing to read 'Stuart Kufeni', is written over a horizontal line.

Stuart Kufeni
Chief Executive Officer
SADC Development Finance Resource Centre

A handwritten signature in black ink, appearing to read 'Gizelle Mc Intyre', is written over a horizontal line.

Gizelle Mc Intyre
Programme Director



THE SOUTH AFRICAN SOCIETY
OF
OCCUPATIONAL MEDICINE
NAMIBIA BRANCH

CERTIFICATE OF ATTENDANCE

This is to certify that

Mr T Uvanga

attended the **NASOM Congress**

at the OTJIWA SAFARI LODGE, Otjiwarongo

on the 8th of November 2014

Approved by the Health Professionals Council of Namibia as a
Continuing Professional Development Activity

Activity number: ORG00323-2014-001

Level 1 Clinical: 7 CPD points

Ethics: 1 CPD point

SIGNATURE ON BEHALF OF ACCREDITED SERVICE PROVIDER

DESIGNATION: NASOM Secretary/Tsumeb Private Hospital Manager

MINE CLOSURE 2014

9TH INTERNATIONAL CONFERENCE ON MINE CLOSURE

1-3 October 2014, Sandton Convention Centre, Johannesburg, South Africa

This certifies that

Theo Uvanga

Attended the

MINE CLOSURE 2014

9th International Conference on Mine Closure

from 1st – 3rd October 2014

Held at the Sandton Convention Centre,

Johannesburg, South Africa.



Isabel Weiersbye
School of Animal, Plant and
Environmental Science
University of the Witwatersrand,
Johannesburg, South Africa

Certificate Number: C-69
ECSA Accreditation Number: WE/MC2014-001

MINE CLOSURE 2014

This certifies that

Theo Uvanga

Attended the Workshop

ACG Design of Cover Systems for Rehabilitation and Closure

At the 9th International Conference on Mine
Closure on 29th September 2014
Held at the Sandton Convention Centre,
Johannesburg, South Africa.



Professor Ken Mercer
Environmental and Mining Geomechanics Professor,
Australian Centre for Geomechanics (ACG),
The University of Western Australia

Certificate Number: C-14
ECSA Accreditation Number: WE/MC2014-004



nebosh

Application of environmental risk theory and practice

A unit of the:
NEBOSH National Diploma in Environmental Management

Theofelius Uvanga

achieved this unit on

08 August 2014

Sir Bill Callaghan
Chair

Teresa Budworth
Chief Executive

Master log certificate No: ED2/00233542/614926
SQA Ref: U537 04



The National Examination
Board in Occupational
Safety and Health
Registered in
England & Wales No. 2658100
A Charitable Company
Charity No. 1010444



DNV BUSINESS ASSURANCE CERTIFICATE OF TRAINING

This is to certify that

Theofelius Uvanga

Has successfully passed the training for

**Rio Tinto Health, Safety, Environmental Quality
(HSEQ) Business Conformance Auditor Training
For Auditors and Lead Auditors**

Location	Start Date	End Date
South Africa	23.08.2010	27.08.2010

Trainer: Yngve Amundsen
on behalf of

DNV Certification Pty Ltd
Level 7, 124 Walker St
North Sydney NSW 2060
Australia

Signed by General Manager – DNV Certification
(ANZ)


Yngve Amundsen

Audit and Review Management Tool

Audit History - Theo Uvanga

Note: These details are from the Social and Environment Assurance Reporting Tool (SEART)

Audit History - Summary

Role	Count
Auditor	5
Lead Auditor	2

Matching SEART Team Member(s)

Team Member	Remove
Theo Uvanga	X
Theofelius Uvanga	X

[Link Auditor to Audits](#)

Audit History - Detail

Type	Status	Start Date	End Date	Role	Org unit	Work Area
Site Internal / First Party HSEQ Audit	Completed	26/Jul/2012	26/Jul/2012	Auditor	Rossing Uranium Limited	RUL Rossing Mine
Site Internal / First Party HSEQ Audit	Completed	25/Jul/2012	25/Jul/2012	Auditor	Rossing Uranium Limited	RUL Rossing Mine
HSEQ Business Conformance Audit	Completed	12/Mar/2012	16/Mar/2012	Auditor	Palabora Mining Company	Palabora - Business Services, Palabora - Engineering Services, Palabora - Finance, Palabora - Human Resources, Palabora - Marketing, Sales & Logistics, Palabora - Mining, Palabora - Others, Palabora - Processing, Palabora - Smelter Operations, Palabora - Underground Construction Project, Palabora Mining Company, Palabora Mining Company Business Unit
Site Internal / First Party HSEQ Audit	Completed	26/Oct/2011	26/Oct/2011	Auditor	Rossing Uranium Limited	RUL Rossing Mine
HSEQ Business Conformance Audit	Completed	25/Sep/2011	29/Sep/2011	Auditor	QIT Madagascar Minerals S.a.	QM1 - QMM Main Site
Site Internal / First Party HSEQ Audit	Completed	01/Nov/2010	01/Nov/2010	Lead Auditor	Rossing Uranium Limited	RUL Rossing Mine
Internal / Other Audits	Completed	26/Aug/2010	27/Aug/2010	Lead Auditor	Richards Bay Minerals	Richards Bay Minerals

Rio Tinto

Frontline Leadership Programme

Congratulations to

Theo Uvanga

For successfully completing the following modules

- Leading a zero harm culture*
- Understanding self as a leader*
- Building & maintaining an engaged team*
- Managing & improving performance*

Signature



Mike Leech
Managing Director
Rossing Uranium Ltd, Rio Tinto

3 December 2010

Date awarded



The University of Leeds

DEGREE OF MASTER OF ARTS

It is hereby certified that

Theofelius Uvanga

was admitted to the degree of Master of Arts

on the 26th of November 2003

having followed a programme of advanced study in

Africa: Human and Sustainable Development

Alan Wilson

VICE-CHANCELLOR

Andrew Parkinson

ACADEMIC REGISTRAR



2003/200014360



UNIVERSITY OF NAMIBIA

It is hereby certified that

THEOFELIUS UVANGA
(Identity Number 77092400015)

having complied with the requirements of the University of
Namibia Act and Statutes, and having completed
a four-year degree training programme, was admitted to the

DEGREE

of

BACHELOR OF ADMINISTRATION

at a congregation of the University on 08 April 2000.



Vice-Chancellor



Déan: Faculty of Economics
and Management Science

WINDHOEK



Registrar

University of Cambridge
Local Examinations Syndicate
International Examinations



Higher International General Certificate of Secondary Education

This is to certify that in the examination for the Higher International General Certificate of Secondary Education of October 1995

THEOFELIUS UVANGA
of
DEUTSCHE OBERSCHULE SWAKOPMUND

was awarded the grade shown in the following one subject:

Subject Title	Grade
ENGLISH AS A SECOND LANGUAGE	3 (Three)

A handwritten signature in black ink, appearing to read "D. S. W. W.", written over a horizontal line.

Vice-Chancellor
University of Cambridge

(Explanatory notes are printed overleaf)

Candidate Number NA202 52

Certificate Number HI0000640

University of Cambridge
Local Examinations Syndicate
International Examinations



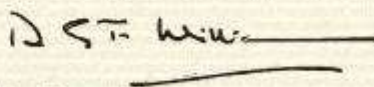
International General Certificate of Secondary Education

This is to certify that in the examination for the International General Certificate of Secondary Education of November 1995

THEOFELIUS UVANGA
of
DEUTSCHE OBERSCHULE SWAKOPMUND

was awarded the grades shown in the following five subjects:

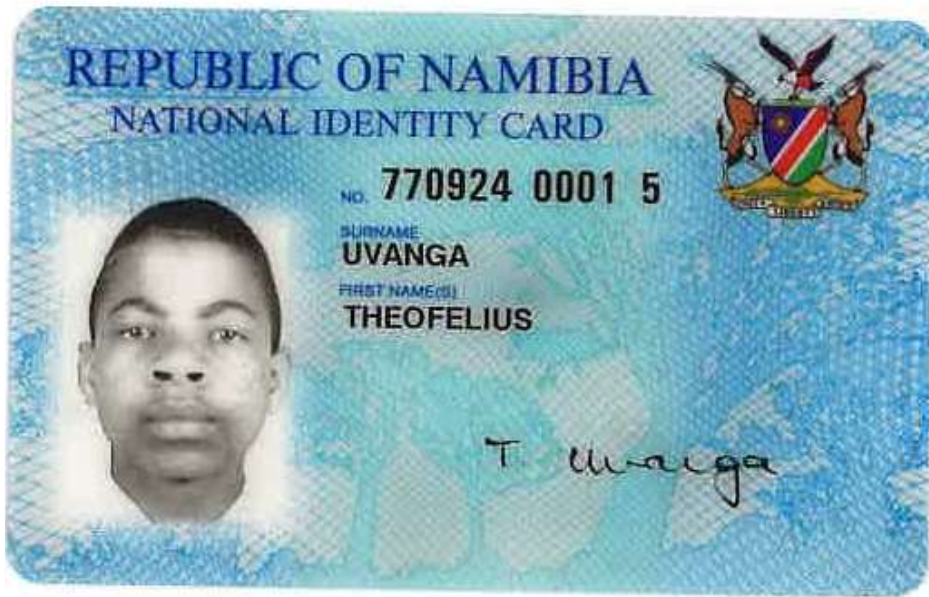
Subject Title	Grade
HISTORY	C (c)
FIRST LANGUAGE AFRIKAANS	C (c)
MATHEMATICS	E (e)
BIOLOGY	C (c)
PHYSICAL SCIENCE	E (e)


Vice-Chancellor
University of Cambridge

(Explanatory notes are printed overleaf)

Candidate Number NA202 52

Certificate Number IG0008505




NAMIBIA **SADC** **DRIVING LICENCE**
NAM **CARTA DE CONDUGÃO**
PERMIS DE CONDUIRE



2.1. Name: **T UVANGA**
 3. Date of Birth: **24/09/1977** Gender: **MALE**
 4d. ID No: **03/77092400015**
 4a,4b/11. Validity: **07/03/2020 - 06/03/2025**
 4c. Issued by: **NA** 12. Driver Restriction: **0**
 5. Licence Number: **50010000G2MP** Issue No. **1**

9. Code: **B**
 10. First Issue: **20/11/2008**
 12. Vehicle Restriction: **0**





LICENCE CODES		RESTRICTIONS		PA CATEGORY
A	A1	< 125 cc	0 - None	P - Passengers
B		< 1200 kg < 750 kg	01 - Eyesight correction	G - Goods
C1		GVM < 15000 kg	78 - Automatic transmission	D - Dangerous goods
C		GVM < 16000 kg	805 - Physically disabled	
BE	C1E		03 - Prosthetic device	
CE	CE		N1 - Electrically powered	
			N2 - Tractor only	
			N3 - Industrial/Agricultural only	
			N4 - Brk. < 16000 kg (GVM) permitted	

1190217