

# CATHERINE (CATHY) PAXTON

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## ENVIRONMENTAL & SUSTAINABILITY SPECIALIST

~ Corporate Governance ~ Audits ~ Sustainability Reporting ~ Stakeholder Consultation ~  
~ Approvals ~ Environmental Impact Assessment and Management ~ Closure Planning ~

**Environmental Scientist** offering thirty years proven success driving corporate governance, environmental management and sustainable development aspects across a diverse range of Australian and international exploration and mining operations. Valued by past employers and clients for strengths in coordinating sustainable development across Australian, African and Canadian mining business activities, and provision of environmental advisory services to industrial and mining sector clients. Expertly manages approvals and permitting, baseline monitoring studies, environmental impact assessments and management programmes, mine closure and care and maintenance plans. Experienced in corporate governance with an impressive record of achievement in developing, implementing and auditing policies, standards and procedures for sustainability aspects to mitigate risk. Respected advisor and trusted partner; leverages superior interpersonal skills to gather and impart information, gain consensus and ensure compliance in regulated environments.

## AREAS OF EXPERTISE

Corporate Governance and Audits ~ Sustainable Development Management and Reporting ~ Due Diligence ~ Risk Assessment ~ Environmental Impact Assessment, Management Plans and Programmes ~ Strategic Planning and Advice ~ Stakeholder Consultation and Liaison ~ Approvals and Permitting ~ Project Management ~ Mine Closure and Care and Maintenance Plans ~ Policy and Standard Development ~ Management and Board Reporting

## CAREER OVERVIEW

<b>Corporate Environmental Consultancy Pty Ltd:</b> Director / Environmental and Sustainability Consultant	2016-Present
<b>Paladin Energy Limited:</b> General Manager Sustainable Development	2008-2016
<b>Corporate Environmental Consultancy Pty Ltd:</b> Director / Environmental and Sustainability Consultant	1998-2008
<b>Dames &amp; Moore:</b> Senior Environmental Scientist	1987-1998

## CAREER HISTORY

### CORPORATE ENVIRONMENTAL CONSULTANCY PTY LTD

2016-PRESENT

*Environmental consultancy specialising in sustainability, environmental management, approvals and governance services for mining and resource sector clients.*

#### Director / Environmental and Sustainability Consultant

05/2016-Present

Provide tailored environmental consultancy support to clients within the mining and resources sector. Develop, implement and manage environmental assessments, impact studies and management plans and closure and care and maintenance planning; project manage approvals and permits; facilitate risk assessments, conduct sustainable development and environmental audits; ensure corporate governance and prepare sustainability reports.

#### Consultancy Summary

**Wood.** Environmental Consultant Approvals – Albemarle Kemerton Lithium Plant in Western Australia

**Birimian Limited.** Environmental Consultant – Goulamina Lithium Project in Mali.

**Deep Yellow Limited.** Environmental Consultant – Uranium Prospects, Namibia.

**PALADIN ENERGY LIMITED****2008-2016**

*Australian, Toronto and Namibian stock exchange listed uranium mining company with Australian projects and two mines in Africa.*

**General Manager Sustainable Development****05/2008-05/2016**

Reported to: MD/CEO & Board (5) | Employees: Executive Management (8), 60 Head Office and 300-700 Site Personnel

Appointed to lead sustainable development management across Paladin's global exploration and operational sites, conducted audits and reported to the Board, prepared public sustainability reports facilitated risk assessments, and established corporate policies and standards to drive compliance.

- ▶ **Corporate Governance:** Developed and implemented suite of corporate policies and standards to enhance compliance. Undertook regular reviews of the policies and standards and conducted audits of the mining operations to ensure continued compliance.
- ▶ **Environmental Management:** Drove environmental management of exploration sites and operational mines in Australia, Canada, Malawi and Namibia. Developed environmental management plans and programmes, and oversaw approval processes and permitting. Conducted government, industry and stakeholder consultation programmes with the host country stakeholders, fostering open communication.
- ▶ **Audits and Risk Mitigation:** Led environmental inspections and sustainable development audits of Paladin's Namibian and Malawi uranium mining operations. Collaborated with multi-disciplined site-based teams to drive operational efficiency, organisational conformance and regulatory compliance. Facilitated risk assessments to identify and mitigate risk at the mining operations.
- ▶ **Mine Closure Planning:** Developed comprehensive care and maintenance, and mine closure plans, and developed closure strategies to minimise risk and environmental impact.
- ▶ **Reporting:** Collected and compiled sustainability data for public sustainability reporting (Global Reporting Initiative). Prepared environmental and social reports, and sustainable development audit reports for presentation to executive management and the Board.

**At a glance ...**

- ✓ Developed and audited corporate policies and standards to ensure compliance
- ✓ Championed environmental management of global exploration sites and operational mines
- ✓ Forged strong, consultative links with government and industry stakeholders

**CORPORATE ENVIRONMENTAL CONSULTANCY PTY LTD****1998-2008**

*Environmental consultancy specialising in sustainability, environmental management, approvals, closure planning and governance services for mining and resource sector clients.*

**Director / Environmental and Sustainability Consultant****04/1998-04/2008**

Launched and managed thriving environmental consultancy providing comprehensive environmental and sustainability services to resource sector clients. Built solid portfolio of clients over 10-year period, earning repeat and referred consulting opportunities based on performance and contributions.

**Consultancy Summary:**

**Paladin Energy Pty Ltd:** Group Advisor - Sustainable Development.

**Summit Resource Pty Ltd:** Environmental Advisor - Valahalla/Skal Project in Mt Isa, Queensland.

**Langer Heinrich Pty Ltd:** Advised on sustainability aspects of Langer Heinrich's Namibian Uranium Project.

**Paladin (Africa) Pty Ltd:** Sustainable Development Advisor - Kayelekera Uranium Project in Malawi.

**Paladin Resources Pty Ltd:** Peer Review Environmental Impact Assessment - Kayelekera Uranium Project.

**Argyle Diamonds Pty Limited:** Annual Environmental Report preparation.

**Rio Tinto Energy:** Project managed environmental studies and approvals for Kintyre Uranium Project.

**Mineração Corumbaense Reunida (MCR) S/A, Brazil:** Assisted with Environmental Impact Assessment of industrial steel centre in Brazil.

**Rio Tinto Iron Ore:** Assistance on environmental and approval aspects.

**Pilbara Iron Pty Limited:** Stakeholder consultation and communication plans

## CAREER HISTORY CONT.

**Hismelt (Operations) Pty Limited:** Public Environmental Review, stakeholder consultation programme and Environmental

**Pilbara Iron Pty Limited:** Community consultation - Dampier Port Upgrade.

**Argyle Diamonds Pty Limited:** Closure planning for Argyle Diamond Mine.

**Argyle Diamonds Pty Limited:** Environmental Protection Statement for Argyle Diamond Mine Underground Project.

**Argyle Diamonds Pty Limited:** Stakeholder consultation programme (historical, current and future operations), including underground project and mine closure.

**Argyle Diamonds Pty Limited:** Environmental Impact Assessment of an Exploratory Decline at the Argyle Diamond Mine. management Plans for commercial Hismelt plant at Kwinana.

**Rio Tinto External Affairs:** Strategic environmental advice and stakeholder liaison.

**Hamersley Iron Pty Ltd:** Annual and Triennial Environmental, and Social and Environment report preparation.

**Rio Tinto Exploration Pty Ltd:** Environmental issues and reporting of exploration activities.

**Rio Tinto Canning Resources:** Environmental issues management and native title aspects of Kintyre Uranium Project.

**Griffin Group:** Strategic advice and assistance on environmental, approval and consultation matters.

**Paladin Resources N.L:** Environmental assessment and strategic advice on Manyingee Uranium Project.

**Gwalia Consolidated:** Environmental procedures for exploration activities.

**Mount Gibson Iron Limited:** Initial preliminary Environmental Impact Assessment - Mount Gibson Iron Pellet Project.

**Mount Gibson Mining Limited:** Initial preliminary Public Environmental Review - Mt Gibson Hematite Project.

**Department of Minerals & Energy WA:** Developed Guidelines for Preparation of Annual Environmental Reports.

**Chamber of Minerals & Energy of Western Australia:** Advised and assisted with environmental policies and issues.

**Newcrest Mining Limited:** Annual environmental reports, and care and maintenance plans - Telfer Gold Mine.

**Newcrest Mining Limited:** Notice of Intent - Dolphy Project - Telfer Satellite Pit.

**Newcrest Mining Limited:** Preliminary review of draft Environmental Protection Statement - Telfer Project Power Supply and Infrastructure Corridor, and draft Notice of Intent - Telfer Project.

**Newcrest Mining Limited:** Environmental assessment of power supply corridors in the Pilbara.

**Newcrest Mining Limited:** Environmental audit of New Celebration Gold Mine.

**Jubilee Gold Mines N.L:** Environmental approvals and site issues management, and government consultation and liaison regarding environmental assessment of Cosmos Nickel project.

## EARLY CAREER HIGHLIGHTS

**As Senior Environmental Scientist with Dames & Moore,** project managed numerous environmental studies and major project approvals for Government, industrial and mining clients. Key contributions included environmental impact assessments for State and Federal Government submission, baseline studies, approvals and environmental management. Advised and consulted extensively with Government, industry and community stakeholders.

**Previous work history comprised Technical Officer roles** with Department of Agriculture in Albany and Agriculture Protection Board in Esperance and Perth. Completed short-term contract with Dames & Moore and made valuable contributions as Assistant Environmental Scientist, which led to an offer of future employment.

## QUALIFICATIONS & TRAINING

**Bachelor of Science – Environmental Science:** *Murdoch University*

**Professional Development:** Environmental Management Audit; Risk Assessment Training; Global Reporting Initiative (GRI) Sustainability Reporting Courses; Anti Bribery and Corruption Training

## INDUSTRY ENGAGEMENT

**Australian African Minerals and Energy Group** - Participant and Presenter

**International Atomic Energy Agency (IAEA)** – Technical Expert

**International Atomic Energy Agency (IAEA) Uranium Production Network Education & Training (UPNET) Advisory Group** - Member

*Referees supplied upon request*