AL-SHERMAN LTD
P.O.BOX 87074
MOMBASA

PROPOSED SALT WORKS AT LAND PERCEL L.R. No. 13536,
MARERENI, KILIFI COUNTY

ENVIRONMENTAL IMPACT ASSESSMENT STUDY

TERMS OF REFERENCE

Compiled by:-
SIGTUNA CONSULTANCY LIMITED
Registered and Licensed EIA/EIA Firm of Experts Reg. No.9582
P.O. BOX 569-80100
MOMBASA
E-mail: sigtunacconsultancy@yahoo.com
Tel: 254 0722 493 772

2018
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Tel: +254 (0)722 493 772

Signed by:

Philip. Manyi Omenga
EIA/EIA Lead Expert Reg. No. 1559
Team Leader
Sigtuna Consultancy Limited EIA/EIA Firm of Experts
AL-SHERMAN LTD
P.O.BOX 87074
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KILIFI COUNTY

ENVIRONMENTAL IMPACT ASSESSMENT STUDY

TERMS OF REFERENCE

Signed and submitted by the Proponent

Mohamed Islam ALI
Director
AL-SHERMAN LTD
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1. BACKGROUND

1.1 Introduction
This Terms of Reference (TOR) document is for an Environmental Impact Assessment Study Report for proposed salt works to be developed by Al-Sherman Limited. Legal Notice No. 150 of 19th August 2016, that amended the second schedule of the Environmental Management and Coordination Act, 1999 lists Salt firms under high risk projects in section 6 (b) of the second schedule of the Act and hence require that proposed salt firms to submit an environmental impact assessment study report under section 58 (2) of the Environmental Management and Coordination Act, 1999. Regulation 11 (1) of the Environmental (Impact Assessment and Audit) Regulations, 2003 require that an environmental impact assessment study be conducted in accordance with the terms of reference developed during the scoping exercise by the proponent and approved by the Authority.

1.2 Project definition
The proposed project will be to construct a salt works that utilizes solar technology to produce salt from seawater. The components of the salt works will include salt pond, saltwater pumps, salt washing area raw (salt washery), and an office block among others.

1.3 Location
The proposed project will be located in Kilifi County, Magarini Sub-County, Fundi Issa Location, Marereni Sub-Location, Adu Ward at Musumarini area on land L.R.No. 13536, appendix 1 gives land documents. The area of land L.R.No. 13536 as indicated in the land document is 1,021.9 hectares. The proposed salt works will occupy approximately 753.8 hectares. Table 1 tabulates the coordinates that define the area of the proposed salt works.

Table 1: GPS Coordinates that define the area of the proposed salt works

<table>
<thead>
<tr>
<th>Description</th>
<th>Coordinates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Old cut-line West on road crossing</td>
<td>Latitude: 02°47.440'S, Longitude: 40°09.140'E</td>
</tr>
<tr>
<td>Pump station No.3</td>
<td>Latitude: 02°46.385'S, Longitude: 40°09.557'E</td>
</tr>
<tr>
<td>North limit dyke junction pump No.3</td>
<td>Latitude: 02°46.385'S, Longitude: 40°09.557'E</td>
</tr>
<tr>
<td>Pump station No.1 Sea intake</td>
<td>Latitude: 02°46.450'S, Longitude: 40°09.960'E</td>
</tr>
<tr>
<td>Junction EX-Dyke (Pump No. 3)</td>
<td>Latitude: 02°46.710'S, Longitude: 40°09.590'E</td>
</tr>
</tbody>
</table>
1.4 Project Proponent

Al-Sherman Limited, a private company incorporated with limited liabilities in the Republic of Kenya is the project proponent. The company holds a certificate of incorporation number No. C 30942 date eighteenth day of December one thousand nine hundred and eighty five and personal identification number certificate P000632683Z dated 05/10/2017. Appendix 2 is copy of the certificate of incorporation and copy of personal identification number certificate.

1.4 Project Objective and Scope

The objective of the proposed project is to construct a salt works that will utilize seawater and solar radiation to produce salt using solar technology. The scope of the proposed salt works will be to construction of salt ponds (evaporator ponds, serving ponds and crystallizer ponds), pump stations, dykes, service facilities, office block and associated support facilities.

1.6 Purpose of TOR

The purpose of this TOR is:-

i. To give an outline of the project, project objectives purpose, legislation and institutional framework affecting the project.

ii. To list the team of Experts who will carry out the EIA study and prepare EIA study report.

iii. Outline the EIA process to be followed, environmental impacts, mitigation measure environmental management and monitoring.

iv. Give an indication of timeframe.
2. EIA PROCES TO BE FOLLOWED

2.1 Background

Environmental Impact Assessment (EIA) refers to a critical examination of the effects of a proposed project on the environment before its implementation. Impacts describe any negative and positive environmental influence caused by a project. EIA is applied on the basic principle that the effect of a project on the environment needs to be established before it is implemented. The basic assumption is if a proper EIA is carried out then, the Sustainability of the environment can be properly managed during the projects implementation, commissioning, operation and decommissioning. A project is defined as a specific set of human activities in a particular location and time frame and intended to achieve an objective(s). The term environment is used in its broadest possible sense to embrace not only physical and biological systems but also socioeconomic systems and their inter-relationships. The EIA process will take into account operational, social, cultural, economic, legal and administrative considerations. The process will include the following:

- Collection of baseline data and information
- Description of affected environments
- Participation of all stakeholders
- Identification and assessment of potential impacts (both negative and positive) of the project to the environment
- Proposal of possible mitigation measures to curb any potential negative impacts, while outlining interventions to enhance the positive impacts
- Development of an appropriate Environmental Management Plan (EMP).

2. Team of Experts

3 is copy of registration certificates and practicing licenses of the firm of experts while
4 is individual curriculum vitae of the team of experts.
Table 2: Proposed Team of Experts who will undertake the ELA Study

<table>
<thead>
<tr>
<th>Name</th>
<th>Position / Designation</th>
<th>Education / Training</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Bachelor of Science (BSc), Master (MSC), PhD</td>
</tr>
</tbody>
</table>
| Nigeria                     |                                                            | University of Agriculture Sciences and University, Post Graduate Certificate: Centre for Rural Enterprise, the University, Post Graduate Certificate: Environmental Audit, KNUCC, OFC. University, BSc (Hons), Natural Resources Management, Conservation and Community Development in Kenya. Dissertation: The Role of Business Financing in Forest Projects in Kenya. Conflict Identification and Prevention for Renewable Energy. Environmental and Social Impact Assessment (ESIA) in
<p>| | | |
|                              |                                                            |                                                                                      |
|                              |                                                            |                                                                                      |</p>
<table>
<thead>
<tr>
<th>Name</th>
<th>Position / Designation</th>
<th>Education / Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>James Akumbe</td>
<td>Team Member</td>
<td>Occupational Safety, Health, EVA Lead Expert, BSc. Eng.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>MSc. Business Administration (MBA), MBA, MSc in Occupational Safety and Health Risk</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Certificate, AHEIA, Clean Energy Solution Centre, Post Graduate Certificate, Essential Skills for Effective</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Avenue, ISNAD, Avenue Clean Energy Solution Centre and Challenging, ISNAD, Avenue Clean Energy Solution Centre</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Post Graduate Certificate, Africa Energy Landscapes, Prospects, Stains</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Authority, INASAD, Post Graduate Certificate, Proposal Writing and Research Writing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Science, Swedish and the University of Dalh, Sweden, Translating Landscape and Land Use at the Swedish University of Agricultural</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Institutions, The Research School for Society, Postgraduate Certificate, Science and Leadership for</td>
</tr>
<tr>
<td>Name</td>
<td>Position / Designation</td>
<td></td>
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<tr>
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<td>------------------------</td>
<td></td>
</tr>
<tr>
<td>Jomiahah Karima Ven</td>
<td>Environmental Engineer, BSc, Eng (BSc, Eng)</td>
<td></td>
</tr>
<tr>
<td>Beanie Mhigo Reali</td>
<td>Environmental Engineer, BSc, Eng</td>
<td></td>
</tr>
<tr>
<td>Ezekiah Adala, BSc, Eng</td>
<td>Environmental Engineer, BSc, Eng</td>
<td></td>
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<thead>
<tr>
<th>Name</th>
<th>Position / Designation</th>
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<tbody>
<tr>
<td>-</td>
<td>Certificate in Office Automation</td>
</tr>
<tr>
<td>-</td>
<td>BSc, Soil, Water &amp; Environmental Engineering</td>
</tr>
<tr>
<td>-</td>
<td>Certificate in Environmental Impact Assessment</td>
</tr>
<tr>
<td>-</td>
<td>BA (Hons) Geography &amp; History</td>
</tr>
<tr>
<td>-</td>
<td>Bachelor of Science in Mechanical Engineering (University of Cape Town, South Africa)</td>
</tr>
<tr>
<td>-</td>
<td>Postgraduate Certificate in Occupational Safety and Health (Coventry Management Training Centre, Warwickshire, England)</td>
</tr>
<tr>
<td>-</td>
<td>Postgraduate Certificate in Environmental Management</td>
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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>-</td>
<td>Mechanical Engineer</td>
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<td>-</td>
<td>Environmental Engineer</td>
</tr>
<tr>
<td>-</td>
<td>(OSH) Practitioner</td>
</tr>
<tr>
<td>-</td>
<td>Occupational Safety Health</td>
</tr>
<tr>
<td>-</td>
<td>Environmental Lead Expert</td>
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<td>-</td>
<td>Team Member</td>
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<tr>
<td>-</td>
<td>Postgraduate Certificate in Occupational Safety and Health</td>
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<td>Postgraduate Certificate in Occupational Safety and Health</td>
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<td>Postgraduate Certificate in Occupational Safety and Health</td>
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<tr>
<td>-</td>
<td>Educational Training</td>
</tr>
<tr>
<td>-</td>
<td>Health and Safety Training</td>
</tr>
<tr>
<td>-</td>
<td>Plan Inspector (Pressure Vessels and Lifting Appliances)</td>
</tr>
<tr>
<td>-</td>
<td>Fire Safety Auditor</td>
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<table>
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<th>Name</th>
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<td>Team Member</td>
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<tr>
<td>-</td>
<td>Team Member</td>
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Detailed EIA study.

The EIA study will be carried out as provided for in the Environmental (Impact Assessment and \((\text{lit})\) Regulations, Legal Notice 101 of 2003. The study will investigate the following issues:

- Biological diversity including the effect of proposal on number, diversity, breeding habits, etc. of wild animals and vegetation;
- Gene pool of domesticated plants and animals, e.g., monoculture as opposed to wild types;
- Sustainable use including the effect of proposal on soil fertility;
- Breeding populations of fish, game, or wild animals;
- Natural regeneration of woodland and sustainable yield;
- Wetland resource degrading or wise use of wetlands;
- Ecosystem maintenance including the effect of proposal on food chains;
- Nutrient cycles;
- Water recharge, water run-off rates;
- Real extent of habitats;
- Agile ecosystems;
- Site considerations including
  - Economic impacts;
- Social cohesion or disruption;
- Effect on human health;
- Migration or emigration;
- Communication - roads opened up, closed, rerouted;
- Impact on culture and objects of cultural value; and
- Incompatibility with surrounding area.
(d) Amenity opened up or closed, e.g. recreation possibilities.

4. Land uses
(a) Effects of proposal on current land uses and land use potentials in the project area.
(b) Possibility of multiple uses
(c) Effects of proposal on surrounding land uses and land use potentials.

5. Water:
Important aspects to consider are the effects of the proposal on:
(a) Water sources (quantity and quality) -
(i) Rivers;
(ii) Springs;
(iii) Lakes (natural and man-made);
(iv) Underground water;
(v) Oceans;
(b) Drainage patterns / drainage systems.

5. Traffic management
6. Dust management
7. Grievance redress mechanisms
8. Sources of production materials

2.4 Preparation of the EIA study report
EIA study report will include the following:
⇒ Location of the project.
⇒ The objectives of the project.
⇒ Baseline information such as descriptions of the natural, social and operational environments, the current policy and legal framework and the administrative arrangement under which the project will operate.
⇒ The technology, procedures and processes to be used in implementation of the project.
⇒ Alternative technologies and processes available and reasons for preferring the chosen technology and processes.
⇒ The wastes to be generated by the project and ways of handling it.
⇒ A description of potentially affected environments.
The environmental effects of the project: including the social and cultural effects and the direct, indirect, cumulative, irreversible, short term and long term effects anticipated.

An EMP proposing measures for eliminating, minimizing or mitigating adverse impacts on the environment, while enhancing the positive effects, including the cost, time frame, and responsibility to implement these measures.

Provision of an action plan for the prevention and management of foreseeable accidents and hazardous activities.

Measures to prevent health hazards and to ensure security in the working environment for the employees and users of the facility, and for management of emergencies.

An economic and social analysis of the project.

An identification of gaps in knowledge and uncertainties which were encountered in compiling the information.

A non-technical summary outlining the key findings, conclusions and recommendations of the study.

Consultation and public participation:

The EIA study, the extensive consultations will be done to ensure that all stakeholders are involved in the proposed project and are involved in it. Stakeholder consultation will be carried out provided for in regulation 17 of the Environmental (Impact Assessment and Audit) Regulations, 2003. They will include but not limited to:

- Stakeholder consultative meetings; through Baraza, three public barazas will be held
- Questionnaire surveys
- Focused group discussions
- Site visits and observations

The aim of the stakeholder participation will be to:

- Establish common stakeholder needs and ensure that the project continues to satisfy these needs or even enhance the needs.
- Provide background information which will form an important part of baseline data.
- Raise awareness amongst the stakeholders and sensitize them on environmental issues related to the project.
3.0 POLICY AND LEGAL FRAMEWORK

Review of policy and legal framework for the proposed project will focus on relevant national legislations and international conventions and treaties which Kenya is a signatory to. National legislations that will be reviewed will include:-

- The Constitution of Kenya 2010
- Environmental Management and Co-ordination Act (EMCA) 1999
- The Mining Act, 2016
- The Environmental Management and Coordination (Water Quality) Regulations, 2006
- The Environmental Management and Coordination (Noise and Excessive Vibration Pollution) (Control) Regulations 2009;
- The Environmental Management and Coordination (Air Quality) Regulations, 2014;
- Physical planning Act
- The Public Health Act
- The Environmental Management and Coordination (Water Quality) Regulations, 2006;
- The Environmental Management and Coordination (Waste Management) Regulations, 2006
- The Employment Act 2007
- The labour Institutions Act 2007
- The Occupational Safety and Health Act 2007
- The Environmental Management and Coordination (Noise and Excessive Vibration Pollution) (Control) Regulations 2009
- The Lands Act 2012
- The Water Act 2016
- The Energy Act 2006
- National Construction Authority Act No. 41 of 2011
- The Environmental (Impact Assessment and Audit) Regulations 2003
- The Wildlife Conservation and Management Act, 2013
- The Environmental Management and Co-ordination (Wetlands, River Banks, Lake Shores and Sea Shore Management) Regulation, 2009
The Forest Conservation and management Act 2016

Tional Treaties and Conventions Binding to Kenya and relevant to the proposed project
ll be reviewed include:

Agenda 21

The World Commission on Environmental and Development (The Brundtland
Commission) – signed/ratifies 1987

Convention on International Trade in Endangered Species of Wild Fauna and Flora
(CITES) – ratified 1978

Convention on Biological Diversity (CBD) – signed/ratified 1992

United Nations Framework Convention on Climate Change (UNFCCC) – signed/ratified
1994

United Nations Framework Convention on Climate Change (UNFCCC) – Kyoto Protocol
signed/ratified (1997)

African Convention on the Conservation of Nature and Natural Resources

International Union for Conservation of Nature
4. POTENTIAL ENVIRONMENTAL IMPACTS AND PROPOSED MITIGATION MEASURES

The EIA study report that will be prepared will discuss in depth potential positive and negative impacts of the proposed salt works and propose mitigation measures for potential adverse impacts.

4.1 Potential positive impacts

Potential positive impacts will be considered include economic impacts, livelihoods improvement, social impacts, and technological transfers. Measures to enhance positive impacts will be proposed.

4.2 Potential negative impacts

Potential negative impacts of the proposed salt works on the physical, biophysical, social and economic environment will be identified, assessed and analyzed. The type, scale and location of the proposed salt works will guide the scope of the impact identification. The direct and indirect, short term, long term project-related impacts on the environment and local community and residual impacts will be considered during the assessment of impacts.

4.3 Mitigation measures

Appropriate mitigation measures for all the identified potential negative impacts will be suggested complete with action plans detailing responsible actors, timeframe and budget.

4.4 Environmental management and monitoring plan

An environmental management and monitoring plan (EMMP) for the proposed salt works will be developed. The EMMP will include the following:

✓ Maximization of identified potential positive impacts.
✓ Mitigation of identified potential negative environmental and social impacts
✓ Monitoring for compliance with the provisions of relevant national legislations.
✓ Training, capacity development, implementation schedule and related costs.
✓ Institutional arrangements for safeguard implementation and reporting.
✓ Grievances redress mechanism.
<table>
<thead>
<tr>
<th>WEEK</th>
<th>ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>WK1</td>
<td>Preliminary site visit, desk work and TOR</td>
</tr>
<tr>
<td>WK2</td>
<td>Detailed desk work</td>
</tr>
<tr>
<td>WK3</td>
<td>Detailed data compilation and report write-up</td>
</tr>
<tr>
<td>WK4</td>
<td>Consultations and public participation</td>
</tr>
<tr>
<td>WK5</td>
<td>Draft of ESPE for EA Study and Proposed Shell World</td>
</tr>
<tr>
<td>WK6</td>
<td>Draft of ESPE for EA Study and Proposed Shell World</td>
</tr>
<tr>
<td>WK7</td>
<td>Draft of ESPE for EA Study and Proposed Shell World</td>
</tr>
<tr>
<td>WK8</td>
<td>Draft of ESPE for EA Study and Proposed Shell World</td>
</tr>
<tr>
<td>WK9</td>
<td>Final submission to NEPA</td>
</tr>
<tr>
<td>WK10</td>
<td>Final submission to NEPA</td>
</tr>
</tbody>
</table>

**5.0 SCHEDULE OF ACTIVITIES**
APPENDIX

Appendix 1: Land documentation
Appendix 2: Company registration documents
Appendix 3: Registration certificates and practicing license of the firm of Experts
Appendix 4: Curriculum vitae of EIA team of Experts
Appendix 1
Land documents
KNOW ALL MEN BY THESE PRESENTS that THE PRESIDENT OF THE REPUBLIC OF KENYA Hereby
GRANTS unto AL SHERMAN LIMITED a limited liability company having its registered
office at MOMBASA (Post Office Box Number 872681).

(hereinafter called "the Grantee") ALL that piece of land situate in North of Malindi Municipality in the Kilifi
District containing by measurement one thousand and twenty one decimal nine (1021.9)
hectares thereof or thereabouts that is to say L.R. No. 13536
which said piece of land with the dimensions abutments and boundaries thereof is delineated on the plan annexed
hereeto and more particularly on Land Survey Plan Number 225799 deposited in the Survey Records Office
at Nairobi

for the term of forty five (45) years from the
first day of January One thousand nine hundred and
eighty six SUBJECT to (a) the payment in advance on the first day of January in
each year of the annual rent of shillings twenty two thousand (Shs. 22,000/=)
(b) the provisions of the Government Lands Act (Chapter 280) and (c) the following Special Conditions (namely):
grantee closes his operation of extraction of salt from the land hereby granted the said land will automatically revert to the Government without compensation. The grantee will be at liberty to remove his installations and improvements from the land three months before the closing date. The grantee shall pay to the Commissioner of Lands royalty on salt extracted at the rate of Shs. 2/- per metric ton in excess of 12,000 tons per year. A Minimum of 2,400/- per year royalty shall be paid to the Commissioner of Lands on or before 30th May in each year. The fixed rent of Shs. 22,000/- shall be paid to the Commissioner of Lands per year during construction period. The Grantee shall submit to the Commissioner of Lands an audited certificate of salt production within ten days of the end of each calendar month.

MESS WHEEDOF I, JAMES RAYMOND NJENGA,

Commissioner of Lands have by order of the Principal Secretary hereunto set my hands this 14th day of March, two thousand nine hundred and eighty-six. In the presence of:-

Registrar of Titles

[Signature]

14th March 86

[Signature]

3.03 p.m.
KNOW ALL MEN BY THESE PRESENTS THAT at the request of AL SHERMAN LIMITED the within-named Grantee the PRESIDENT OF THE REPUBLIC OF KENYA HEREBY REVOKES Special Condition Number Five (5) of the within-written Grant and substitutes therefor the following Special condition Namely: The land and buildings shall be used for extraction of Salt, Shrimp and prawn farming and housing for essential staff.

AND for the consideration aforesaid the Grantee HEREBY AGREES to pay the within written rent on the first day of January in each year but subject to revision after five years (5) from the date hereof when the extra activities shall be operational and the Grantee accepts the revised special condition.

IN WITNESS whereof the Commissioner of Lands by order of the President has hereunto set his hand and the Common Seal of the Grantee has been hereunto affixed this 19th day of February One thousand nine hundred and eighty-eight.

SIGNED BY:
The Commissioner of Lands in the presence of:-

REGISTRAR OF TITLES

THE COMMON SEAL of the Grantee was affixed hereto in the presence of:-

/DIRECTOR/SECRETARY

RAN BY:
M. Obungo (Mrs) senior Registrar of Titiles, NAIROBI
Appendix 2
Company registration documents
CERTIFICATE OF INCORPORATION

I hereby Certify, that—

HERMAN LIMITED

This day Incorporated under the Companies Act (Cap. 486) and that the company is LIMITED.

Given under my hand at Nairobi this EIGHTEENTH day

DECEMBER, One Thousand Nine Hundred and EIGHTY FIVE

Snr. Dy. Registrar of Companies
This is to certify that taxpayer shown herein has been registered with Kenya Revenue Authority.

**Taxpayer Information**

<table>
<thead>
<tr>
<th>Name</th>
<th>AL SHERMAN LIMITED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address</td>
<td><a href="mailto:ALSHERMANLTD@MMM.CO.KE">ALSHERMANLTD@MMM.CO.KE</a></td>
</tr>
</tbody>
</table>

**Registered Address**

<table>
<thead>
<tr>
<th>Number</th>
<th>Building</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mmm ltd building</td>
</tr>
<tr>
<td>Street</td>
<td>City/Town</td>
</tr>
<tr>
<td></td>
<td>mombasa</td>
</tr>
<tr>
<td>Road</td>
<td>District</td>
</tr>
<tr>
<td></td>
<td>Mombasa South District</td>
</tr>
<tr>
<td>Town</td>
<td>Station</td>
</tr>
<tr>
<td></td>
<td>Mombasa South</td>
</tr>
<tr>
<td>Box</td>
<td>Postal Code</td>
</tr>
<tr>
<td></td>
<td>80100</td>
</tr>
</tbody>
</table>

**Tax Obligation(s) Registration Details**

<table>
<thead>
<tr>
<th>Tax Obligation(s)</th>
<th>Effective From Date</th>
<th>Effective Till Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income Tax - Company</td>
<td>13/11/1993</td>
<td>N.A.</td>
<td>Active</td>
</tr>
</tbody>
</table>

The status of Tax Obligation(s) with 'Dormant' status will automatically change to 'Active' on date shown in "Effective Till Date" or any transaction done during the period. This certificate shall remain in force if updated.

This is a system generated certificate and does not require signature.
Appendix 3

Registration certificates and practicing license of the firm of Experts
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT
CERTIFICATE OF REGISTRATION AS AN ENVIRONMENTAL IMPACT ASSESSMENT/ AUDIT EXPERT

Certificate No: NEMA/EIA/RC/2932
Application Reference No: NEMA/EIA/ER/6205

This is to certify M/s SIGTUNA CONSULTANCY LTD of
P.O. Box 569-80100, Mombasa (Address) has been registered as an Environmental Impact Assessment Expert in accordance with the provisions of the Environmental Management and Coordination Act Cap 387 and is authorized to practice in the capacity of a Lead Expert/Associate Expert/Firm of Experts (Type) Firm of Experts

Expert Registration No: 9552
Issued Date: 11/6/2017

Signature

(Seal)

Director-General
The National Environmental Management Authority

P.T.O.
ISO 9001: 2015 Certified
IONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)

THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT

ENVIRONMENTAL IMPACT ASSESSMENT/AUDIT (EIA/EA) PRACTICING LICENSE

License No: NEMA/EIA/ERPL/6536
Application Reference No: NEMA/EIA/IL/9267

JNA CONSULTANCY LTD

(Lead Expert/Associate Expert/Firm of Experts) Firm of Experts

9-80100, Mombasa

is licensed to practice in the

number 9582

with the provision of the Environmental Management and Coordination Act Cap

4/10/2018

Expiry Date: 12/31/2018

Signature:

(Seal)

Director General
The National Environment Management Authority

P.T.O.

ISO 9001:2008 Certified
Conditions For Licensing

1. This license expires on 31st December of the year it is issued.
2. The expert shall comply with the code of practice and Professional Ethics for EIA/EA experts.
3. The expert shall comply with the attached conditions.

General Conditions

1. All Environment Experts, registered in accordance with the provisions of relevant regulations, may establish professional associations to complement and implement the objectives of the Code of Practice.
2. An Expert shall act professionally, accurately, fairly and in an unbiased manner in undertaking his work.
3. The Director General, in consultation with relevant stakeholders, may from time to time issue guidelines for the proper conduct of registered Environmental Impact and Audit Experts.
4. Every Environmental Expert shall each year attend at least two relevant seminars organized by the Authority for the purpose of improving the professional expertise of its members.
5. No Expert shall exploit the inexperience, lack of understanding, illiteracy or other lack of technical knowledge in environmental matters of a project proponent, owner or the public, for his personal gain.

Receiving Instructions

1. No Environmental Expert shall act for any project proponent unless he has received written instructions from the project proponent or his authorized agent.
2. An Environmental Expert shall not unreasonably delay the carrying out of instructions received from the project proponent or his authorized agent.
3. An Environmental Expert shall discharge his responsibilities to the project proponent with due diligence and integrity.
4. An Environmental Expert may terminate a contract on carrying out an environmental impact assessment or audit as stipulated in section 8 of the Code of Practice and Professional Ethics of EIA/EA Experts.

Carrying out an EIA/EA

1. An Environmental Expert shall follow relevant regulations or guidelines and directives issued by the Authority.
2. An Environmental Expert shall take due care and diligence to collect the relevant data to address the significant environmental issues in the various stages of the assessment or audit process and fully acknowledge the source of any data that is not the result of his findings.
3. Environmental Experts shall consult widely with all the relevant agencies, stakeholders, interested parties and the general public on all matters that likely to affect them.

Environmental Impact Assessment or Audit Report shall be based on the Terms of Reference of the Assignment and shall include all the matters relevant to the findings of the study, all the relevant matters are required by statutory provisions, and must be guided by professional standards and judgments.

Responsibility of Lead Environmental Experts

1. An Environmental Lead Expert shall be responsible for the documents prepared by him/her on behalf of the project proponent.
2. An Environmental Lead Expert shall guide the project proponent throughout the preparation of the environmental impact assessment and/or environmental audit, and/or during implementation of the Environmental Management Plan.
3. An Environmental Expert shall disclose to a client or employer any relationships of conflicting or competing interests that may influence his judgment prior to the carrying out of work.

Misconduct of Environmental Experts

1. An Environmental Expert who contravenes a provision of Code of Practice and Professional Ethics shall be deemed to have committed professional misconduct and shall be subject to disciplinary action by the Authority as appropriate and as stipulated in the Code of Practice and Professional Ethics of Environmental Experts.

Disciplinary Action

1. Where an Environmental Expert is found to have committed professional misconduct by the Environmental Experts' Advisory Committee/Authority shall be punished as stated under section 39 of the Code of Practice and Professional Ethics.

Appeals

1. An Expert aggrieved by the decision of the Authority may apply for the review of such decision in the High Court.
2. If an application for judicial review shall not have been filed at the expiry of 30 days from the date of the decision of the Authority, the Director General may publicize the disciplinary action taken against the Expert.
THE ENVIRONMENTAL MANAGEMENT AND COORDINATION ACT
CERTIFICATE OF REGISTRATION AS AN ENVIRONMENTAL IMPACT
ASSESSMENT/AUDIT EXPERT

This is to certify M/s. MR. PHILIP MANYI OMEMGE

of P.O. BOX 569 - 80100, MOMBASA

(Address)

has been registered as an Environmental Impact Assessment Expert in accordance with the
provisions of the Environmental Management and Coordination Act and is authorised to practice
in the capacity of a Lead Expert/Associate Expert/Firm of Experts (Type) LEAD EXPERT

Dated this 4TH Day JULY of 2008.

Signature

(Seal)

Director General
The National Environment Management Authority
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT

ENVIRONMENTAL IMPACT ASSESSMENT/AUDIT (EIA/EA) PRACTICING LICENSE

License No: NEMA/EIA/ERPL/3088
Application Reference No: NEMA/EIA/EL/9266

Philip Manyi Omenga

is licensed to practice in the capacity of a (Lead Expert/Associate Expert/Firm of Experts) Lead Expert
registration number 1559

in accordance with the provision of the Environmental Management and Coordination Act Cap

Issued Date: 2/6/2018
Expiry Date: 12/31/2018

Signature

(Seal)
Director General
The National Environment Management Authority

P.T.O.

ISO 9001: 2008 Certified
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT
ENVIRONMENTAL IMPACT ASSESSMENT/AUDIT (EIA/EA) PRACTICING LICENSE
License No: NEMA/EIA/ERPL/7068
Application Reference No: NEMA/EIA/EL/9266

M/S Philip Manyi Omenga
(individual or firm) of address
P. O. Box 569-80100, Mombasa

is licensed to practice in the
capacity of a (Lead Expert/Associate Expert/Firm of Experts) Lead Expert
registration number 1559
in accordance with the provision of the Environmental Management and Coordination Act Cap 387.

Issued Date: 2/6/2018

Expiry Date: 12/31/2018

Signature:

(Seal)
Director General
The National Environment Management Authority

P.T.O.
ISO 9001: 2008 Certified
Conditions for Licensing

1. This license expires on 31st December of the year it is issued.
2. The expert shall comply with code of practice and Professional Ethics for EIA/EA experts.
3. The expert shall comply with the attached conditions.

General Conditions

1. All Environment Experts certified and registered in the accordance with the provision of relevant Regulations, may establish professional associations to complement and implement the objectives of the Code of Practice.
2. An Expert shall act professionally, accurately, fairly and in an unbiased manner in undertaking his work.
3. The Director General, in consultation with relevant stakeholders, may from time to time issue guidelines for the proper conduct of registered Environmental Impact and Audit Experts.
4. Every Environmental Expert shall each year attend at least two re-certification seminars organized by the Authority for the purposes of improving the professional expertise of its members.
5. No Expert shall exploit the incompetence, lack of understanding, illiteracy or other lack of technical knowledge in environmental matters of a project proponent, owner or the public, for his personal gain.

Recruiting Instructions

1. No Environmental Expert shall act for any project proponent unless he has received written instructions from such project proponent or his authorized agent.
2. An Environmental Expert shall not unreasonably delay the carrying out of instructions received from the project proponent or his authorized agent.
3. An Environmental Expert shall discharge his responsibilities to the project proponent with due diligence and integrity.
4. An Environmental Expert may terminate a contract on carrying out an environmental impact assessment or audit as stipulated in section 8 of the Code of Practice and Professional Ethics of EIA/EA Experts.

Carrying out an EIA/EA

1. An Environmental Expert shall follow relevant regulations or guidelines and directives issued by the Authority.
2. An Environmental Expert shall take due care and diligence to collect the relevant data to address the significant environmental issues in the various stages of the assessment or audit process and fully acknowledge the source of any data that is not the result of his findings.
3. Environmental Expert shall consult widely with all the relevant agencies, stakeholders, interested parties and the general public on all the matters that likely to affect them.
4. An Environmental Impact Assessment or Audit Report shall be based on the Terms of Reference of the Assignment and shall include all the matters relevant to the findings of the study, all the relevant matters required by statutory provisions, and must be guided by professional standards and judgments.

Responsibility of Lead Environmental Experts

1. (1) An Environmental Lead Expert shall be responsible for the documents prepared by him/her on behalf of the project proponent.
   (2) An Environmental Expert shall guide the proponent throughout the preparation of the environmental impact assessment and/or environmental audit, and/or during implementation of the Environmental Management Plan.
2. An Environmental Expert shall consult with a client or employer any relationships of conflicting or competing interests that may influence his judgment prior to the carrying out of work.

Misconduct of Environmental Experts

1. An Environmental Expert who contravenes a provision of Code of Practice and Professional Ethics shall be deemed to have committed professional misconduct and shall be subject to disciplinary action by the Authority as appropriate and as stipulated in the Code of Practice and Professional Ethics of Environmental Experts.

Disciplinary Action

1. Where an Environmental Expert is found to have committed professional misconduct by the Environmental Experts' Advisory Committee/Authority shall be published as stated under section 19 of the code of Practice and Professional Ethics.

Appeals

1. (1) An Appeal aggrieved by the decision of the Authority may apply for the review of such decision in the High Court.
   (2) If an application for judicial review shall not have been filed at the expiry of 30 days from the date of the decision of the Authority, the director General may publicize the disciplinary action taken against the Expert.
APPLICATION REFERENCE NO: 213
REGISTRATION NO: 0094
FOR OFFICIAL USE

THE ENVIRONMENTAL MANAGEMENT AND COORDINATION ACT
CERTIFICATE OF REGISTRATION AS AN ENVIRONMENTAL IMPACT
ASSESSMENT/AUDIT EXPERT

This is to certify Ms. HEZELIAH O. ADALA
of P.O. BOX 42269, MOMBASA
(Address) has been registered as an Environmental Impact Assessment Expert in accordance with the provisions
of the Environment Management and Coordination Act and is authorized to practice in the capacity of
a Lead Expert/Associate Expert/Firm of Experts (Type). LEAD EXPERT

Dated this 11TH day of JUNE of 2004.

Signature

(Seal)

Director General
The National Environmental Management Authority
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT
ENVIRONMENTAL IMPACT ASSESSMENT/AUDIT (EIA/EA) PRACTICING LICENSE
License No.: NEMA/EIA/ERPL/7631
Application Reference No.: NEMA/EIA/E1/10623

M/S Hezekia Adala
(individual or firm) of address
P.O. Box 42265-80100, Mombasa
is licensed to practice in the
capacity of a (Lead Expert/Associate Expert/Firm of Experts). Lead Expert
registration number 0094
in accordance with the provision of the Environmental Management and Coordination Act Cap
387.

Issued Date: 3/21/2018
Expiry Date: 12/31/2018

Signature:

(Seal)
Director General
The National Environment Management Authority

P.T.O.
Conditions For Licensing

1. This license expires on 31st December of the year it is issued.
2. The expert shall comply with code of practice and Professional Ethics for EIA/EA experts.
3. The expert shall comply with the attached conditions.

General Conditions

1. All Environment Experts certified and registered in accordance with the provision of relevant Regulations, may establish professional associations to complement and implement the objectives of the Code of Practice.
2. An Expert shall act professionally, accurately, fairly and in an unbiased manner in undertaking work.
3. The Director General, in consultation with relevant stakeholders, may from time to time issue guidelines for the proper conduct of registered Environmental Impact and Audit Experts.
4. Every Environmental Expert shall each year attend at least two relevant seminars organized by the authority for the purposes of improving the professional expertise of its members.
5. No expert shall exploit the inexperience, lack of understanding, illiteracy or other lack of technical knowledge in environmental matters of a project proponent, owner or the public for his personal gain.

Recalling Instructions

1. No Environmental Expert shall act for any project proponent unless he has received written Instructions from such project proponent or his authorized agent.
2. An Environmental Expert shall not unreasonably delay the carrying out of Instructions received from the project proponent or his authorized agent.
3. An Environmental Expert shall discharge his responsibilities to the project proponent with due diligence and integrity.
4. An Environmental Expert may terminate a contract on carrying out an environmental impact assessment or audit as stipulated in section 8 of the Code of Practice and Professional Ethics of EIA/EA Experts.

Carrying out an EIA/EA

1. An Environmental Expert shall follow relevant regulations or guidelines and directives issued by the Authority.
2. An Environmental Expert shall take due care and diligence to collect the relevant data to address the significant environmental issues in the various stages of the assessment or audit process and fully acknowledge the source of any data that is not the result of his findings.
3. Environmental Expert shall consult widely with all the relevant agencies, stakeholders, interested parties and the general public on all the matters relevant to the findings of the study, all the relevant matters are required by statutory provisions, and must be guided by professional standards and judgments.

Responsibility of Lead Environmental Experts

1. (1) An Environmental Lead Expert shall be responsible for the documents prepared by him/her on behalf of the project proponent.
   (2) An Environmental Expert shall guide the proponent throughout the preparation of the environmental impact assessment and/or environmental audit, and/or during implementation of the Environmental Management Plan.
   (3) A Lead Environmental Expert shall disclose to a client or employer any relationships of conflicting or competing interests that may influence his judgment prior to the carrying out of work.

Misconduct of Environmental Experts

1. An Environmental Expert who contravenes a provision of Code of Practice and Professional Ethics shall be deemed to have committed professional misconduct and shall be subject to disciplinary action by the Authority as appropriate and as stipulated in the Code of Practice and Professional Ethics of Environmental Experts.

Disciplinary Action

1. Where an Environmental Expert is found to have committed professional misconduct by the Environmental Experts’ Advisory Committee/Authority shall be punished as stated under section 38 of the Code of Practice and Professional Ethics.

Appeals

1. (1) An Expert aggrieved by the decision of the Authority may apply for a review of such decision in the High Court.
   (2) If an application for judicial review shall not have been filed at the expiry of 60 days from the date of the decision of the Authority, the Director General may publish the disciplinary action taken against the Expert.
THE ENVIRONMENTAL MANAGEMENT AND COORDINATION ACT
CERTIFICATE OF REGISTRATION AS AN ENVIRONMENTAL IMPACT
ASSESSMENT/AUDIT EXPERT

This is to certify Ms. JAMES, MORIMBAI, MOMBASA
(Address)
has been registered as an Environmental Impact Assessment Expert in accordance with the provisions of the Environment Management and Coordination Act and is authorized to practice in the capacity of a Lead Expert/Associate Expert/Firm of Experts (Type).

LEAD EXPERT

Dated this ...2OTH.... day, FEBRUARY of 20.04.

Signature

(Seal)

Director General
The National Environmental Management Authority
THE ENVIRONMENTAL MANAGEMENT AND COORDINATION ACT
CERTIFICATE OF REGISTRATION AS AN ENVIRONMENTAL IMPACT
ASSESSMENT/AUDIT EXPERT

This is to certify M/s ................. BEATRICE MINOQ NGUII ..........................
of ........................................ P.O. BOX 84950, MOMBASA ......................... (Address)
has been registered as an Environmental Impact Assessment Expert in accordance with the
provisions of the Environmental Management and Coordination Act and is authorised to practice
in the capacity of a Lead Expert/Associate Expert/Firm of Experts (Type) .................
ASSOCIATE
EXPERT

20TH APRIL 09
Dated this ............... Day .............. of 20 .......

Signature: ..................................................

(Seal)

Director General
The National Environment Management Authority
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT
ENVIRONMENTAL IMPACT ASSESSMENT/AUDIT (EIA/EA) PRACTICING LICENSE
License No: NEMA/EIA/ERPL7152
Application Reference No: NEMA/EIA/EL/10135

M/S BEATRICE MINOO NGUTI
(individual or firm) of address
P.O. Box 84950, Mombasa

is licensed to practice in the
capacity of a (Lead Expert/Associate Expert/Firm of Experts) Associate Expert
registration number 1848
in accordance with the provision of the Environmental Management and Coordination Act Cap 387.

Issued Date: 2/12/2018

Expiry Date: 12/31/2018

Signature:

(Seal)
Director General
The National Environment Management Authority

P.T.O.
Conditions For Licensing

1. This license expires on 31st December of the year it is issued.
2. The expert shall comply with code of practice and Professional Ethics for EIA/EA experts.
3. The expert shall comply with the attached conditions.

General Conditions

1. All Environmental Experts certified and registered in accordance with the provision of relevant regulations, may establish professional associations to complement and implement the objectives of the Code of Practice.
2. An Expert shall act professionally, accurately, fairly and in an unbiased manner in undertaking his work.
3. The Director General, in consultation with relevant stakeholders, may form time to time issue guidelines for the proper conduct of registered Environmental Impact and Audit Experts.
4. Every Environmental Expert shall each year attend at least two relevant seminars organized by the authority for the purposes of improving the professional expertise of its members.
5. No Expert shall exploit the ineptitude, lack of understanding, illiteracy or other lack of technical knowledge in environmental matters of a project proponent, owner or the public, for his personal gain.

Receiving Instructions

2. An Environmental Expert shall act for any project proponent unless he has received written instructions from such project proponent or his authorized agent.
3. An Environmental Expert shall not unreasonably delay the carrying out of instructions received from the project proponent of his authorized agent.
4. An Environmental Expert shall discharge his responsibilities to the project proponent with due diligence and integrity.
5. An Environmental Expert may terminate a contract on carrying out an environmental impact assessment or audit as stipulated in section 8 of the Code of Practice and Professional Ethics of EIA/EA Experts.

Carrying Out an EIA/EA

6. An Environmental Expert shall follow relevant regulations or guidelines and directives issued by the Authority.
7. An Environmental Expert shall take due care and diligence to collect the relevant data to address the significant environmental issues in the various stages of the assessment or audit process and fully acknowledge the source of any data that is not the result of his findings.
8. An Environmental Expert shall consult widely with all the relevant agencies, stakeholders, interested parties and the general public on all the matters that likely to affect them.
9. An Environmental Impact Assessment or Audit Report shall be based on the Terms of Reference of the Assignment and shall include all the matters relevant to the findings of the study, all the relevant matters are required by statutory provisions, and must be guided by professional standards and judgments.

Responsibility of Lead Environmental Experts

1. An Environmental Lead Expert shall be responsible for the documents prepared by him/her on behalf of the project proponent.
2. An Environmental Lead Expert shall guide the proponent throughout the preparation of the environmental impact assessment and/or environmental audit, and/or during implementation of the Environmental Management Plan.
3. An Environmental Expert shall disclose to a client or employer any relationships of conflicting or competing interests that may influence his judgment prior to the carrying out of work.

Misconduct of Environmental Experts

1. An Environmental Expert who contravenes a provision of Code of Practice and Professional Ethics shall be deemed to have committed professional misconduct and shall be subject to disciplinary action by the Authority as appropriate and as stipulated in the Code of Practice and Professional Ethics of Environmental Experts.

Disciplinary Action

1. Where an Environmental Expert is found to have committed professional misconduct by the Environmental Experts' Advisory Committee/Authority shall be punished as stated under section 18 of the Code of Practice and Professional Ethics.

Appeals

1. An Expert aggrieved by the decision of the Authority may apply for the review of such decision in the High Court.
2. If an application for judicial review shall not have been filed at the expiry of 30 days from the date of the decision of the Authority, the Director General may publicize the disciplinary action taken against the Expert.
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)  
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT  
CERTIFICATE OF REGISTRATION AS AN ENVIRONMENTAL IMPACT ASSESSMENT/ AUDIT EXPERT  

Certificate No: NEMA/EIA/RC/1247  
Application Reference No: NEMA/EIA/ER/3215  

This is to certify M/s JONNATHAN KATANA YERI  
P.O. BOX 569-80100 MOMBASA  
(Address) has been registered as an Environmental Impact Assessment Expert in accordance with the provisions of the Environmental Management and Coordination Act and is authorized to practice in the capacity of a Lead Expert/Associate Expert/Firm of Experts (Type) Associate Expert  

Expert Registration No: 7890  
Issued Date: 2/15/2016  

Signature  
(Seal)  

Director-General  
The National Environmental Management Authority
NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
THE ENVIRONMENTAL MANAGEMENT AND CO-ORDINATION ACT
ENVIRONMENTAL IMPACT ASSESSMENT/AUDIT (EIA/EA) PRACTICING LICENSE
License No.: NEMA/EIA/ERPL/6535
Application Reference No.: NEMA/EIA/EL/9265

M/S JONNATHAN KATANA YERI
(individual or firm) of address
P.O. Box 569-80100, Mombasa

is licensed to practice in the capacity of a (Lead Expert/Associate Expert/Firm of Experts) Associate Expert
registration number 7890
in accordance with the provision of the Environmental Management and Coordination Act Cap 387.

Issued Date: 1/10/2018

Expiry Date: 12/31/2018

Signature....
(Seal)
Director General
The National Environment Management Authority

P.T.O.
ISO 9001: 2008 Certified
Conditions for Licensing

1. This license expires on 31st December of the year it is issued.
2. The expert shall comply with the Code of Practice and Professional Ethics for EIA/EA experts.
3. The expert shall comply with the attached conditions.

General Conditions

1. All Environment Experts certified and registered in accordance with the provisions of relevant Regulations, may establish professional associations to complement and implement the objectives of the Code of Practice.
2. An Expert shall act professionally, accurately, fairly and in an unbiased manner in undertaking his work.
3. The Director General, in consultation with relevant stakeholders, may, from time to time issue guidelines for the proper conduct of registered Environmental Impact and Audit Experts.
4. Every Environmental Expert shall each year attend at least two relevant seminars organized by the Authority for the purposes of improving the professional expertise of its members.
5. No Expert shall exploit the inexperience, lack of understanding, illiteracy or other lack of technical knowledge in environmental matters of a project proponent, owner, or the public, for his personal gain.

Receiving Instructions

1. No Environmental Expert shall act for any project proponent unless he has received written instructions from the proponent or his authorized agent.
2. An Environmental Expert shall not unreasonably delay the carrying out of instructions received from the project proponent of his authorized agent.
3. An Environmental Expert shall discharge his responsibilities to the project proponent with due diligence and integrity.
4. An Environmental Expert may terminate a contract on carrying out an environmental impact assessment or audit as stipulated in section 8 of the Code of Practice and Professional Ethics of EIA/EA Experts.

Carrying out an EIA/EA

1. An Environmental Expert shall follow relevant regulations or guidelines issued by the Authority.
2. An Environmental Expert shall take due care and diligence to collect the relevant data to address the significant environmental issues in the various stages of the assessment or audit process and fully acknowledge the source of any data that is not the result of his findings.
3. Environmental Expert shall consult widely with all the relevant agencies, stakeholders, interested parties and the general public on all the matters that likely to affect them.
4. An Environmental Impact Assessment or Audit Report shall be based on the Terms of Reference of the assignment and shall include all the matters relevant to the findings of the study, all the relevant matters are required by statutory provisions, and must be guided by professional standards and judgments.

Responsibility of Lead Environmental Experts

1. (1) An Environmental Lead Expert shall be responsible for the documents prepared by him/her on behalf of the project proponent.
   (2) An Environmental Expert shall guide the proponent throughout the preparation of the environmental impact assessment and/or environmental audit, and/or during implementation of the Environmental Management Plan.
   (3) An Environmental Expert shall disclose to a client or employer any relationships of conflicting or competing interests that may influence his judgment prior to the carrying out of work.

Misconduct of Environmental Experts

1. An Environmental Expert who contravenes a provision of Code of Practice and Professional Ethics shall be deemed to have committed professional misconduct and shall be subject to disciplinary action by the Authority as appropriate and as stipulated in the Code of Practice and Professional Ethics of Environmental Experts.

Disciplinary Action

1. Where an Environmental Expert is found to have committed professional misconduct by the Environmental Experts' Advisory Committee/Authority shall be punished as stated under section 38 of the code of Practice and Professional Ethics.

Appeals

1. (1) An Expert aggrieved by the decision of the Authority may apply for the review of such decision in the High Court.
   (2) If an application for judicial review shall not have been filed at the expiry of 30 days from the date of the decision of the Authority, the Director General may publish the disciplinary action taken against the Expert.
Appendix 4

Curriculum vitae of the team of experts
CV: PHILIP MANYI OMENGE
CURRICULUM VITAE

PERSONAL DATA
Name: Philip Manyi Omenge  Date of birth: 6th June 1974  Sex: Male
Nationality: Kenyan  Marital status: Married
Languages: English, Kiswahili and Ekegusii (written and spoken)
Profession: Natural Resources Management/Ecologist
Contacts: Box 569-80100 Mombasa, E-mail: philipomenge@gmail.com,
philipomenge@yahoo.com, Cell phone +254 722 493 772, Skype address omengemp, twitter @philipomenge

OVERVIEW
I am a trained Natural Resources Management (NRM)/Ecologist, Rural Development, Gender Mainstreaming and Resource Based Conflict Management Specialist. I have experience and working knowledge in management and sustainable utilization of natural resources including forestry resources, wildlife resources, mineral resources, renewable energy resources, marine and freshwater resources. I have over thirteen years of experience in NRM/Ecological focused research in support of Environmental and Social Impact Assessments (ESIA), Environmental Audits, Environmental Monitoring, Project Planning and Management. I have variable experience in stakeholder engagement and consultation in the environmental, social impact assessment process and environmental monitoring. I am trained at Graduate Level in Participatory Research Management with good working knowledge and application of the main tools of Participatory Research and conceptual frameworks. I have undertaken various Environmental and Social Impact Assessment projects in various sectors including in solar energy, wind energy, marine environment, mining, building and construction, housing, salt production, steel manufacturing, cement manufacturing, crop farming and water resources. I have also been involved in supervising undergraduate students (external field supervisor) during their official field attachment programmes. My interest include contribution of variable input to ensure sustainable utilization of natural resources for sustainable development of rural economies, resource based conflict identification and prevention using environmental and social impact assessment tool, transfer of knowledge and skills in the area of sustainable utilization of natural resources and environmental management.
EDUCATION BACKGROUND

September 2015 to date
Egerton University, Njoro Kenya
PhD in Natural Resources and Peace - Research to Evaluation of the effectiveness of Environmental and So Impact Assessment (ESIA) in conflict identification prevention for renewable energy projects in Kenya.

November 2000-April 2002
The Swedish University of Agricultural Sciences (SLU), Upps Sweden
Masters of Science Degree with a Specialization In Ru Development Studies – Research Thesis: The Role of Butte Farming in Forest Conservation and Community Develop Kenya. Main courses taken are Natural Resources Management, Extension Research, Theory and Practice, Field Research Meth and Practice, the Political Economy of Rural Change, Participatory Research Management, Women Population and the Environme Research Methods, Globalisation, the State and Civil Society.

April 1994-August 1999:
Egerton University, Njoro Kenya
Bachelor of Science Degree in Natural Resource Management - Majoring in Forestry with Wildlife Management and Range Management being minors.

1990-1992:
Senior Chief Koinange High School Kiambu, Kenya
Kenya Certificate of Secondary Education (KCSE)

1981-1988
Gesabakwa Primary School, Kisii, Kenya
Kenya Certificate of Primary Education (KCPE)
CAPACITY BUILDING SHORT COURSES/TRAINING

May 2018-April 2019  Mentoring for Research Programme (MRP), a Pan-African Initiative of ISNAD-Africa for students conducting research on sustainable energy, environment and climate change topics for their thesis in African Universities. My Mentor is Prof. Jatin Nathwani of the University of Waterloo, Canada.

March 12th – April 13th 2018  The Swedish University of Agricultural Science, Sweden and the University of Dar Es Salam Business School, Tanzania. Postgraduate Training Certificate (7.5 ECT) in Gender in Rural Entrepreneurship

March 3rd 2018  Post Graduate Certificate: Essential Skills for Effective Mentoring Relationship. ISNAD- Africa and Clean Energy Solution Centre

February 17th 2018  Post Graduate Certificate: Environmental Sustainability in Africa, ISNAD-Africa, and Clean Energy Solution Centre

February 5th 2018  Post Graduate Certificate: Africa Energy Landscape: Prospects, Status and Challenges. ISNAD-Africa and Clean Energy Solution Centre

April- June 2017  ISNAP; Proposal Writing and Research Writing Online Course Certificate of Achievement, Grade Merite: AuthorAID

Feb-March 2017  The Swedish University of Agricultural Science, Sweden and the University of Dar Es Salam Business School, Tanzania. Postgraduate Training Certificate (3 ECT) in ‘Science and Leadership for Transforming Institutions’

July 2004  Kenya National Cleaner Production Centre, Nairobi Kenya Certificate of Merit in Environmental Audit
AWARDS
Digital Badges: AUTHORAID issued by INASP on 30th June 2017. This badge can be accessed online
http://moodle.inasp.info/badges/mybadges.php

AuthorAID Proposal Writing and Research Writing Online Course (April to June 2017) - Merit Grade

PROFESSIONAL QUALIFICATIONS/REGISTRATION

2008-2018
Registered, licensed and practicing Environmental Impact Assessment/Environmental Audit Lead Expert, National Environment Management Authority, Kenya.

2004-2007
Registered, licensed and practicing Environmental Impact Assessment/Environmental Audit Associate Expert, National Environment Management Authority, Kenya.

MEMBERSHIP OF PROFESSIONAL BODIES-NETWORKS

2015-2018
Member Environmental Institute of Kenya (EIK)

2018
Member International Support Network for African Development (ISNAD-Africa)

WORK EXPERIENCE

November 2011 to date: Sigtuna Consultancy Limited, Mombasa Kenya
Position Held: NRM specialist/Lead Consultant/Director
Duties and responsibilities NRM and ecological studies, formulation of specialist team of experts for Environmental Projects, identification of all stakeholders of Environmental and Social Impact Assessment projects being carried out by the firm, contacting stakeholders, planning for appropriate stakeholder consultations, heading the secretariat during stakeholder consultations and preparing reports
for stakeholder meetings, processing feedback from stakeholders, follow-up with stakeholders for emerging issues, participation, managing and overseeing the compiling of environmental and social impact assessment reports, environmental audit reports, environmental monitoring reports and other project reports.

May 2005-October 2011
Sigtuna Consultancy Mombasa Kenya
NRM specialist /Lead Consultant

Duties and responsibilities: NRM and ecological studies, stakeholder consultations for all Environmental and Social Impact Assessment Projects, Environmental Impact Assessment Project Reports Project, Environmental Audit projects and environmental monitoring reports. Compilation of stakeholder consultation reports of environmental projects carried out by the firm.

MAJOR ENVIRONMENTAL CONSULTANCIES UNDERTAKEN

World Bank Funded and Other Multilateral funding agencies Projects

✓ **Word Bank funded project**: Judicial Performance Improvement Project (JPIP). Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) for Kangema Law Courts Phase II. May 2017 to July 2017.

✓ **Word Bank funded project**: Kenya Coastal Development: Project (KCDP): Environmental and Social Audit for Sub-projects funded under KCDP in the six counties of Coast region. February 2017 - May 2017

✓ **JICA Funded project**: Mombasa Port Development: Monitoring the implementation of the Environmental Management and Monitoring Plan (EMMP) for the Construction of Mombasa Port Project berths 21 and 22 and associated infrastructure. Environmental monitoring for Marine flora and fauna, terrestrial flora and fauna, mangrove replanting and traffic monitoring. Period of assignment 4 years 2012-2015
Word Bank funded project: Kenya Coastal Development Project (KCDP): Environmental and Social Audit for Sub-project funded under KCDP in the six counties Coast region. April 2015 to December 2015.

Projects involving Salt Production
- Environmental Impact Assessment for proposed expansion of Krystaline Salt Limited at Marereni, Kilifi County.
- Environmental Impact Assessment for the installation of a salt refinery at Krystaline Salt Limited at Gongo, Kilifi County.

Projects involving production and transmission of Energy
i. Environmental and Social Impact Assessment for installation of 12 wind turbines for the production and transmission of 36MW from wind energy by Mombasa Cement Limited (2016)

Projects in the Medical health sector
i. Environmental and Social Impact Assessment for Tasa Pharma Limited, a Pharmaceutical factory in Nairobi (July-September 2017)
ii. Environmental and Social Impact Assessment for proposed Cardiologic Community Clinic at Zhogatho, Gongoni Malindi
iii. Environmental and Social Impact Assessment for proposed Medical Clinic at Malindi for Dr, Yunis Burhanuddin
iv. Environmental and Social Impact Assessment for proposed expansion of the Lions Eye Centre Mombasa

Projects in the Marine Environmental
i. Environmental Impact Assessment for construction of a floating jetty near Leven House, Mombasa County in the year 2014 for Pearl Beach Hotels English Point Marina
ii. Environmental Impact Assessment for temporary Yard with a Jetty at Dongo Kundu Likoni, Mombasa County in the 2011 for Toyo Construction Company Limited, Mombasa Port Development Project


iv. Environmental Monitoring for the Mombasa Port Development Project (2012-2015) comprising of the following marine component:
   - Monitoring of marine vegetation and fauna (coral reef and sea grass)
   - Mangrove replanting.

v. Environmental and Social Audit for the Sub-Projects financed under the Kenya Coastal Development Project (KCDP) in 2015 covering the following marine sub-projects:
   - Community Based Coral Reef Restoration at Wasini, Kwale County
   - Seaweed farming at Kibuyuni, Kwale County
   - Seaweed farming at Funzi, Kwale County
   - Seaweed farming at Mkwiros, Kwale County
   - Crab farming at Dabaso Mida Creek Kilifi County
   - Prawns and Milk Fish farming at Makongeni Gazi Bay Kwale County
   - Prawns and Milk Fish farming at Kibaoni Kilifi Creek Kilifi County
   - Fish Aggregating Devices (FADs) at Twapa Creek, Kilifi County
   - Mangrove restoration (establishment of mangrove nurseries and replanting of mangroves in degraded areas) at Kibaoni Creek, Kilifi County
   - Mangrove restoration (establishment of mangrove nurseries and replanting of mangroves in degraded areas) at Makongeni, Gazi Bay Kwale County,
   - Mangrove restoration (establishment of mangrove nurseries and replanting of mangroves in degraded areas) at Faza, Lamu County

Government Projects


Ministry of Fisheries Development (2008), Department of Fisheries Mombasa Environmental Impact Assessment for Modernization of Mombasa Old Town Fish Market;


Corporates

Carrying out Environmental Impact Assessment (EIA) and Environmental Audit (EA) for the factory and associated facilities.

Mulji Devraji & Brothers Limited (2007-2012)
Carrying out Environmental Impact Assessment (EIA) and Environmental Audits (EA) for Mulji Devraji & Brothers Limited and their subsidiary companies namely Halai Brothers Limited, Surya Development Limited and Royal Reserve Safari and Beach Club. Compilation of the following reports: Improvement Orders Reports, Progress Reports on implementation of Environmental Management Plans, Environmental Monitoring Reports and liaising with government and other stakeholders on environmental Matters on behalf of the company.

Corrugated Group of Companies (2008-2018)
Carrying out Environmental Audit and compilation of the following reports for all the subsidiary companies of Corrugated Group (Corrugated Sheets Limited, Kavee Quarries Limited, and Standard Rolling Mills Limited) Annual Environmental Audit
Reports, Periodic Improvement Order Reports, Periodic Progress Reports on Monitoring Reports. Liaising with government and other stakeholders on environmental matters on behalf of the company

- Toyo Construction Co; Ltd; EIA Project Reports for Temporary yards at Dongo Kundu, Likoni District and Port Reitz, Environmental monitoring and environmental audits
- Mt. Zion Children’s Home: EIA Project Report for construction of Hotel and Conference centre in Nyali, Mombasa County

Sector specific projects

- **Renewable energy projects**: Environmental Impact Assessment Project Report for proposed solar farm and mini-solar farms to be developed by Krystalline Salt Limited, Gongoni and Marereni, Kilifi County, Environmental impact assessment project report for proposed 36 MW wind farm to be developed by Mombasa Cement Limited, Vipingo, Kilifi County.
- **Cement industry**: Environmental impact assessment study for Mombasa Cement Vipingo, Kilifi County, Environmental Impact Assessment study for Mombasa Cement Athi River, Machakos County.
- **Housing projects**: Various EIAs for housing project including Akashardham Apartments Mishomoroni, Lantana Homes; Diani, Kerav Estate Mtopanga Mombasa, 300 apartments for Kopex Industries limited Mombasa, Ideal Location shopping mall at Nakumatt Nyali Mombasa, Likoni towers in Likoni Mombasa, (2005-2014)
- **Mining projects**: Various EIAs and EAs in the mining sector including Kavee Quarries, Kaydee Quarry, Surya Quarry, Cortec Mining (K) Limited, Mombasa Cement quarries and Jaribuni Quarry (2004-2015)
- **Agricultural projects**: Garder General Trading Limited Mixed Farming Project at Matolani Malindi (2010)
- **Water Resources projects**:
  a) Environmental Impact Assessment for the reopening of Balasa stream channel at Marereni Kilifi County
b) Environmental Impact Assessment for the reopening of Kambi Ya Waya stream channel at Kambi Ya Waya Kilifi County.

c) Environmental Impact Assessment for Boyani Community Borehole Project Kwale County

d) Environmental Impact Assessment for drilling of borehole for John Morangi Omenge farm at Boyani, Kwale County.

e) Environmental impact assessment for proposed borehole at Krytaline Salt Limited Changamwe Mombasa County

f) Environmental impact assessment for proposed borehole at Krytaline Salt Limited Gongoni Salt Works Kilifi County

g) Environmental impact assessment for proposed borehole at Krytaline Salt Limited Marereni Salt works Kilifi County

Forest resources: EIA Study for establishment of community woodlots for biomass fuel supply for Krystalline Salt Limited Salt Refinery at Gongoni, Magarini Sub-County Kilifi County

Environmental Monitoring

Team Leader and Lead Consultant Mombasa port Development Project: Monitoring of Terrestrial Flora and Fauna, Marine Flora and fauna, Traffic monitoring and Mangrove Forest rehabilitation at the Ganahola area Tudor Creek Mombasa County (2012-2015)

Medical health Institutions

i. Environmental Audit for Jordan Medical Centre, Kisauni, Mombasa

ii. Environmental Audit for Joham Hospital, Mombasa

iii. Environmental Audit for Lighthouse for Christ Eye Centre, Mombasa

Environmental audits for Tea warehouses

☐ Bahari (T) Company Limited

☐ Mbaraki Port Warehouse (Kenya) Limited

☐ Alibhai Ramji (MSA) Limited

☐ Peerless Tea Services Limited
Hotel Industry

I have undertaken Environmental Audits for the following hotels and restaurants:-

- Coral Key Resort
- Lantana Galu Beach
- Lawfords Hotel
- Garoda Resort, Watamu,
- Aquarius Beach Resort, Watamu,
- Temple point Resort Watamu
- Galu Sea Lodge Resort, Diani
- Papilio Limited – Malindi
- Maasai Bars and Restaurants
- Travellers Beach Hotel and Club
- Victoria Beach Resort, Malindi
- Leisure Lodge Beach Resort, Diani
- Mwembe Resort, Malindi
- Royal Reserve Safari and Beach Club, Kikambala
- Che-Shale Resort Malindi;
- Kinondo Kwetu Resort Diani
- Sunset Paradise Apartments, Shanzu, Mombasa

UNDERGRADUATE STUDENT SUPERVISION

I have successfully supervised the following undergraduate students who were attachment in my office in the period 2013-2015.

1. Eshiamwata Antony – Pwani University Undergraduate student registration number N36/PUC/0545/12 registered in the School of Agriculture and Environmental Sciences Department of Environmental Planning and Management. Period of attachment supervision 4th May 2015 to 7th August 2015.


3. Aded Kiumba – Kenyatta University - Undergraduate student registration number N36/2770/2010 registered in the School of Environmental Studies, Department of Environmental Planning and Management undertaking a Bachelor of Science degree in
Hotel Industry

I have undertaken Environmental Audits for the following hotels and restaurants:-

- Coral Key Resort
- Lantana Galu Beach
- Lawfords Hotel
- Garoda Resort, Watamu,
- Aquarius Beach Resort, Watamu,
- Temple point Resort Watamu
- Galu Sea Lodge Resort, Diani
- Papilio Limited - Malindi
- Maasai Bars and Restaurants
- Travellers Beach Hotel and Club
- Victoria Beach Resort, Malindi
- Leisure Lodge Beach Resort, Diani
- Mwenbe Resort, Malindi
- Royal Reserve Safari and Beach Club, Kikambala
- Che-Shale Resort Malindi;
- Kinondo Kwtu Resort Diani
- Sunset Paradise Apartments, Shanzu, Mombasa

UNDERGRADUATE STUDENT SUPERVISION

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3. Aded Kiumba – Kenyatta University- Undergraduate student registration number N36/2770/2010 registered in the School of Environmental Studies, Department of Environmental Planning and Management undertaking a Bachelor of Science degree in
Environmental Planning and Management. Period of attachment supervision 6th May 2013 to 6th August 2013.

**RESEARCH GRANTS AWARDED**

2017  **IFS/ RUFORUM /SIDA/SLU Grant** for postgraduate training in Science and Leadership for transforming institutions. Training undertaken by the Research School for Society, Landscape and Land Use at the Swedish University of Agricultural Sciences, Sweden and the University of Dar Es Salam, Tanzania.

2001  **SIDA/Dept. of Rural Development Studies Grant** for Field Course in Research Methods and Practice research work undertaken in Namibia.

**PUBLICATIONS**


**OTHER ENGAGEMENTS**

1. 2014-2015: **Chairman Strategic Planning** Deliverance Church Mt. Zion Worship Centre, Mombasa.
2. 2012-2013: **Chairman Men Fellowship** Deliverance Church Mt. Zion Worship Centre, Mombasa.

**REFEREES**

Dr. Paul Mutua Makenzi, PhD
Senior Lecturer and Chairman- UNESCO-AfriMAB and Kenya MAB Committee
Faculty of Environment and Resources Development,
Department of Environmental Science,
Egerton University
P. O. Box 422, 20115 Egerton, Kenya
Mobile: +254 - 724 675 219

Email: pmakenzi@yahoo.com or bmakeben@gmail.com

Gilbert O. O. Obwoyere (Dr.rer.nat)
Senior Lecturer and Dean Faculty of Environment and Resources Development, Egerton University
P. O. Box 536, 20115 Egerton, Kenya
Mobile: +254-725-214-510
Email: gobwoyere@egerton.ac.ke OR gilobati@gmail.com ORonacha2002@yahoo.com
Dr. George W. Eshiamwata, PhD
Lecturer Department of Natural Resources
Faculty of Environment and Resource Development,
Egerton University
P. O. Box 536- 20115 Egerton, Kenya
Mobile: +254 - 723 812 990
Email: geshiamwata@egerton.ac.ke OR eshi amwata@gw@gmail.com

Mr. Hasmukh K. Patel
Director, Corrugated Group of Companies
P. O. Box 83594 80-100
Mombasa
TEL. 0202023860
Mobile. 0734759020
E-mail Hasu@nyumba.com;
csl@nyumba.com
CV: JAMES MORUMBASI MONG’ONI
CURRICULUM VITAE

J MORUMBASI MONGONI

(Safety and Health and Environment Expert & Practitioner)

PO BOX 53832, 00200, Nairobi, Kenya
Email: morumbasim@gmail.com
Tel: 0727334404

1. CORE COMPETENCIES

i. Occupational Safety and Health (OSH) Practitioner
ii. Environmental Impact Assessment Expert
iii. Trainer in Occupational Safety and Health in the workplace
iv. OSH Risk Assessment Expert
v. Fire safety Auditor
vi. Authorized Plant Inspector

2. EDUCATION

- Master Occupational Safety and Health, MOSH, 2013
  International Center of the ILO and University of Turin (Turin, Italy)
- Master Business Administration, MBA, 2012
  United States International University (USIU), Nairobi (in collaboration with Columbia Business School, NY) – Nairobi, Kenya (and NY)
- Postgraduate Certificate in Occupational safety and Health Risk Assessment, 2010
  ISAC (UK) – Obtained at the International Training Center of the ILO in Turin, Italy
- Postgraduate certificate in Environmental Impact Assessment, 2004
  Kenya Institute of Administration, Nairobi, Kenya
- Postgraduate Certificate on Advanced Information Processing, 1993
  Kyoto School of Computer Science, Kyoto School Fellowship, Kyoto, Japan
- Postgraduate Certificate in **Occupational Safety and Health**, 1979
  Imperial College London
- Advanced Course in Occupational Health and Safety, 1976
  Higher Institute of Occupational Safety and Health, Cairo, Egypt.
- Bachelor of Science in Mechanical Engineering, **BSc(Mech Eng)**, 1975
  University of Nairobi, Kenya

### 3. RELEVANT EXPERIENCE

<table>
<thead>
<tr>
<th>Description</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Government of Kenya, Ministry of Roads.</strong></td>
<td>ILO Lead Consultant</td>
</tr>
<tr>
<td>Working with ILO’ Technical Cooperation Project within the Kenyan “Employment Intensive Investment Programme - Roads 2000 Strategy” and the Kenya Ministry of Roads in consultation with the Federation of Kenya Employers and the Central Organization of Trade Unions (in line with the national tripartite mechanism) developed the <em>Kenya Occupational Safety and Health Roads Sector Profile</em>, and the <em>Kenya Occupational Safety and Health Roads Sector Policy (2013/14 &amp; 2016).</em> This was achieved through a process:</td>
<td></td>
</tr>
<tr>
<td>- Developing of instruments and tools</td>
<td></td>
</tr>
<tr>
<td>- Desk review of relevant materials</td>
<td></td>
</tr>
<tr>
<td>- Consultations and Interviews with key stakeholders including site visits for “rapid results assessment”</td>
<td></td>
</tr>
<tr>
<td>- Validation workshop with key stakeholders on draft reports and lists and submission of final reports to the Kenyan Department of Roads for adoption and the ILO</td>
<td></td>
</tr>
<tr>
<td><strong>Government of Kenya, Ministry of Labour.</strong></td>
<td>ILO Lead Consultant</td>
</tr>
<tr>
<td>Working with ILO’s International Programme on the Elimination of Child Labor (IPEC) and the Kenya Ministry of Labor in consultation with the Federation of Kenya Employers and the Central Organization of Trade Unions (in line with the national tripartite mechanism) developed the Kenya “List of</td>
<td></td>
</tr>
</tbody>
</table>
"hazardous work for children" and "List of light work for children". This was achieved through a process:

- Developing of instruments and tools
- Desk review of relevant materials
- Consultations and Interviews with key stakeholders
- Validation workshop with key stakeholders on draft reports and lists and submission of reports to the Kenyan Department of Labor for adoption and the ILO

<table>
<thead>
<tr>
<th>Government of Rwanda Ministry of Public Service and Labour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elaboration of National Policy, Country profile and Specific Sector Regulations on Occupational Safety and Health at the workplace 2012.</td>
</tr>
<tr>
<td>Part of the process in this assignment involved applying hazard assessment.</td>
</tr>
<tr>
<td>Deputy Lead Consultant with Consulting Team</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Government of Somaliland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Safety and Health Awareness Course for top policy makers in Hargeisa Somaliland (2012). An ILO project</td>
</tr>
<tr>
<td>ILO Lead Consultant</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Government of Puntland</th>
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<tr>
<td>Occupational Safety and Health Awareness Course for top policy makers in Garowe Puntland (2012). An ILO project</td>
</tr>
<tr>
<td>ILO Lead Consultant</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Federation of Kenya Employers (FKE)/DANIDA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carried out Occupational Safety and Health Risk/Hazard Assessment on five sectors in Kenya: Sugar, Tea, Flower, Construction and SMEs. The report was used to prepare targeted training to workers.</td>
</tr>
<tr>
<td>Lead Consultant</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Federation of Kenya Employers (FKE) (2009 - 2012)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working in a Danish International Development Agency (DANIDA) project in FKE as the occupational safety and health consultant:</td>
</tr>
<tr>
<td>Lead Occupational Safety and Health (OSH) Consultant and Chief Trainer</td>
</tr>
</tbody>
</table>
- Developed an FKE training program on occupational safety and health for managers and workers in industry in line with the OSH Kenyan competent authority guidelines.
- Developed OSH training materials for awareness OSH training for managers and for the prescribed OSH training for workplace safety committees.
- Implementation of OSH training program:
  - Training of managers from industry on occupational safety and health.
  - Training of safety committees from industry in accordance with the mandatory OSH training requirements

| Sinclair Knight Merz:            | Lead OSH Consultant & Occupational Safety and Health Coordinator |
|---------------------------------|----------------------------------------------------------------
| Olkaria II Geothermal Power Station Project, 2002/2003 (two years) | |
| - Overseeing and supervising Site occupational safety and health implementation by the contractor workers and all persons who may be on site. | |
| - Coordinating the OSH implementation and observance of the five International Contractors on site. | |
| - Carrying out hazard assessment for the project sites | |
| - Making reports on OSH for the project sites | |
| - Chairing OSH meetings for the contractor safety officers | |
| - Reporting on OSH matters at the site meetings | |
| - Organizing and carrying out OSH training for the project staff and contractor workers | |
| - Spotting OSH non-conformity and remedying for continuous improvement on OSH | |
| - Compliance assurance with national laws | |

<table>
<thead>
<tr>
<th>Howard Humphreys:</th>
<th>Lead OSH Consultant &amp; Occupational Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>East African Breweries Expansion Project in Nairobi, 2004 (Six</td>
<td></td>
</tr>
</tbody>
</table>
- Overseeing and supervising Site occupational safety and health implementation by the contractor workers and all persons who may be on site.
- Coordinating the OSH implementation and observance of the five International Contractors on site.
- Carrying out hazard assessment for the project sites
- Making reports on OSH for the project sites
- Chairing OSH meetings for the contractor safety officers
- Reporting on OSH matters at the site meetings
- Organizing and carrying out OSH training for the project staff and contractor workers
- Spotting OSH non-conformity and remedying for continuous improvement on OSH
- Compliance assurance with national laws

4. FURTHER RELEVANT EXPERIENCE

i. As a lead consultant, have done hazard assessment, occupational safety and health audits, fire safety audits for a number of firms including:
   ✓ Central Bank of Kenya, (with Howard Humphreys) Head Office and branches
   ✓ The Boma Hotels, Nairobi
   ✓ BRITAM, Head Office and branches countrywide
   ✓ Spinners and Spinners (K) Ltd, Ruiru
   ✓ Sea Harvest, Mombasa
   ✓ Mitchell Cotts Freight, Mombasa and Nairobi
   ✓ Kenfreight (EA) Ltd, Mombasa and branches countrywide
   ✓ KENGEN Kipevu and Lamu
   ✓ Bamburi Cement, Athi River
   ✓ Dodwell and Company, Mombasa
   ✓ Incape Shipping Services, Mombasa
   ✓ Fides Kenya, Embu
   ✓ Tsavo Power, Kipevu 2 Power Station, Mombasa
✓ Welding Alloys, Nairobi
✓ Eldoret Steel Mills,
✓ Chemigas Ltd, Nairobi
✓ Eastern Flour Mills, Machakos,
✓ Eldoret Steel Mills, Eldoret.
✓ NAS Airport Services, Nairobi
✓ Ndovu Holdings Ltd, Nairobi

ii. **Plant Examination, test, certification and revalidation:**

*Chemigas Ltd:*
Lifting machinery inspection; air receivers inspection; cylinders, LPG tanks revalidation.

*Welding Alloys:*
Cylinders revalidation.

*Caltex Oil:*
Cylinders revalidation, air receivers inspection/certification at service stations countrywide, LPG tanks revalidation at the depots

*Shell Oil:*
Air receiver inspection at service stations countrywide.

*Mitchell Cotts Freight:*
Lifting machines (Top Loaders and Forklift trucks) inspection and certification.

*NAS Airport Services:*
Air receivers inspection and certification; Lifting machines (High Loaders) inspection and certification.

*Tsavo Power Co, Kipevu II Power Plant, Mombasa:*
Steam boilers, air receivers, cranes

*Singh Retread Ltd, Nairobi:*
Steam boilers, air receivers, and cranes.

*Eastern Flour Mills Ltd, Machakos*
Air receivers

*Sea Harvest Ltd, Mombasa*
Air receivers, cranes

*Ndovu Holdings Ltd, Nairobi.*
Air receivers, and lifting equipment
As EIA Lead Expert have done Environmental Impact Assessments/Environmental Audits for a number of projects including:

**Environmental Impact Assessment:**

- Mombasa Cement Limited Athi River (Expansion, 2017)
- Mombasa Cement Limited Vipingo (Expansion 2015)
- Krystaline Salt Limited (Expansion of Marereni Salt Works 2014)
- Krystaline Salt Works Limited (Salt Refinery Gongoni, 2011)
- Mombasa Cement Limited Athi River (Expansion 2011)
- Mombasa Cement Limited Vipingo (2005)
- Mombasa Cement Limited Athi River (2005)
- Toyo Construction Limited Mombasa Port Development Project EIA for Temporary Yard, Toyo Construction Limited Mombasa Port Development Project – Environmental Monitoring (traffic, terrestrial flora, terrestrial Fauna and Marine (coral reefs and sea grasses),
- Mombasa Cement Limited Vipingo,
- Mombasa Cement Limited Athi River,
- Krystaline Salt Limited, Gongoni,
- Krystaline Salt Limited Marereni,
- Akshaldham Apartments Limited, Mombasa,
- Kopex Industries Limited Mombasa,
- Gurbir Singh, a five storey commercial building in Machakos Town. Project complete.

**Environmental Audits:**

- Chemigas Limited, Nairobi
- Eastern Flour Mills, Machakos
- Singh Retread, Nairobi
- Capital Fish, Homa Bay
- Fides Kenya Ltd, Embu
- Bamburi Cement, Athi River
5. PROFESSIONAL DEVELOPMENT/TRAINING AND PRACTICAL EXPERIENCE

i) Practical Engineering Training (Pressure Vessels and Lifting Appliances) done in UK, Confederation of British Industry fellowship: 1978
- Design, installation, maintenance of lifts, hoists escalators and travolators in London, Liverpool and Brighton with Otis UK
- Technical inspection of cranes and other lifting machinery, steamboilers and other pressure vessels with HM Factory Inspectors in London
- Technical surveys, non-destructive and destructive testing of plant and equipment with British Engine for certification and insurance in Manchester
- Technical inspection of lifting machinery and equipment at Aberdeen and the North Sea oil rigs

ii) Technical Inspection (Plant and Machinery) and Occupational Research in Finland, Finnish Government Fellowship
- International seminar on occupational health at Eespoo Finland
- Organization of occupational safety and health services in Finland at the Labor Inspectorate Department in Tampere
- Inspection of pressure vessels and lifting machinery with Finnish Government Factory Inspectors in Helsinki, Tampere, Turku and Kuopio.
- Visit to the Kone factory to see production of lifts and other lifting machinery, and to familiarize with their quality assurance systems
- Type testing of lifting machinery and electrical machinery and equipment with Finnish Labor Inspectorate and Machinery Testing Centre

iii) Advanced Course on Information Processing Education Japan, Kyoto School of Computer Science, Kyoto School Fellowship.1993
- Introduction to Information Technology
- Introduction to computer software
- Introduction to computer hardware

- TQM for chief executives
6. WORK HISTORY

1. Certified Practitioner (Occupational safety, health and environment) 1989 to Current

Certifications; Licensed and registered by:

i) The Directorate of Occupational Safety and Health Services of the Ministry of Labor as
   - An Occupational Safety and Health Adviser (Auditor)
     - Carrying out statutory occupational safety and health audits in workplaces for compliance and to advise and assist firms to comply.
   - A Fire Safety Auditor
     - Carrying out fire safety audits at workplaces for compliance and to advise and assist firms to comply.
   - An Authorized Inspector for Pressure Vessels and Lifting Appliances (since 1984)
     - Carrying out examination, test and certification of steam boilers, air receivers, cylinders for compressed/dissolved gases, LPG cylinders
     - Carrying out examination, test and certification of lifts, hoists, cranes and other lifting machines
   - A competent OSH trainer.

ii) The National Environment and Management Authority as
   - A Lead Expert EIA/EA : 2004-2018
     - Carrying out Environmental Impact Assessments for new projects and Environmental Audits for existing projects and enterprises.

2. Senior Inspector of Factories at the Ministry of Labor 1982 to 1990
   - Set up the Engineering Section within the Factories Inspectorate of the Department of Labor Kenya to oversee the safety and health aspects of the use of pressure vessels, lifts and lifting appliances in workplaces in Kenya.
   - Supervised the work of government authorized plant examiners and put in place and maintained documentation on the number and condition of plant inspected.
   - Developed, organized and implemented training workshops for the authorized plant examiners.

- Inspection of workplaces for compliance as per the Occupational safety and Health Act Kenya.
- Instituted legal proceedings against some workplaces for contravening the requirements of the Occupational Safety and Health Act.
- Carried out occupational safety and health training for managers and workers at some workplaces.
CV: HEZEKIAH ADALA
### CURRICULUM VITAE

**A. Personal Details**

<table>
<thead>
<tr>
<th>Name of Staff</th>
<th>Hezekiah Adala</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proposed Position</td>
<td>EIA/EA Lead Expert, Engineer, OSH Practitioner and Team Member</td>
</tr>
<tr>
<td>Nationality</td>
<td>Kenyan</td>
</tr>
<tr>
<td>Date of Birth</td>
<td>March, 1966</td>
</tr>
<tr>
<td>Profession</td>
<td>Environment Engineer</td>
</tr>
<tr>
<td>Nationality:</td>
<td>Kenyan</td>
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<tr>
<td>Years of professional experience</td>
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**Education:**

  - Postgraduate Certificate in Environmental Management
  - Postgraduate Certificate in Occupational Safety and Health
- 1987-1990: University of Nairobi
  - Bachelor of Science in Mechanical Engineering

**Membership of Professional Associations**

- Corporate Member of Environmental Institute of Kenya EIK
- Associate Member of the Institution of Environmental Management and Assessment, AIEEMA (UK)
- Associate Member of the Institution of Occupational Safety and Health, IOSH (UK)
- Graduate Member of the Institution of Engineers of Kenya

**Other Training / Accreditation**

- Lead EIA/EA Expert, National Environment Management Authority, NEMA.
- Safety Adviser, Directorate of Occupational Health and Safety Services, DOHSS

**Languages:**

<table>
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<th>Speak</th>
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<th>Write</th>
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<tr>
<td>English</td>
<td>Excellent</td>
<td>Excellent</td>
<td>Excellent</td>
</tr>
<tr>
<td>Kiswahili</td>
<td>Good</td>
<td>Good</td>
<td>Good</td>
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</table>

**Employment Record**

- From 2000 To Present: Heztech Engineering Services
  - Position held: Principal Consultant
- 1998 To 2000: Bamburi Cement Limited
  - Positions held: Environment Engineer
- 1995 To 1998: SmithKline Beecham Pharmaceuticals Ltd
  - Positions held: Environment and Safety Manager
- From 1993 To 1996: Van Leer East Africa Ltd
  - Positions held: Production Engineer/Safety Officer

**Relevant experience**

**Project No. 1**

**Name of assignment or project:** Strategic Environmental Assessment (SEA) for the Development of Mombasa Gate City Master Plan

**Year:** 2015- April 2017

**Location:** Mombasa, Kenya

**Client:** JICA / County Government of Mombasa

**Main Project Features:** Development of a Comprehensive Master Plan for Mombasa Gate City for the period 2015 - 2040

**Activities Performed:** Preparation of Strategic Environmental Assessment
| Project No. 2                                                                 | **Name of Assignment:** Environmental and Social Impact Assessment and Resettlement Action Plan for Construction of the First Berth and Access Road for Mombasa SEZ Development  
|                                                                              | **Year:** Ongoing  
|                                                                              | **Location:** Mombasa, Kenya  
|                                                                              | **Client:** JICA / KPA  
|                                                                              | **Main Project Features:** Construction of the First Berth and Access Road for Port Infrastructure of the Mombasa SEZ Development  
|                                                                              | **Activities Performed:** Preparation of Environmental and Social Impact Assessment Study Report and RAP Report |
| Project No. 3                                                               | **Name of assignment or project:** Environmental and Social Impact Assessment for Rehabilitation of Berths 1-14 at KPA, Mombasa  
|                                                                              | **Year:** Ongoing  
|                                                                              | **Location:** Mombasa, Kenya  
|                                                                              | **Client:** Trade Mark East Africa / KPA  
|                                                                              | **Main Project Features:** Rehabilitation of berthing structures, Dredging of docking areas around the berths and Land Reclamation to create additional container storage areas.  
|                                                                              | **Activities Performed:** Preparation of Environmental and Social Impact Assessment Study Report |
| Project No. 4                                                               | **Name of assignment or project:** Environmental and Social Impact Assessment of the Proposed First 3 berths of Lamu Port at Manda Bay  
|                                                                              | **Year:** August 2012 – Date  
|                                                                              | **Location:** Lamu, Kenya  
|                                                                              | **Client:** Ministry of Transport  
|                                                                              | **Main Project Features:** Construction of the First 3 Berths and Associated Infrastructure  
|                                                                              | **Positions held:** Team Leader, Environment Engineer and Occupational Safety and Health Adviser  
|                                                                              | **Detailed Tasks Assigned:** Preparation of Environmental and Social Feasibility Study Report and EIA Project Report.  
|                                                                              | **Reference:** Mr. Norihiko Iwuki, Project Coordinator Japan Port Consultants Tel +254-719-432928 |
| Project No. 5                                                               | **Name of assignment or project:** Environmental and Social Impact Assessment for the Proposed Kiipevu West Container Terminal for Kenya Ports Authority, KPA.  
|                                                                              | **Year:** 2006 - 2007  
|                                                                              | **Location:** Mombasa, Kenya  
|                                                                              | **Client:** Kenya Ports Authority; Project financed by the Japan Bank for International Cooperation, JICA  
|                                                                              | **Main project features:** Construction of 3 berths and associated infrastructure consisting of the access road, offices and container yards.  
|                                                                              | **Positions held:** Team Leader, Environment Engineer and Occupational Safety and Health Adviser  
|                                                                              | **Detailed Tasks Assigned:** Preparation of Environmental Impact Assessment Study Report.  
|                                                                              | **Reference:** Mr. Julius Maghangwa, Health Safety & Environment Manager KPA Tel +254-41-2112999 |
| Project No. 6                                                               | **Name of assignment or project:** Environmental and Social Impact Feasibility Study for the Proposed Offshore Jetty in Pungu area, Mombasa (Subcontracted by Alatec S.A. of Madrid, Spain)  
<p>|                                                                              | <strong>Year:</strong> 2012 – 2013 |</p>
<table>
<thead>
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<th>Project No. 7</th>
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</table>
| **Name of assignment or project:** Environmental and Social Impact Assessment for the Dredging of the Access Channel at the Port of Mombasa for Kenya Ports Authority, KPA.  
**Year:** 2007 - 2008  
**Location:** Mombasa, Kenya  
**Client:** Kenya Ports Authority. Project financed by the Government of Belgium  
**Main project features:** Maintenance and Capital dredging of the access channel  
**Positions held:** Team Leader, Environment Engineer and Occupational Safety and Health Adviser  
**Detailed Tasks Assigned:** Environmental and Social Impact Assessment. Preparation of Compensation Action Plan for affected fishermen  
**Reference:** Mr. Julius Maghanga, Health Safety & Environment Manager KPA Tel +254-41-2112999 |
CV: BEATRICE MINOO NGUTI
CURRICULUM VITAE

PERSONAL DETAILS

NAME: Beatrice Minoo Nguti
NATIONALITY: Kenyan
ID NO: 5476505
DATE OF BIRTH: 14th February 1947
MARITAL STATUS: Married
CONTACTS: P.O Box 84950 – 80100, Mombasa
CELL PHONE: 0722-737890

MOTTO
To be the best I can be in any field I engage in.

PROFESSIONAL TRAINING & QUALIFICATIONS

20TH APRIL 2009: Registered as Environmental Impact Assessment Expert (Associate Expert, Registration No.1848) by the National Environment Management Authority.


MARCH 2002: HIV/AIDS and Substance Abuse Counselling: Kenya Institute of Professional Counselling.


ACADEMIC QUALIFICATIONS

1970 – 1973: Bachelor of Arts Degree (Geography and History): Makerere University, Kampala, Uganda.


1964 – 1967: G.C.E Ordinary Level:
<table>
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<th></th>
<th>Description</th>
<th>Company/Details</th>
<th>Location</th>
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<tbody>
<tr>
<td>11.</td>
<td>Italian Gelati &amp; Food Products Ltd. on Plot No. XLVIII/40. (Initial Environmental Audit and subsequent annual audits to date)</td>
<td>Italian Gelati &amp; Food Products Ltd. P.O. Box 99909 - 80107 Msa (NEMA/EA/MSA/5/2580).</td>
<td>Liwatoni, Mombasa County.</td>
</tr>
<tr>
<td>13.</td>
<td>Initial Environmental Audit on Existing Well on part of Plot No. MSA/384/MN, Majaoni Scheme.</td>
<td>Sammy S. Kimeuh P.O. Box 2544 – 80100 Msa. (NEMA/EA/MSA/5/2/0649).</td>
<td>Majaoni Scheme Mombasa County.</td>
</tr>
<tr>
<td>16.</td>
<td>Proposed Development of a New Church Building on Plot No. 3431/VI/MN, Changamwe. (EIA)</td>
<td>New Horizon Church P.O. Box 93135, Mombasa. NEMA/PR/MSA/5/2/3687).</td>
<td>Changamwe, Mombasa County.</td>
</tr>
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<td>17.</td>
<td>Proposed Residential Development of Twelve Bedsitters in One Block on Plot No. 204, Ziwa la Ng’ombe Settlement Scheme, Bombolulu. (EIA)</td>
<td>Philip Kilenge Mutinda P.O. Box 440 – 80100 Msa. (NEMA/PR/MSA/5/2/3901).</td>
<td>Ziwa la Ng’ombe Settlement Scheme, Bombolulu. (EIA)</td>
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<tr>
<td>No.</td>
<td>Name of the Project</td>
<td>Project Proponent</td>
<td>Location</td>
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<tr>
<td>1.</td>
<td>Proposed Expansion of Mombasa Cement Limited, Athi River Unit (EIA)</td>
<td>Mombasa Cement Limited (NEMA/EIA/5/2/1408)</td>
<td>Athi River, Machakos County.</td>
</tr>
<tr>
<td>2.</td>
<td>Proposed Development of Five Apartments on Plot No. MN/1/8334. (EIA)</td>
<td>Daniel M. Nzeki P.O. Box 460 – 80100 Msa. (NEMA/CP/PR/1/1/0575)</td>
<td>Bamburi, Mombasa County.</td>
</tr>
<tr>
<td>3.</td>
<td>Proposed Development of Eight Flats on Plot No. 9559/1/MN. (EIA)</td>
<td>M/S Fourfold Holdings Ltd. P.O. Box 81339 – 80100 Msa. (NEMA/CP/PR/1/1/0654).</td>
<td>Nyali, Mombasa County.</td>
</tr>
<tr>
<td>7.</td>
<td>Socio-economic Baseline Report on the Proposed Mining of Niobium and Rare Earth Elements at Mrima Hill (SLP 256). (Part of EIA Project Study)</td>
<td>M/S Cortec Mining, Kenya (Pty) Ltd. P.O. Box 761, Wendy wood 2144, South Africa. (NEMA/EIA/794).</td>
<td>Mrima Hill, Dzombo Location, Msambweni, Kwale County</td>
</tr>
</tbody>
</table>
Machakos Girls’ High School, Machakos.

Mukaa Primary School, Machakos.

**WORK EXPERIENCE**

MAY 2009 – TO DATE, 2018: Consultant in Environmental Impact Assessment / Au


1992 – 2003: Senior Lecturer in Entrepreneurship Education, Social Studies and


1984 – 1992: Head of Geography and Teacher of Geography and History,
The Aga Khan High School, Mombasa.

1973 – 1983: Head of Geography and Teacher of Geography and History,
Allidina Visram High School, Mombasa.

**HOBBIES**

2. Travelling.
3. Reading, especially on new advances in Technology.

**REFEREES**

1. **PHILIP M. OMENGE**
   Environmental Lead Expert, Registration No. 1559
   P.O Box 569 – 80100, Mombasa; Tel. 0722-493772

2. **ANDREW MUNYUA MWENGA**
   Environmental Lead Expert, Registration No. 0340
   P.O Box 3407520 – 80118, Mombasa; Tel. 0722-313180

   Environmental Impact Assessment/Environmental Audit (EIA/EA) Projects successfully
conducted to date:
JONNATHAN KATANA YERI
Phone no: +254 719 579 828
Email: jonathanyeri89@gmail.com

PROFILE
I am passionate about the environment, and sustainable development. I have valuable experience in the field of Environmental and Social Impact Assessments, Environmental Audits, Environmental Monitoring and Sustainable Development. My five years undergraduate training in Soil, Water and Environmental Engineering coupled with my hands on work experience as an EIA/EA Expert have strongly confirmed environmental management, and sustainable development as the career of choice for me. I have undertaken projects involving Environmental Impact Assessments, Environmental Audits and Monitoring in various sectors among them: Manufacturing, Urban Development, Housing Sector, Hotel Sector, Government Sector and Donor Funded Projects. My work experience has helped me horn my research, data collection and analysis, situational analysis, stakeholder engagement and project management skills.

PERSONAL INFORMATION
NAME : Jonnathan Katana Yeri
SEX : Male
NATIONALITY : Kenyan
NATIONAL ID NO. : 27922743
DATE OF BIRTH : 20/06/1989
MARITAL STATUS : Married
ADDRESS : P.O BOX 569-8010 Mombasa
PHONE NO. : +254 719 579 828
LANGUAGES : English, Kiswahili, Giriama

PROFESSIONAL QUALIFICATION
2018: Licensed to Practice as an Environmental Impact Assessment/Audit Associate Expert by NEMA.
2017: Licensed to Practice as an Environmental Impact Assessment/Audit Associate Expert by NEMA.
February 2016: Registered Environmental Impact Assessment/Audit Associate Expert by NEMA.
CURRICULUM VITAE

MEMBERSHIP TO PROFESSIONAL BODIES
2018: Member Environment Institute of Kenya.
2017: Member Environment Institute of Kenya.

EDUCATION BACKGROUND
1. Bachelor of Science Degree in Soil, Water and Environmental Engineering: (Second Class Honour Upper Division)-Jomo-Kenyatta University of Agriculture and Technology. May 2010- July 2015.

RELEVANT WORK EXPERIENCE

Sigtuna Consultancy Limited: EIA/EA Associate Expert (January 2017 to present)
Assisting the Lead Environmental Impact Assessment/Audit Expert of the Firm in various projects being undertaken. Areas involved would include project surveys, data collection, document review, and stakeholder engagements, preparing reports of feedback from stakeholder engagements, preparation of reports; among them environmental impact assessment projects, environmental audit reports, and environmental monitoring reports among others. In addition, am also involved in project activities within the full project cycle i.e. project identification/preparation/design, tender preparation, implementation management, coordination, financial management and administration, monitoring and evaluation of projects and studies and reporting to project partners.

Sigtuna Consultancy Limited: Volunteer (March 2016 to December 2016)
Engaged in the conducting of environmental audits of on-going projects, environmental impact assessments for proposed development projects, management of activities within the full project cycle i.e. project identification/preparation/design, tender preparation, implementation management, coordination, financial management and administration, monitoring and evaluation of projects and studies and reporting to project partners, environmental monitoring for ongoing development projects, preparation of reports on EIA, EA and environmental monitoring, client and partnership management i.e.
CURRICULUM VITAE

2018

maintaining and establishing networks and professional relationships with individual experts and clients.

Sigtuna Consultancy Limited: Intern (August 2015 to February 2016)

Conducting of environmental impact assessments for proposed development projects, environmental audits for ongoing projects, and environmental monitoring as part of implementation of environmental monitoring and management plans for ongoing projects and preparation of reports on EIA, EA and Environmental Monitoring.

Sigtuna Consultancy Limited: Attachee (January 2014 to March 2014)

Involved in conducting of environmental impact assessments for proposed development projects, environmental audits for ongoing projects, environmental monitoring as part of implementation of environmental monitoring and management plans for ongoing projects and preparation of reports on EIA, EA and Environmental Monitoring.

Mombasa Water & Sewerage Company: Attachee (JANUARY 2013-APRIL 2013)

Involved in field surveys for water and sewer lines in housing developments, repairs for damaged lines, familiarizing with sewage treatment and conducting laboratory testing of effluent for BOD, COD, Total Solids, Chlorides and Nitrates.

Jomo Kenyatta University of Agriculture and Technology: Internal Attachment (MARCH 2012-APRIL 2012)

Acquired practical knowledge of basic engineering concepts through working in a variety of workshops in welding, foundry, plumbing, masonry, machinery and surveying.

OTHER WORK EXPERIENCE

Mangawani Secondary School: Teaching Assistant (AUGUST 2009-May 2010)

- Teaching (Mathematics, Physics, History and Kiswahili)
- Games Master - Organizing and Coordinating students for sports activities

COMPUTER PROFIENCY

- Ms Office: Word, Spreadsheets and PowerPoint
- Operating system(Windows)

INVolvements
**CURRICULUM VITAE**

**2018**

SEPTEMBER 2010 to Present: Member of the Society for Agricultural and Biosystem Engineering Students.

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Position</th>
<th>Contact Info</th>
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<tbody>
<tr>
<td>Dr. (Eng.) James Raude Messo</td>
<td>Jomo Kenyatta University of Agriculture &amp; Technology</td>
<td>Lecturer</td>
<td>P.O Box 62000-00100 - Nairobi. Phone: +254722617042 Email: <a href="mailto:ramesso@juat.ac.ke">ramesso@juat.ac.ke</a></td>
</tr>
<tr>
<td>Bishop Elias Karisa Neko</td>
<td>Jesus Generation Crusaders Mission</td>
<td>Pastor</td>
<td>Phone: +254729682506</td>
</tr>
<tr>
<td>Philip Manyi Omenge</td>
<td>Sigtuna Consultancy Ltd</td>
<td>CEO</td>
<td>P.O Box 539-80108, Mombasa, Kenya. Phone: +254722493772 Email: <a href="mailto:philiomenge@yahoo.com">philiomenge@yahoo.com</a></td>
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