

## CURRICULUM VITAE

### NICHOLAS BALLARD

Principal Environmental Auditor

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### Expertise

- Leading and managing environmental regulatory compliance and assurance audits
- Excellent knowledge of environmental compliance management across multiple industries
- Project Management, including client and stakeholder management
- Conducting Preliminary Site Investigations in accordance with contaminated land guidelines

### Qualifications

- Bachelor of Science (Hons) Global Forest Resources & Forest Product Technology, Brunel University
- Exemplar Global Certified Lead Auditor (Environmental Management Systems Auditor Scheme)
- Diploma of Quality Auditing

### PROFILE

Nick is an Environmental Manager with 20 years' experience with expertise in Environmental, Health and Safety (EHS) compliance and assurance management. Nick is an Exemplar Global certified Lead Auditor and has expertise in verifying conformance with regulatory and company requirements and providing guidance and advice to on-site managers concerning day-to-day environment issues. He has significant experience in creating policies, management plans and procedures for EHS management systems, in particular to AS/NZS ISO 14001.

Nick also has experience in conducting Preliminary Site Investigations (PSIs) associated with environmental due diligence for private sector mergers and acquisitions. In addition, he has a very strong working knowledge of commonwealth and various state legislation and regulations (including NSW, WA & NT).

### PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

- Lead Implementer Environmental Management Systems (ISO 14001:2015)
- Management Systems Lead Consultant (ISO 19011:2018)
- Environmental and OH&S Management Systems Lead Auditor
- Chevron Third Party Waste Stewardship Evaluator
- WorkCover NSW OHS Consultation Course
- OHS General Induction for Construction Work in New South Wales
- IEMA Advanced Environmental Management Systems Auditing
- IEMA Foundation in Environmental Auditing

## RELEVANT PROJECT EXPERIENCE

### Tellus Holdings Pty Ltd, Sydney

June 2017 – June 2021

#### **Environmental Compliance Manager | Various Projects**

Responsible for providing support to the General Manager HSEQ and subject matter experts to ensure appropriate environmental compliance and management systems were in place. Creating policies, management plans, procedures and verifying conformance with associated regulatory and company requirements. Advising the Senior Management Team concerning environmental compliance and assurance matters.

- Audited Australia's first near surface hazardous waste geological repository against the requirements of environmental licences, development consents, permits, management plans and procedures, including but not limited to Leachate Monitoring and Management Plan, Deep Groundwater Monitoring and Management Plan, Construction Environmental Management Plan, Waste Facility Decommissioning and Closure Management Plan.
- Successfully maintained certification to AS/NZS ISO 14001 for four years.
- Developed and led the internal environmental management system audit schedule.
- Conducted environmental incident investigations.
- Provided guidance and advice to on-site environmental managers concerning day-to-day environment issues.
- Prepared and submitted the company's annual regulatory environmental compliance reports associated with major project approvals and licences to State and Federal agencies.
- Oversaw the development and implementation of site-specific environmental management documentation in addition to regulatory required documentation, including, but not limited to an Operational Environmental Management Plan and Incident Reporting and Classification Procedure.
- Revised the company's entire Health, Safety, Environment and Quality management system following a comprehensive gap analysis.
- Engaged with and advised the company's Senior Management Team on changes to legislation that may impact projects or operations and ensured environmental issues were included in strategic direction of the company.

## AECOM Australia Pty Ltd, Sydney

November 2015 – April 2017

### Principal Environmental Scientist | Various Projects

Conducted independent compliance audits of State Significant Developments (SSDs) to assess client's compliance with the requirements of regulatory approvals and environmental licences as well as leases, management plans and procedures.

- Delivered solutions for key clients by developing, leading, and managing environmental compliance projects.
- Developed and led environmental assurance management and solution led projects for high profile clients.
- Delivered a high standard of project financial, client service, safety, and quality outcomes.
- Provided technical leadership and guidance to the broader business as well as to clients on environmental auditing and risk management.
- Managed and lead all deliverables and resources across complex and multi-faceted projects.
- Collaborated with client teams to leverage relationships and drive opportunities to grow the business, as well as liaise with a variety of stakeholders including sub-contractors, authorities and internal partners.
- Regularly approved by the NSW Department of Planning, Industry and Environment (DPIE) as a Lead Auditor for State Significant Development Independent Audit Post Approval Requirements delivering reports without comment by the Department. Typical aspects addressed against regulatory requirements, but were not limited to air emissions, surface water discharge, water management, noise, waste, chemical and hazardous materials management.
- Project Manager and Lead Auditor for environmental compliance audits including DPIE regulatory audits.
- IERA's required community consultation to obtain feedback concerning key issues with the company being assessed.
- Proactively delivered a high standard of project financial, client service, safety and quality outcomes.

### Project Manager & Auditor | Yancoal Australia

- Project Manager and Auditor of a two-year environmental risk assurance audit program of Yancoal Australia's eight underground and open cut coalmines in New South Wales (NSW), Queensland (QLD) and Western Australia (WA).
- Tasks included running workshops to identify high-risk site-specific environment issues, preparing bespoke audit checklists based on identified risks, conducting environmental audits of up to four day durations, completing environmental risk assurance reports including identifying 'opportunities for improvements' and presenting findings to the Yancoal Australia Health, Safety and Environment Committee concerning common risks identified during the program. Topics assessed included, dust emission management, surface water management, tailings management,

hydrocarbon management, groundwater management, regulated dam management, rehabilitation management, noise management, subsidence management, mine closure management, non acid forming and potentially acid forming management.

## AECOM Australia Pty Ltd, (Formerly URS Australia Pty Ltd), Sydney

August 2012 – November 2015

### Senior Associate Environmental Scientist | Various Projects

Responsible for the provision of environmental compliance services including the development and implementation of management systems, plans, licences and audits for key clients.

- Regularly approved by the NSW DPIE as an Auditor for SSD Independent Audit Post Approval Requirements delivering reports without comment by the Department.
- Delivered solutions for key clients by developing, leading and managing environmental compliance audits.
- Provided technical leadership and guidance to the broader business as well as to clients on environmental, health and safety auditing and risk management.
- Managed and led all project deliverables and resources across complex and multi-faceted projects.
- Managed and prepared project proposals and tenders.
- Managed a team of five, including providing technical guidance, mentoring as well as performance reviews.
- Project managed and led environmental compliance audits for key clients in the industrial, oil and gas, aviation, and mining sectors. For example, Orica, Origin, Sikorsky and Centennial Coal.
- Project managed, consolidated, reviewed, and provided recommendations for achieving compliance with development consents for Valspar's Blacktown manufacturing facility.
- Project Manager for the environmental components of an Environmental Impact Assessment, including air, noise, traffic, water, soil, and hazardous materials for a SSD glass wool manufacturing plant at the Steel River Estate, NSW.
- Project managed the preparation of an Implementation Plan for the development of an Advanced Waste Treatment facility using gasification technology for the City of Sydney including management of subcontractors. Also prepared a risk identification and mitigation register associated with the proposed facility.
- Lead Auditor for due diligence projects to identify potential environmental liabilities across several industries including, but not limited to a sugar mill in QLD, a cardboard manufacturing facility in Sydney, three fertilizer storage facilities in South Australia, a food manufacturing and packing facility in western NSW and an ammonium nitrate facility in north Western Australia.
- Project Manager for an international led due diligence assessment of 500+ assets across Australia within a three-week period. Responsible for managing a team review key environmental documents within virtual data room, participate in daily international conference calls and attend report delivery meetings with international representatives.
- Certified AECOM/URS Project Manager

## Best Practice Certification Pty Ltd, Sydney

September 2011 – August 2012

### Lead Auditor | Various Projects

- Conducted numerous management system surveillance, certification and re-certification audits to AS/NZS ISO 14001 and AS 4801. As the Lead Auditor Nick audited all requirements of the Standard and determined if management systems adhered to them. Audits on construction or civil engineering sites involved, but were not limited to, ensuring client's procedures were implemented, verification of project specific regulatory requirements, assessing environmental aspects and impacts and that identified controls were in place, assessing daily, weekly and monthly environmental inspections. Nick also assessed subcontractors' implementation of site plans such as the Construction Environmental Management Plan as well as sediment controls, hazardous materials storage, on-site and off-site noise and dust management procedures. Under the requirement for training in the Standard Nick assessed if site training and awareness was adequate to minimise environmental and community impact from the works.

## ERM Australia Pty Ltd, Sydney

November 2010 – September 2011

### Senior Environmental Consultant | Various Projects

- Provided technical input and project management expertise to a variety of EHS projects, specialising in EHS liability assessment associated with mergers and acquisitions and EHS compliance assurance services, management systems and auditing.