

**Environmental Assessment
Practitioners Association
of South Africa**

Advancing environmental assessment practice in South Africa



CONSTITUTION

of the

**ENVIRONMENTAL ASSESSMENT PRACTITIONERS
ASSOCIATION OF SOUTH AFRICA**

INDEX

Clause	Heading	Page
1.	THE ASSOCIATION	1
2	DEFINITIONS AND INTERPRETATION	1
3.	PURPOSE, OBJECTIVES AND FUNCTIONS OF THE ASSOCIATION	2
4.	THE ASSOCIATION'S ASSETS AND FINANCIAL MATTERS	4
5.	ASSOCIATION POWERS	6
6.	MEMBERS OF THE ASSOCIATION	6
7.	GENERAL MEETINGS OF THE ASSOCIATION	7
8.	THE BOARD OF THE ASSOCIATION	8
9.	TERMINATION OF BOARD MEMBERSHIP	10
10.	OFFICERS AND COMMITTEES OF THE BOARD	11
11.	PROCEDURE AT COMMITTEE MEETINGS	14
12.	MEETINGS OF THE BOARD	14
13.	NOTICES	16
14	LEGAL STATUS	16
15.	AMENDMENTS TO CONSTITUTION AND RULE BOOK, AND DISSOLUTION OF ASSOCIATION	16
16.	LIABILITY AND INDEMNITY	17
	SCHEDULE ONE: GENERAL INVESTMENT AND ADMINISTRATIVE POWERS`	19
	SCHEDULE TWO: FOUNDING MEMBERS OF THE ASSOCIATION	21
	SCHEDULE THREE: INITIAL MEMBERS OF THE BOARD AS AT FEBRUARY 2012	22
	SCHEDULE FOUR: INITIATING ORGANISATIONS	23
	SCHEDULE FIVE: STRUCTURE OF THE ASSOCIATION	25

1. THE ASSOCIATION

- 1.1 A voluntary association, or *universitas personarum*, is hereby established under the name ENVIRONMENTAL ASSESSMENT PRACTITIONERS ASSOCIATION OF SOUTH AFRICA.
- 1.2 The Association will henceforth conduct its affairs in terms of the provisions of this constitution and the Rule Book of the Association.
- 1.3 The Association will continue for an indefinite period, and may be wound up or dissolved by the Board in the manner referred to in clause 15.

2. DEFINITIONS AND INTERPRETATION

- 2.1 In this constitution, unless the context clearly indicates otherwise:
 - 2.1.1 “GM” means the general meeting of the Association to be held every two years for the purpose of, inter alia, electing Board members.
 - 2.1.2 “the Act” means the Income Tax Act, 1962, as amended.
 - 2.1.3 “the Association” means the voluntary association, or *universitas personarum*, referred to in clause 1.
 - 2.1.4 “the Association Assets” means all the assets of the Association under administration by the Board from time to time.
 - 2.1.5 “Black” means any South African citizen who had no franchise in national elections prior to 1994 (as defined through the Broad-Based Black Empowerment Act (53 of 2003) as amended.
 - 2.1.6 “the Board” means the Board referred to in clause 8.
 - 2.1.7 “Candidate EAP” means an EAP who is registered in terms of the criteria, standards and process determined by the Board in consultation with interested and affected parties, who has a required formal qualification, or similar, but does not have the required professional experience for registration as a Registered EAP.
 - 2.1.8 “the Commissioner” means the Commissioner for the South African Revenue Service.
 - 2.1.9 “Committee” means any committee established by the Board, whether comprising members of the Board and/or employees, agents or contractors of the Association, which the Board may establish subject to this constitution.
 - 2.1.10 “Day” means ordinary business day.
 - 2.1.11 “People with Disabilities” has the meaning attributed to it in the definition section of the Employment Equity Act (55 of 1998).
 - 2.1.12 “EAP” means an Environmental Assessment Practitioner, namely an individual who holds primary responsibility for the planning, management, co-ordination or review of environmental impact assessments and associated EMPs, either in the role of assessor or in the role of a reviewer of existing assessments.
 - 2.1.13 “Environmental Assessment (EA)” means the process of identifying, analysing, assessing, evaluating and communicating the potential environmental risks and impacts of an activity in its area of influence, and finding ways of improving the environmental sustainability of the outcome by due consideration of feasible alternatives, appropriate mitigation of adverse impacts and enhancement of benefits, the preparation of related environmental management

programmes and their implementation, the equitable distribution of these impacts and benefits, with the appropriate engagement of relevant stakeholders, and may involve the integration of a range of specialist findings.

- 2.1.14 “Founding members” means the individuals listed in Schedule 2 responsible for establishing the Association.
- 2.1.15 “Members” means individuals who are Registered EAPs or registered Candidate EAPs in good standing and, therefore, members of the Association in terms of clause 6.
- 2.1.16 “Minister” means Minister of Environmental Affairs,
- 2.1.17 “NEMA” means the National Environmental Management Act, No. 107 of 1998 as amended.
- 2.1.18 “Registered EAP” means an EAP who is registered in terms of the criteria, standards and process determined by the Board in consultation with interested and affected parties.
- 2.1.19 “the Register” means the register of Registered EAPs contemplated in clause 3.
- 2.1.20 “Registered” means admitted to and included on the Register of Environmental Assessment Practitioners who meet the requirements for registration as either an EAP or as a Candidate EAP.
- 2.1.21 “the Republic” means the Republic of South Africa.
- 2.1.22 The masculine includes the feminine and vice versa unless the context indicates otherwise.
- 2.1.23 Reference to any statutory provision includes a reference to that provision as modified, amended, extended or re-enacted from time to time, and any statutory replacement of such provision from time to time.

3. PURPOSE, OBJECTIVES AND FUNCTIONS OF THE ASSOCIATION

3.1 The Association has been established in order to advance, on a nonprofit basis, the practice and quality of environmental assessment in South Africa in the public interest, in the interest of the environment, and in terms of relevant legislation through establishing and maintaining inter alia a registration authority for Environmental Assessment Practitioners. The organisations which were involved in the founding of the Association are listed in Schedule Four.

3.2 Purpose

3.2.1 The overriding purpose of the Association is to advance the quality of environmental assessment practice in South Africa by establishing, promoting and maintaining registration of Environmental Assessment Practitioners in terms of s24H of NEMA , and the s24H regulations.

3.3 Objectives

3.3.1 The objectives of the Association are:

3.3.1.1 To provide relevant authorities, development proponents and the public in general with quality assurance regarding EAPs by:

3.3.1.1.1 Upholding criteria (education, professional experience, competency and continued professional development requirements) and procedures for registration and sanction of EAPs, in partnership with relevant role-players;

- 3.3.1.1.2 Upholding a defined Code of Ethical Conduct and Practice and acting in the best interest of the environment, sustainable development and the public good;
- 3.3.1.1.3 Promoting continued professional development for EAPs in South Africa; and
- 3.3.1.1.4 Establishing professional conduct enquiries including disciplinary procedures and sanction mechanisms.
- 3.3.1.2 To ensure the professionalisation of Environmental Assessment Practitioners through continued training and development support.
- 3.3.1.3 To promote the transformation of environmental assessment practice, focusing specifically on support for candidate black people, women, youth and people with disabilities, in order to achieve the progressive transformation and restructuring of the profession such that it is representative of the demographics of the country.
- 3.3.1.4 To promote awareness of the purpose and practice of environmental assessment in South Africa.

3.4 Functions

- 3.4.1 The functions of the Association (and/or through its Board or committees) are to:
 - 3.4.1.1 Register qualified persons as either Registered Candidate Environmental Assessment Practitioners (Candidate EAPs) or as Registered Environmental Assessment Practitioners (Registered EAPs), depending on their experience;
 - 3.4.1.2 Establish and maintain a register of individuals who are qualified to operate as either Candidate EAPs or Registered EAPs;
 - 3.4.1.2.1 to be made available on the EAPASA website and by any other means decided by EAPASA; and
 - 3.4.1.2.2 which provides the names of all Registered Environmental Assessment Practitioners and Registered Candidate Environmental Assessment Practitioners, their qualifications, their race and gender, the province and town or city of residence and the year in which they were first registered;
 - 3.4.1.3 Uphold the Qualification Standard for Environmental Assessment Practice, and review its outcomes and assessment criteria, as deemed necessary; and propose standards and criteria for the registration of EAPs to be applied by the Registration, Professional Development, Professional Conduct committees, and review these standards and criteria as deemed necessary;
 - 3.4.1.4 Advance the accreditation of degree programmes at institutions of higher learning that incorporate the environmental assessment outcomes of the national Qualification Standard for Environmental Assessment Practice;
 - 3.4.1.5 Provide input to the relevant educational quality council on the extent to which individual academic programmes submitted for accreditation meet the outcomes stipulated in the Qualification Standard for Environmental Assessment Practice;
 - 3.4.1.6 Promote the transformation of the profession in terms of representivity and practice;
 - 3.4.1.7 Promote ongoing professional development, set and review professional development standards, and assist with the accreditation of providers of education and training, where permitted by or under applicable legislation;
 - 3.4.1.8 Determine fees payable to the Association by registered persons, and may:

- 3.4.1.8.1 determine and review, from time to time, fees for application for registration and renewal of registration, for the lodging of appeals, and annual fees for registered Candidate Environmental Assessment Practitioners and Registered Environmental Assessment Practitioners, and must indicate the date on which such fees are payable; and
 - 3.4.1.8.2 must obtain the approval of the Minister prior to levying such fees.
 - 3.4.1.9 Prescribe and apply a Code of Ethical Conduct and Practice;
 - 3.4.1.10 Advise the relevant authorities on issues that may impact on the practice of environmental assessment and the registration of Environmental Assessment Practitioners;
 - 3.4.1.11 Communicate, to relevant authorities, information on matters of public importance acquired during the course of its work;
 - 3.4.1.12 Liaise with relevant government entities if necessary;
 - 3.4.1.13 Advise the Minister, if required, on matters pertaining to the future establishment of a statutory Council for Environmental Professionals; and
 - 3.4.1.14 Generally, do all such things as the Board deems necessary or expedient to achieve the objectives.
- 3.5** All of the activities of the Association shall be directed towards the furtherance of its objects, and not for the specific benefit of any individual member or minority group.

4. THE ASSOCIATION'S ASSETS AND FINANCIAL MATTERS

- 4.1** The Association Assets comprise all the assets (including, but not limited to, all money and other corporeal and incorporeal property) under administration by the Board from time to time.
- 4.2** The Association may not have a share or other interest in any business, profession or occupation carried on by any of its members.
- 4.3** The Association Assets may be increased by:
 - 4.3.1 Capital accruals and accrued and undistributed income; and
 - 4.3.2 Any and all further amounts or assets (including movable and immovable property) which may from time to time become payable or transferable to the Association by way of donation, purchase, cession, assignment, or in any other lawful way.
- 4.4** If the Association is recognised by the Commissioner under section 10(1)(d) of the Act as a tax exempt common purposes association, the Association will receive substantially the whole of its funding from annual subscriptions or other membership fees, or from appropriations by government, provincial administration or a municipality.
- 4.5 Bank Account**
 - 4.5.1 The Board shall open a bank account in the name of the Association with a registered Bank or Building Society.
 - 4.5.2 The Board shall ensure that all monies received by the Association are deposited in the abovementioned bank account as soon as possible after receipt.

4.6 Signatures

- 4.6.1 All cheques, agreements and other documents requiring signature on behalf of the Association must be signed in such manner as the Board resolves from time to time, on condition that all such documents must be signed by at least Two (2) duly authorised people, at least one of whom needs to be a Board member.

4.7 Use of Funds

- 4.7.1 The income and property of the Association, whencesoever derived, shall be applied solely towards the promotion of its main object or invested and no funds will be distributed, directly or indirectly, to any person other than in the course of undertaking its objects provided that nothing herein contained shall prevent the payment in good faith of reasonable remuneration to any officer or servant of the Association, for any services rendered to the association.
- 4.7.2 No remuneration (as defined in the Fourth Schedule to the Act) shall be paid to any employee, office bearer, member or other person which is excessive, having regard to what is generally considered reasonable in the sector and in relation to the service rendered, and no person shall be economically benefitted in any way which is not consistent with the objects of the association.
- 4.7.3 The Association shall not knowingly become a party to, and will not knowingly permit itself to be used as part of, an impermissible avoidance arrangement contemplated in Part IIA of Chapter III of the Act, or a transaction, operation or scheme contemplated in section 103(5) of the Act.

4.8 Financial Year End

- 4.8.1 The Association's financial year end shall be the last day of February of each year.

4.9 Financial Records

- 4.9.1 The Board shall ensure that the Association keeps proper records and books of account, which fairly reflect the affairs of the Association.

4.10 Annual Narrative Report and Financial Statements

- 4.10.1 The Board shall ensure that the Association prepares an annual narrative report describing the Association's activities and an Annual Financial Statement for each financial year. The Annual Financial Statements shall conform to generally accepted accounting principles and shall include a statement of income and expenditure and a balance sheet of assets and liabilities.
- 4.10.2 Within Three (3) months after drawing up the Annual Financial Statements, the Board shall ensure that the books of account and financial statements are audited and certified in the customary manner by an independent practising chartered accountant.
- 4.10.3 A copy of the Annual Financial Statements and annual narrative report shall be made available to all members as soon as possible after the close of the financial year. They shall also be presented in full at the next general meeting of members called in terms of the provisions of this constitution.
- 4.10.4 The Association shall comply with such reporting requirements as may be determined by the Commissioner from time to time.
- 4.10.5 The Board shall ensure that the Association prepares an annual report in its capacity as a Registered Nonprofit Organisation for submission to the Department of Social Development, to ensure that the Association remains on the Department's Nonprofit Organisation Register.

5. ASSOCIATION POWERS

- 5.1** The Association has the power to elect the Board, as set out in clause 7, which will be responsible for the achievement of the purpose, objectives and the functions of the Association as specified in this constitution.
- 5.2** The Association also has the power to amend this constitution from time to time as set out in clause 15.
- 5.3** The Board of the Association will have all powers it requires to pursue and achieve the Purpose and Objectives of the Association, and discretion as to how it deals with the Association Funds for this purpose, subject to the limitations implicit in the Purpose and Objectives and subject to the further provisions of this constitution and relevant policy and legislation. Without limiting the general nature of the powers referred to in clause 5.1 above, they will include the general investment and administrative powers set out in Schedule One and the power generally to do all things which are incidental or conducive to achieving the Purpose and Objectives of the Association.

6. MEMBERS OF THE ASSOCIATION

- 6.1** The names of the founding Members of the Association are recorded in Schedule Two.
- 6.2** Every person admitted to the Register will become a Member of the Association upon registration, it being intended that:
- 6.2.1** At least nine of the founding Members will (as required by clause 8.8), as soon as is practically possible, apply for admission to the Register; any of these nine initial Members whose application is unsuccessful will be deemed to have resigned his/her membership; and
- 6.2.2** Once the Register has been established, only people admitted to the Register will qualify for membership of the Association.
- 6.3** The Board may at any time, if it reasonably believes this to be in the interests of the Association, terminate the Membership of any person, on condition that:
- 6.3.1** The professional conduct procedure outlined in section 4 of the Rule Book is followed;
- 6.3.2** A resolution for the termination of Membership must be adopted by at least Two-thirds (2/3) of the Board members attending any quorate meeting of the Board;
- 6.3.3** Before any such resolution is adopted, the person whose Membership it is proposed to terminate must be given a reasonable opportunity to hear and respond to the reasons for the proposed termination.
- 6.4** Membership of the Association will terminate if:
- 6.4.1** A Member resigns;
- 6.4.2** A Member dies;
- 6.4.3** A Member is found to have breached the Association's Code of Ethical Conduct and Practice and/or is removed from the association in terms of clause 6.3;
- 6.4.4** A Member's Membership is terminated in terms of clause 6.3.

7. GENERAL MEETINGS OF THE ASSOCIATION

- 7.1** The following persons will be entitled to attend general meetings of the Association:
- 7.1.1 Any member;
 - 7.1.2 Members of the Board;
 - 7.1.3 Any person invited by the Board.
- 7.2** A general meeting of the Association will be convened at any time at the request of:
- 7.2.1 The Board;
 - 7.2.2 The chairperson;
 - 7.2.3 One third (1/3) of the members of the Board;
 - 7.2.4 Five (5) per cent of the Members of the Association.
- 7.3** A GM of the Association must be held every second calendar year following the date of the appointment of the Association as a Registration Authority under Section 24H of NEMA on condition that no less than Twenty-one (21) days prior written notice of a GM must be given to all persons entitled to attend it, which notice must state in broad terms the business to be transacted at the GM.
- 7.4** The GM must be convened by the chairperson of the Board. If the chairperson fails or refuses to convene the GM, any of the other people referred to in clause 7.2 will be entitled to do so.
- 7.5** The business of a GM will include the following:
- 7.5.1 The election of a person to chair the GM, if the chairperson is unavailable;
 - 7.5.2 The election of Board members;
 - 7.5.3 The presentation and consideration of the report of the chairperson covering the activities of the Association since the last GM; and
 - 7.5.4 The presentation and consideration of the audited annual financial statements of the Association in respect of the period since the last GM.
- 7.6** Members may attend a GM in person or by proxy. Proxies must be in such form as the Board will determine from time to time.
- 7.7** A quorum constituting a GM of the Association will be Ten (10) per cent of the Members.
- 7.8** If a GM of the Association has been duly convened but no quorum is present, that GM must be adjourned to another date, as may be determined by the chairperson. Notice reflecting the adjournment must be given to all the Members, in the manner provided for in this constitution. At the reconvened GM, the Members then present in person, or by proxy, will be deemed to constitute a quorum.
- 7.9** Every Member is entitled to One (1) vote at a GM. Voting will be by way of a show of hands or by secret ballot, as determined by the chairperson in his/her entire discretion or by electronic voting, as determined by the chairman, in his discretion.
- 7.10** Proper minutes must be kept of the proceedings of every GM, and a record of the persons present. The minutes must be signed by the chairperson or whoever chairs the next GM, and must be available at all times for inspection or copying by any Member. If a general meeting other than the routine two-yearly GM is convened, then no less than Twenty-one (21) days prior

written notice must be given to all persons entitled to attend it, which notice must state in broad terms the business to be transacted at the meeting.

- 7.11 The provisions of clauses 7.5 to 7.9 (with the changes required by the context) will apply also to general meetings other than routine two-yearly General Meetings.
- 7.12 The Association may conduct a meeting entirely by electronic communication, or provide for participation in a meeting by electronic communication so long as the electronic communication facility employed ordinarily enables all persons participating in that meeting to communicate concurrently with each other without an intermediary, and to participate effectively in the meeting.
- 7.13 Despite anything to the contrary contained in this constitution, a resolution signed or electronically approved by Two-thirds ($\frac{2}{3}$) of the Members of the Association will be as valid as if it had been passed at a duly convened general meeting. It will not be necessary for Members to sign the original resolution.
- 7.14 Signature of a true copy will be sufficient, as will be a true copy which is signed and then scanned and transmitted electronically.

8. THE BOARD OF THE ASSOCIATION

- 8.1 The Association is governed and administered by the Board in the public interest in terms of this constitution and of the Rule Book of the Association.
- 8.2 The business and management of the affairs of the Association will be in the hands of the Board or a Committee or person duly authorised or appointed by the Board.
- 8.3 In addition to the powers and authorities conferred upon it in this constitution, the Board may exercise all such powers and do all such things and acts as may be exercised or done by the Association which are not hereby expressly directed or required to be done by general meeting, subject nevertheless to such acts and things being consistent with this constitution, the Rule Book or with any resolution passed by the Board or any resolution passed at any general meeting of the Association.
- 8.4 Committees: Notwithstanding anything to the contrary contained in this constitution, the Board may from time to time appoint and delegate to committees any of its powers and impose such conditions with regard to such delegations as it thinks fit.
- 8.5 Only natural persons may be members of the Board and serve in their individual capacities.
- 8.6 The initial members of the Board are those people whose names appear in Schedule Three.
- 8.7 There must at all times be at least Thirteen (13) members of the Board; on condition that the Board will be deemed to be properly constituted even if there are less than thirteen members, solely to allow for the appointment of replacements. New and replacement members of the Board are appointed, elected and removed in the manner set out below.
- 8.8 In electing or appointing members to the Board from time to time, the Association must seek to maintain a Board membership which comprises:
 - 8.8.1 Nine (9) Registered EAPs of whom Four (4) should preferably be in the fulltime employment of a provincial government, Four (4) should be women and Four (4) should be black and all should be respected and experienced in the practice of Environmental Assessment who:
 - 8.8.1.1 are registered EAPs;
 - 8.8.1.2 have a good conceptual and practical understanding of sustainable development;

- 8.8.1.3 have in-depth knowledge and experience of the required competencies for EA in South Africa and are able to demonstrate their application at a high level;
- 8.8.1.4 have knowledge and experience of the relevant law, policy and regulations governing EA and underpinning approaches to sustainable development in South Africa; and,
- 8.8.1.5 are acknowledged for their contribution to the development of EA practice and the community of practitioners in South Africa.
- 8.8.2 One (1) representative of the academic or education sector relevant to environmental assessment and who may or may not be a Member of the Association.
- 8.8.3 One (1) person employed at national government level with extensive relevant experience in the area of environmental assessment and sustainable development and who may or may not be a Member of the Association.
- 8.8.4 Two (2) respected members of the wider community who have demonstrated a sustained and active interest in environmental management and sustainable development in the Republic and who may or may not be Members of the Association.
- 8.8.5 At least Six (6) people who are female.
- 8.8.6 At least Seven (7) people who are black.
- 8.9** In order to avoid doubt, it is recorded that, the Board will be properly constituted even if the Association is unable, despite its best efforts, to attract a Board membership which complies strictly with the provisions of clause 8.8.
- 8.10** There will at all times be at least three Board members who are not connected persons in relation to one another (as defined in the Act) and no single person may, directly or indirectly, control the decision-making powers of the Association.
- 8.11** The Board will develop a Transformation Charter outlining how it intends to promote representivity within the profession, the transformation of EA practice and objectives and targets related to ensuring representivity on the Board and committees of the Association.
- 8.12** Where the situation envisaged in clause 8.10 exists, the efforts to ensure Board membership in line with clause 8.8 should be recorded, and the Board should review the Transformation Charter to ensure it addresses the challenges in the most effective way.
- 8.13** At every routine two-yearly GM Seven (7) of the Thirteen (13) members of the Board must resign and:
 - 8.13.1 Every Board member must resign once in every four year cycle covering two General Meetings, if they have served for two years or more, and even if they intend to offer themselves for re-election.
 - 8.13.2 If after the provision at clause 8.13.1 has been met, additional Board members need to resign to bring the total resignations to seven, and if the Board members cannot decide among themselves who will resign, this will be determined by the drawing of lots.
 - 8.13.3 No board member will serve for longer than four years without having submitted themselves for re-election at a General Meeting of the Members.
 - 8.13.4 The initial Board of the Association (as in Schedule 3) may remain as members of the Board until the first General Meeting of the Association, at which meeting Seven (7) of the Thirteen (13) members of the Board must resign.
 - 8.13.5 At each GM, at least Seven (7) Board members must be elected to replace those resigning.

8.14 Retiring Board members will remain eligible for re-election, on condition that no person may serve more than Eight (8) consecutive years as a Board member subsequent to the appointment of EAPASA as a Registration Authority.

8.15 Nominations

8.15.1 Nominations for Board members should be motivated in terms of the criteria and composition set out in clause 8.8 and circulated in a two-step process in advance of any GM so as to give members a chance to think about nominations in advance and put forward additional nominations where there are gaps evident in terms of the representation and composition outlined in clause 8.8 above.

8.15.2 In the first step, the Board must call for nominations at least Sixty (60) days before the GM of Registered EAPs where selection of board members takes place by:

8.15.2.1 Notifying registered EAPs in writing and publishing a notice in a national newspaper and/or any other appropriate media, including the Association's website indicating the categories of members to constitute the Board, the number of representatives to be appointed in each category and the persons or bodies entitled to nominate persons in the specified categories, and the criteria for eligibility and selection;

8.15.2.2 Inviting all interested persons, voluntary associations, institutions and organisations to submit nominations within Sixty (60) days; and

8.15.2.3 Taking any other steps the Board deems necessary.

8.15.3 Nominations should be sent to the Board Thirty (30) days before the next GM of Registered EAPs. Nominations should specify for which category the nominee is being nominated and include a motivation based on criteria specified in clause 8.8 above, a short CV of the person nominated as well as a signed acceptance of nomination from the person nominated. Nominations supported by signed acceptance forms must be posted on the website and circulated to all Registered EAPs Twenty Five (25) days before the next GM. The motivation and CV should be included;

8.15.4 A notice accompanying the nominations circulated should indicate that further nominations may be added, and specifically, nominations designed to ensure that the available nominees align to the desired composition of the Board (clause 8.8) as far as possible. Additional nominations in this second step should reach the Board not later than Fourteen (14) days before the next GM and be posted on the website and circulated to all Registered EAPs Ten (10) days before the next GM.

8.16 If, for whatever reason, the number of Board members falls below the minimum stipulated in clause 8.8 the remaining Board members must, by way of a resolution adopted by at least two-thirds (2/3) of their number, appoint sufficient people of their choice as replacement Board members until the next GM, at which GM the appointed members must resign and may be nominated for election to the Board. Registered EAPs should be notified of any such changes within Two (2) weeks and notices of the changes should also be placed on the Association's website.

9. TERMINATION OF BOARD MEMBERSHIP

9.1 Membership of the Board will terminate if a member:

9.1.1 Resigns; or

9.1.2 Dies; or

9.1.3 Becomes unfit to act or incapable of acting as a member; or

- 9.1.4 Is provisionally or finally sequestrated; or is placed under an administration order; or compounds with his/her creditors in order to obtain relief from debts owed to those creditors; or commits any act of insolvency; or
- 9.1.5 Is disqualifiable in terms of the Companies Act, from acting as a director of a company;
or
- 9.1.6 Is convicted of any offence listed in schedule 1 or schedule 2 to the Criminal Procedure Act, 1977, or any other offence involving dishonesty; or
- 9.1.7 If the Board believes, with good cause, that the removal from office of a Board member is necessary and in the best interests of the Association, the Board may adopt a resolution to remove any Board member from office, on condition that:
 - 9.1.7.1 Before any such resolution is adopted, effort has been made and documented to resolve the matter without resorting to removal of the member, except where the gravity or nature of the problem warrants a summary response;
 - 9.1.7.2 The Board member facing removal must be given a reasonable opportunity to hear and respond to the reasons for the proposed removal, and
 - 9.1.7.3 Any resolution for the removal of a Board member must be adopted by at least two-thirds (2/3) of the remaining Board members.

10. OFFICERS AND COMMITTEES OF THE BOARD

- 10.1 As appears from clause 8 above, all executive powers of the Association will vest in the Board and committees that the Board may establish, which will be entitled to act on behalf of the Association in all matters and in terms of this constitution and the Association's Rule Book. The structure of the Association is depicted in Schedule Four.
- 10.2 The Board members shall from time to time elect a Board chairperson, vice-chairperson, treasurer and secretary from among their number.
- 10.3 The Board shall establish the following committees:
 - 10.3.1 **A Registration Committee**, whose primary responsibilities are:
 - 10.3.1.1 maintaining a register of EAPs in terms of the Rule Book;
 - 10.3.1.2 deciding the outcome of applications for registration or re-registration of EAPs in terms of this constitution and the Rule Book;
 - 10.3.1.3 referring complaints received to the Professional Conduct Committee;
 - 10.3.1.4 considering possible amendments to the Code of Ethical Conduct and Practice and making recommendations through the Standards and Criteria Committee to the Board; and
 - 10.3.1.5 maintaining a roster of experienced Registered EAPs who agree to act as independent assessors and allocating assessors from this list, in the registration committee's discretion, for review of applications.
 - 10.3.2 **A Professional Conduct Committee** responsible for:
 - 10.3.2.1 responding to complaints regarding the conduct or practices of Registered EAPs or registered Candidate EAPs;

- 10.3.2.2 investigating complaints and/or conducting hearings based on the procedures outlined in the Rule Book; and
- 10.3.2.3 deciding on disciplinary measures or sanctions to be taken, where necessary, in regard to registered EAPs based on procedures outlined in the Rule Book.
- 10.3.3 A **Standards and Criteria Committee** responsible for periodically reviewing the adequacy, validity and relevance of the standards, criteria and procedures applied by the Registration, Professional Conduct and Professional Development Committees and making recommendations to the Board on:
 - 10.3.3.1 possible amendments to the Qualification Standard for Environmental Assessment Practice or components of it;
 - 10.3.3.2 amendments to criteria applied in the internal process of assessing the competence of EAPs;
 - 10.3.3.3 amendments to the Code of Ethical Conduct and Practice provided in Section 1 of the Rule Book;
 - 10.3.3.4 amendments to the criteria used by the Registration, Professional Conduct and Professional Development Committees; and
 - 10.3.3.5 the accreditation of degree programmes at institutions of higher learning that incorporate the outcomes of the Qualification Standard for Environmental Assessment Practice.
- 10.3.4 A **Professional Development Committee** responsible for creating an enabling environment for professional development and mentoring of registered Candidate EAPs and responsible for assessing the Professional Development and Skills Transfer reports of applicants for re-registration and making recommendations to the Registration Committee and where appropriate to the Board on:
 - 10.3.4.1 the adequacy of the Continuing Professional Development Reports of applicants for re-registration in terms of the criteria and weightings outlined in Sections 2 and 3 of the Rule Book;
 - 10.3.4.2 a roster of Registered EAPs who are willing to play a mentorship role for registered Candidate EAPs;
 - 10.3.4.3 improvements that could be made to the criteria, standards and procedures applied in the registration and re-registration processes; and
 - 10.3.4.4 a Transformation Charter and strategy.
- 10.3.5 A **Finance and Audit Committee** responsible for overseeing the budget and the financial performance of the Board and its activities, to enable EAPASA to function as a financially sustainable organisation and to achieve the objectives set out in this constitution; this committee also advises the Board on policy matters in relation to fees charged by EAPASA as well as ensuring that procurement policies are in line with the requirements for public-funded organisations.
- 10.4 The Board may establish other committees, including but not limited to a **Public Relations Committee** responsible for maintaining the Association's website, liaising with media and making recommendations on media and public relations guidelines and strategies to the Board in order to promote EA principles and practice.
- 10.5 The members and the chairperson of every committee will be selected and appointed by the Board from time to time in its discretion, subject to clause 10.6 in the case of the Registration Committee and Section 4 of the Rule Book in the case of the Professional Conduct Committee,

and provided that selection is made so as to ensure the required levels of competence and reliability and that all committees are representative in terms of race and gender. The Board will be entitled, at any time and in its entire discretion, to remove, replace and substitute any member or officer of any committee.

10.6 Composition of the Registration Committee: The board must ensure that:

10.6.1 The first Registration Committee is made up of at least four (4) EAPs who are members of the Board;

10.6.2 Every subsequent Registration Committee is made up of at least four (4) Registered EAPs who are members of the Board;

10.6.3 At least half the members of every Registration Committee are women, and half are black people;

10.6.4 In order to avoid doubt, it is recorded that, a Registration Committee will be properly constituted even if the Board is unable, despite reasonable efforts, to comply with the provisions of clauses 10.6.1 to 10.6.3.

10.7 Composition of the Professional Conduct Committee: This committee will consist of at least Three (3) persons selected by the Board, two of whom should be Registered EAPs and should include one black and one female Registered EAPs. The Professional Conduct Committee may be assisted by experts of its choice who will form part of the committee; provided that such experts may not exceed Two (2) in number without the approval of the Board. Assisting experts are advisory and are not voting members of the Professional Conduct Committee.

10.8 The Board shall also establish an **Appeal Board**

10.8.1 Any person affected by a decision may lodge an appeal with the Board in respect of any decision made by any committee of the Board including the Professional Conduct Committee and the Registration Committee.

10.8.2 No appeal shall be made in respect of:

10.8.2.1 a decision of the Board unless it is a decision which was delegated by the Board;

10.8.2.2 any decision or finding where a member has admitted to contravening the Code of Conduct or Rules in writing (save to the extent that any penalty or suspension imposed may be appealed);

10.8.2.3 any decision of the Appeal Board.

10.8.3 The Appeal Board shall be constituted by three Board members and, in situations where legal advice is deemed necessary by the EAPASA Board, an independent party with appropriate legal experience; appointed by the Board in its sole discretion.

10.8.4 The rules of the appeal process shall be determined and detailed in the Rule Book.

10.9 Administration

10.9.1 The Board may, in their own discretion, employ a full time or part time Registrar and other staff. The Registrar would:

10.9.1.1 Process applications and administer the registration process in such a way as to facilitate the work of the Registration Committee;

10.9.1.2 Manage the administration and bookkeeping functions;

10.9.1.3 Maintain the register and all records appropriate to the functions of the Association and its Board.

10.10 Amendments to the Rule Book: Before the Board approves any amendment to the Rule Book or criteria and procedures for admission to the Register, the Board must, whether through the Registration Committee or otherwise, solicit comments from members of the Association, as well as interested and affected members of the general public, by circulating the proposed amendments to members and placing an appropriate advertisement on the website and/or a newspaper with national circulation and/or appropriate media. A minimum of four weeks will be given for comments to reach the Board from the date of publication of the proposed changes.

11. PROCEDURE AT COMMITTEE MEETINGS

11.1 Unless the Board decides otherwise, any committee (including the Registration Committee) established by the Board may conduct its meetings and regulate its proceedings as it finds convenient, on condition that:

11.1.1 Unless the Board stipulates otherwise, the chairperson will be entitled to chair all meetings of every committee. In the absence of the chairperson, the members of the committee must elect a person to chair the meeting from their number, provided that the chairperson of each committee is always a member of the Board and a respected and experienced EAP;

11.1.2 The chairperson of a committee or the chairperson of the Board may at any time convene a meeting of a committee;

11.1.3 The quorum necessary for the transaction of any business by a committee will be One-half ($\frac{1}{2}$) of its members;

11.1.4 At meetings of a committee, each committee member will have One (1) vote;

11.1.5 The chairperson or other person who chairs the meeting will decide, in his/her entire discretion, whether a vote is taken by a show of hands or by secret ballot;

11.1.6 Questions arising at a committee meeting will be decided by a majority of votes. In the event of an equality of votes the chairperson of the committee will not have a casting vote. Should a decision not be reached, the issue will be referred to the Board for consideration;

11.1.7 Proper minutes must be kept of the proceedings of every committee, and a record of the persons present at each meeting. The minutes must be signed by the chairperson of the committee, or the other member who chairs the next meeting, and must be available at all times for inspection or copying by any member of the committee and by any member of the Board.

12. MEETINGS OF THE BOARD

12.1 Meetings of the Board may be convened at any time at the request of:

12.1.1 The Board;

12.1.2 The chairperson; or

12.1.3 Any Two (2) members of the Board.

12.2 At least two (2) Board meetings must be convened every calendar year and the Board shall also set up a schedule to process and respond to other matters, such as recommendations of the Committees and requests to appeal decisions of committees between Board meetings.

12.3 Unless the Board in its entire discretion decides otherwise, any Board meeting must be convened on not less than Fourteen (14) days written notice to all Board members, which notice must

contain an agenda stating in broad terms the business to be conducted at the meeting: on condition that, should the chairperson, having been requested to give notice of a Board meeting, fail to give it within Seven (7) days of the request, the persons requesting the meeting will be entitled themselves to give notice of and to convene the meeting. Under extraordinary circumstances where an urgent Board meeting is in the interests of the Association these conditions may be relaxed.

12.4 The Board may conduct a meeting entirely by electronic communication, or to provide for participation in a meeting by electronic communication so long as the electronic communication facility employed ordinarily enables all persons participating in that meeting to communicate concurrently with each other without an intermediary, and to participate effectively in the meeting.

12.5 Representation of Members at Board Meetings

12.5.1 Board members may attend meetings of the Board in person only, and not by proxy.

12.5.2 Only persons who have been duly elected or appointed as members of the Board in terms of this constitution will be entitled to attend meetings of the Board.

12.5.3 Members of the Board should attend all meetings of the Board but may not miss more than one meeting every year.

12.6 Resolutions and Voting

12.6.1 At all meetings of the Board, any matter put to the vote will be decided by a simple majority of votes, except where this constitution requires a Two-thirds (2/3) majority.

12.6.2 A matter put to the vote will be decided by a show of hands unless any member, before or on a show of hands, requests that the matter be decided by a secret ballot. Any secret ballot will be taken in a manner determined by the chairperson in his/her entire discretion.

12.6.3 Each Board member present at a Board meeting will be entitled to One (1) vote. The chairperson will NOT be entitled to a second or casting vote in the event of an equality of votes.

12.7 Quorum

12.7.1 A quorum constituting a meeting of the Board will be one-half ($\frac{1}{2}$) of the members.

12.7.2 If any meeting of the Board has been duly convened but no quorum is present, that meeting must be adjourned to another date, which must be at least Five (5) days later, as may be determined by the chairperson. Notice reflecting the adjournment must be given to all Board members in the manner provided for in this constitution. At the reconvened meeting, the members then present will be deemed to constitute a quorum.

12.8 Minutes

12.8.1 Proper minutes must be kept of the proceedings of every Board meeting, and a record of the persons present. The minutes must be signed by the chairperson or the other person who chairs the next meeting, and must be available at all times for inspection or copying by any Board member.

12.9 Written Resolution

12.9.1 While this would not be the routine way of taking decisions, despite anything to the contrary contained in this constitution, a resolution signed by Two-thirds (2/3) of the members of the Board will be as valid as if it had been passed at a duly convened meeting. It will not be necessary for members to sign the original resolution; signature of a true copy will be sufficient, as will be a true copy which is signed and then scanned and transmitted electronically.

13. NOTICES

- 13.1** Notice of all meetings provided for in this constitution must be delivered personally, or be sent by post, fax or e-mail to the last address or fax number provided by each member of the Association, or in any other manner which the Board decides is appropriate.
- 13.2** If a mistake is made and notice of a meeting is not given to any person entitled to it, that mistake will not invalidate the proceedings of the meeting.
- 13.3** If posted, notices will be deemed to have been received Ten (10) days after posting.

14. LEGAL STATUS

- 14.1** The Association has independent legal personality distinct from its Members, is characterised by perpetual succession and:
 - 14.1.1** May own immovable and movable property and enter into contracts in its own name; and
 - 14.1.2** May sue or be sued in its own name.
- 14.2** In order to avoid doubt, it is confirmed that, because the Association is a juristic person distinct from its Members, the debts of the Association will be its own debts and not those of its Members, except to the extent that any Member may expressly assume liability for any debt of the Association.

15. AMENDMENTS TO CONSTITUTION AND RULE BOOK, AND DISSOLUTION OF ASSOCIATION

- 15.1** The provisions of this constitution may be amended, the name of the Association may be changed, and the Association may be dissolved, by resolution of the members:
 - 15.1.1** Supported by at least Two-thirds (2/3) of the members present at a duly convened and quorate meeting of members; or
 - 15.1.2** By resolution adopted in terms of clause 7.13.
- 15.2** The provisions of the Rule Book may be amended by a resolution of the Board supported by at least Three-quarters (3/4) of the Board members present at a duly convened and quorate meeting of the Board.
- 15.3** Before the Board proposes any amendment to the constitution or the Rule Book, the Board must solicit comments from members of the Association by circulating the proposed amendments to members through appropriate media. A minimum of four weeks will be given for comments to reach the Board from the date of publication of the proposed changes.
- 15.4** Copies of such amendments to the constitution shall:
 - 15.4.1** if the Association is recognised by the Commissioner for the South African Revenue Service under section 10(1)(d) of the Income Tax Act as a tax exempt common purpose association, be sent for their records to the Commissioner for the South African Revenue Services or his authorised representative;
 - 15.4.2** if the Association is registered as a nonprofit organisation, be sent to the Directorate of Nonprofit Organisation; and
- 15.5** Insofar as this is required by section 24H of NEMA or the regulations promulgated under this section, or the terms of the appointment of the Association, copies of any amendment to constitution or the Rule book, shall be sent to the Minister.

- 15.6** When the Association is wound up or dissolved any assets remaining after all its liabilities have been met, must be transferred to another institution or institutions nominated by the members, which are:
- 15.6.1 Nonprofit;
 - 15.6.2 which have as their principal object an object similar to that of the association;
 - 15.6.3 which, if the association is exempt from income tax, donations tax and estate duty, under the relevant laws of the country is/are:
 - 15.6.3.1 another entity approved by the Commissioner in terms of section 10(1)(d); or
 - 15.6.3.2 any similar public benefit organisation, which has been approved in terms of section 30 of the Income Tax Act;
 - 15.6.3.3 any institution, board or body which is exempt from income tax in terms of section 10(1)(cA)(i) of the Income Tax Act, which has its sole or principal object the carrying on of any public benefit activity; or
 - 15.6.3.4 any department of state or administration in the national or provincial or local sphere of government of the Republic, contemplated in section 10(1)(a) of the Income Tax Act; and
 - 15.6.3.5 if the association is registered as a Nonprofit Organisation, which are themselves registered as Nonprofit Organisations.

16. LIABILITY AND INDEMNITY

- 16.1** No member will have any claim for damages or compensation (including costs) against the Association including its Board and Committees arising from or in connection with the enforcement (including the exercise and/or fulfilment of powers, rights and obligations) of this constitution (including its rules and Code of Ethical Conduct and Practice).
- 16.2** Subject to the provisions of any relevant statute, all Board members and the members of the Registration Committee, the Professional Conduct Committee, the members of any other committees of the Association, the officers and employees of the Association, will be indemnified and held harmless by the Association against all claims (whether for damages, losses, costs, charges, expenses or otherwise) for all acts done by them in good faith on its behalf; and it will be the duty of the Association to pay all costs and expenses which any such person incurs or becomes liable for as a result of any contract entered into, or act or deed done by that person in the performance in good faith of his/her duties on behalf of the Association.
- 16.3** Subject to the provisions of any relevant statute, no Board member, member of the Registration Committee, the Professional Conduct Committee, member of any other committees of the Association, officer or employees of the Association will be liable for:
- 16.3.1 The acts, receipts, omissions or defaults of any other member or office bearer, or for having joined in any receipt or other act for conformity; or
 - 16.3.2 Any loss or expense suffered by the Association through the insufficiency or deficiency of title to any property acquired by the Association; or
 - 16.3.3 The insufficiency or deficiency of any security in or on which the money of the Association may be invested; or
 - 16.3.4 Any loss or damage arising from the bankruptcy, insolvency or delictual act of any person with whom any money or securities are deposited; or

16.3.5 Any loss or damage caused in any other way, which occurs in, or in relation to, the performance of that member's or office bearer's duties,

unless it arises as a result of his/her dishonesty, or failure to exercise the degree of care, diligence and skill required by law.

THIS CONSTITUTION WAS DULY ADOPTED BY THE MEMBERS OF THE ASSOCIATION ON 23 JULY 2016.

_____,

Ms Snowy Makhudu

in her capacity as Chairperson of the Board of the Association.

SCHEDULE ONE

GENERAL INVESTMENT AND ADMINISTRATIVE POWERS

Without limiting the discretionary and specific powers set out in the preceding constitution, but subject to the limitations and qualifications set out in it, the Board will have the following general investment and administrative powers:

1. To invest the Association Funds in registered financial institutions.
2. To take over investments and assets forming the subject matter of donations made to the Association, and to retain them in the form in which they are received, or to realise (sell) them and re-invest the proceeds.
3. To realise (sell) or vary any investments from time to time forming part of the Association Funds and to re-invest the proceeds in any investments authorised by this Schedule.
4. To allow funds or monies forming part of the Association Funds to remain uninvested or in their original state of investment on acquisition by the Association.
5. To borrow on such terms and conditions as the Board decides for any of the objects of the Association; including the payment of liabilities; the making of a loan in furtherance of the Objectives of the Association; the preserving or acquiring of any assets or investments; the subscription of any shares; with powers from time to time to consent to any alteration or variation of the terms applicable thereto; and as security for any money so borrowed, the Board will be entitled to mortgage, pledge (either generally or specifically) or otherwise encumber, all or any portion of the Association Funds, in the manner and on terms and conditions as it sees fit, with the right also to replace such borrowings or security.
6. To guarantee (either free of charge or for payment) the performance of contracts or obligations of any person (including a juristic person), upon such terms and conditions, and with or without security, as the Board in its discretion sees fit; provided that any such person must be wholly or chiefly engaged in activities which further the Purpose and Objectives of the Association.
7. To exercise the voting power attached to any shares forming part of the Association Funds as the Board considers appropriate, and the Board will be entitled to enter into any arrangements it considers necessary for the liquidation, reconstruction or amalgamation of any company of whose capital the shares form a part.
8. To deal with any of the assets forming part of the Association Funds, by way of exchange, sale, lease or otherwise, and in exercising any powers of sale the Board will be entitled to cause a sale to be effected by public auction, tender or private treaty, as it considers appropriate.
9. To purchase or otherwise acquire immovable property, and in respect of any immovable property forming part of the Association Funds:
 - 9.1 To exchange, sell, lease or otherwise deal with that immovable property or any portion of it, and to grant rights or options in respect of it; to register mortgage bonds; and to maintain, repair or improve any buildings on, or forming part of, such immovable property.

- 9.2 To execute any act or deed relating to alienation, partition, exchange, transfer, mortgage, hypothecation or otherwise in any Deeds Registry, Mining Titles Office or other public office; to deal with servitudes, usufructs, limited interests or otherwise; and to make any applications, grant any consents and agree to any amendments, variations, cancellations, cessions, releases, reductions, substitutions or otherwise generally relating to any deed, bond or document and to obtain copies of any deeds, bonds or documents for any purposes and generally to do or cause to be done any act in any such Registry or office.
10. To exercise all such management and executive powers as are normally vested in the Boards of Voluntary Associations, including (but without limitation) the following:
- 10.1 To purchase or acquire in any way stock-in-trade, plant, machinery, land, buildings, agencies, shares, debentures and every other kind or description of movable and immovable property.
- 10.2 To manage, insure, sell, lease, mortgage, dispose of, give in exchange, work, develop, build on, improve, turn to account or in any way otherwise deal with the Association's undertaking or all or any part of its property and assets.
- 10.3 To apply for, purchase or by any other means acquire, protect, prolong and renew any patents, patent rights, licences, trademarks, concessions or other rights and to deal with and alienate them as provided in paragraph 10.2 of this Schedule One.
- 10.4 To open and operate banking accounts and to overdraw such accounts.
- 10.5 To make, draw, issue, execute, accept, endorse and discount promissory notes, bills of exchange and any other kind of negotiable or transferable instruments.
- 10.6 To enter into indemnities, guarantees and suretyships and to secure payment under such instruments in any way.
- 10.7 To take part in the management, supervision and control of the business or operations of any other voluntary association, trust, company or body, and to enter into partnerships.
- 10.8 To remunerate any person or persons, either in cash or otherwise, for services rendered in the establishment of the Association or in the development or carrying-on of its activities provided that no remuneration (as defined in the Fourth Schedule to the Act) shall be paid to any employee, office bearer, member or other person which is excessive, having regard to what is generally considered reasonable in the sector and in relation to the service rendered, and no person shall be economically benefitted in any way which is not consistent with the objects of the Association.
11. The Board will be entitled generally to deal with assets and investments forming part of the Association Assets in any manner it decides is proper, and to this end is hereby vested with all additional powers which are necessary to enable it to do so.
12. All powers and authority granted to the Board in terms of this Schedule may be exercised not only in the Republic but in any other part of the world.

SCHEDULE TWO

FOUNDING MEMBERS OF THE ASSOCIATION

The founding members of the Association are:

Mr Garth Barnes

Ms Amanda Britz

Ms Carmen du Toit

Mr Paul Hardcastle

Dr Richard Hill

Ms Sibusisiwe Hlela

Ms Snowy Makhudu

Mr Sibonelo Mbanjwa

Mr Khangwelo Musetsho

Mr Danie Neumann

Ms Karen Shippey

Ms Chumisa Thengwa

Mr Gerrie van Schalkwyk

The establishment of the EAPASA was supported through declarations of support signed by 802 individuals at the launch event held on 7 April 2011.

SCHEDULE THREE

INITIAL MEMBERS OF THE BOARD AS AT FEBRUARY 2012

LIST OF INITIAL BOARD MEMBERS AND THEIR QUALIFICATIONS:

Mr Garth Barnes (Dip. Marketing Management, Global Business School; BA Environmental Management, UNISA)

Ms Amanda Britz (LLB Degree, UNISA) (resigned December 2014)

Ms Carmen du Toit (BA Hons Environmental & Geographical Science UCT; HDE, UCT; MPhil Environmental Management, US)

Mr Paul Hardcastle (BSc Conservation Forestry, US; MSc Conservation Biology, UCT; BPhil Sustainable Development Planning, US)

Dr Richard Hill (BSc Eng. Civil, UCT; PhD Science, UCT)

Ms Sibusisiwe Hlela (BA, HDE, BA Hons, UKZN; BSocSci Hons, UP; MPhil Environment & Development, UKZN)

Ms Snowy Makhudu (NDip Meteorology, TUT; NHD Meteorology, TUT; Post Graduate Certificate in Local Government & Development Management, UNISA)

Mr Sibonelo Mbanjwa (AMDP, US; BPaed Science, UDW; BEd Hons, UDW; BSc Hons Environmental Monitoring and Modelling, UNISA; BSc Hons Botany, UNISA; M.Ed Environmental Education, RU; Masters in Environmental Management, UFS; MBA, RU)

Mr Khangwelo Desmond Musetsho (Bachelor of Environmental Management, UNIVEN; Master of Environmental Management, UNIVEN); Master of Business Leadership, UNISA GSBL)

Mr Danie Neumann (BSc Physiology & Genetics, UFS; BSc Hons Physiology, UFS; MSc Industrial Physiology, PUK)

Ms Karen Shippey (BSc Geology and Environmental & Geographical Science, UCT; BSc Hons Environmental & Geographical Science, UCT; MSc Environmental Management, UCT)

Ms Chumisa Thengwa (BSc Statistics & Zoology, WSU; BSc Hons Zoology, WSU; Masters in Environmental Management, UFS)

Mr Gerrie van Schalkwyk (BSc Biochemistry & Zoology, HED, Masters in Environmental Management, Dip Management Development, UFS)

SCHEDULE FOUR
INITIATING ORGANISATIONS

Associations, Councils and Institutes:

1. Association for the Advancement of Black Scientists, Engineers and Technologists (AABSET)
2. Association of Consulting Town and Regional Planners (ACTRP)
3. South African Council for the Landscape Architectural Profession (SACLAP)
4. Environmental Law Association (ELA)
5. South African Affiliate of the International Association for Impact Assessment (IAIAAsa)
6. Institute of Landscape Architects of South Africa (ILASA)
7. Institute of Waste Management (IWM)
8. The South African Association for Consulting Engineers (SAACE)
9. South African Black Technical and Allied Careers Organisation (SABTACO)
10. South African Institute of Architects (SAIA)
11. South African Institute for Civil Engineers (SAICE)
12. Southern African Institute of Ecologists and Environmental Scientists (SAIE&ES)
13. South African Planning Institute (SAPI)
14. Water Institute of Southern Africa (WISA)
15. South African Institute for Engineering and Environmental Geologists (SAIEG)
16. South African Institute for Environmental Practitioners (SAIEP)
17. South African Institute for Environmental Health (SAIEH)

National Government Departments:

18. Department of Environmental Affairs (DEA)
19. Department of Mineral Resources (DMR)
20. Department of Energy (DoE)
21. Department of Science and Technology (DST)
22. Department of Rural Development and Land Reform (DRDLR)
23. Department of Water Affairs (DWA)
24. Department of Agriculture Fisheries and Forestry (DAFF)
25. Department of Cooperative Governance (DCG)

Provincial Departments:

26. Department of Agriculture, Conservation and Environment (Gauteng)
27. Department of Agriculture, Conservation and Environmental Affairs (North West)
28. Department of Economic Affairs, Environment and Tourism (Eastern Cape)

29. Department of Finance and Economic Development (Limpopo)
30. Department of Agriculture and Environment Affairs (KwaZulu Natal)
31. Department of Tourism, Environment and Conservation (Northern Cape)
32. Department of Environmental Affairs and Development Planning (Western Cape)
33. Department of Agriculture, Conservation and Environmental Affairs (Mpumalanga)
34. Department of Tourism, Environmental and Economic Affairs (Free State)

SCHEDULE FIVE: STRUCTURE OF THE ENVIRONMENTAL ASSESSMENT PRACTITIONERS ASSOCIATION OF SA

