



**Andrew Huckbody: ESG Manager; Due diligence; Auditor.**

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## Summary

- Environmental, Social and Governance Manager with 38 years' experience across 40 countries in ESIA; ESMS; biodiversity; construction supervision; IFI standards' due diligence evaluations and advice; auditing; resettlement planning and implementation; team and department establishment and management; training; and institutional strengthening.
- Ecological surveys - terrestrial, coastal & marine habitats in temperate and tropical environments.
- Project experience includes O&G, water pipelines; refineries; electricity transmission; highways; urban development; tourism developments; railways; large scale mining, incl. iron ore & manganese.
- Design, construction and management of large-scale waste management facilities.
- 20 years on-site HSE site supervision. Completed NEBOSH National Certificate in Construction Safety and Health (final exams not taken).
- Expert in IFIs (World Bank/IFC, EU, EIB, EBRD) standards' compliance. World Bank STC staff; Environmental & Social Safeguards Expert, since 2008.
- Certified ISO 14001:2015 Lead Auditor (EMS), CQI, IRCA, IEMA.
- Managing large international teams; cross-industry experience; practical guidance; senior management executive.
- Rare experience of a combination of both Environmental and Social up-front studies right through financing and licensing, project development, construction supervision and into operations; work very effectively at any stage of project implementation.

## Education

BSc (Hons) Botany 2.1, Bangor University, 1985

**Countries:** UK, Afghanistan, Albania, Armenia, Azerbaijan, Bahrain, Bangladesh, Belgium, Belize, Bulgaria, Burkina Faso, Egypt, Georgia, Greece, Guatemala, Guyana, India, Italy, Ivory Coast, Kazakhstan, Kenya, Kyrgyz Republic, Pakistan, Poland, Qatar, Romania, Russia, Saudi Arabia, Serbia, Sierra Leone, Slovakia, Sri Lanka, St Lucia, Sweden, Switzerland, Tajikistan, Tanzania, Turkey, Turkmenistan, Uganda, Uzbekistan, Vietnam.

## Experience

**Director, E&S Manager. Huckbody Environmental. Q1 2003 to Present.**

**Environmental Expert, World Bank. March 2024 – Present.**

World Bank EIA expert for Government of Azerbaijan & World Bank financed renewable energy projects, including long distance transmission OHLs, wind, solar and hydro power and thermal power capacity expansion. Azerbaijan.

**Environmental Expert, World Bank. December 2023 – Present.**

Environmental expert inputs to Urban Development and contaminated land assessment and remediation in Ulaanbaatar, Mongolia.

**Technical Director, ESIA Wood PLC/WSP; Contract. June 2022-November 2023**

Project Director running a number of international teams undertaking >50 ESIA's, especially for NEOM, a collection of projects with a spend of >\$500 Billion. Building and training the Saudi ESIA team to deliver from zero ESIA's to over 30 ESIA's within KSA in < 1 year. Lead ISO 14001 Auditor leading on a large number of audits for construction of NEOM projects. Leading IFI conversion work for Saudi Aramco and partner projects. Based in Saudi Arabia.

**Environmental and Sustainability Manager: A465 S5&6 UK. FCC. Q2 2021 – June 2022.**

Management of all aspects of construction of 18km of D2 highway in Wales; incl. European protected species, water and waste management, extensive noise, vibration, air quality monitoring and management.

**Environmental Clerk of Works: Rail electrification. Ecovigour/Transport for Wales. Q1-2 2021.** Woodland management alongside the rail tracks, including night time working.

**Environmental Manager: Gas pipelines. G&J Engineering Ltd. Q3 2020 to 5/2021.** For a number of UK gas pipeline projects; including construction and reinstatement.

**Biodiversity Expert & Coordinator: Lokichar to Lamu Crude Oil Pipeline Project**

**(LLCOP), Kenya. Africa Oil Corp. October 2019 to Q2 2021.** Part of PPMT for Supplemental Assessment for Supplementary Lenders Information Pack (SLIP), building on the ESIA undertaken by international consultants. Issues include potential impacts and management on globally rare species incl. Hirola and Grevy's Zebra. Application of IFC PS6 Biodiversity; design of no net loss and net gain; supervision of international consultants.

**Biodiversity Coordinator: East African Crude Oil Pipeline (EACOP), Tanzania and Uganda. EACOP/TOTAL. July 2017-October 2019.** 1500km of new pipeline, AGIs and marine export terminal on the Indian Ocean coast. PS6 management, with Critical Habitat/IUCN Species ranging from Chimpanzee in Ugandan forests to Coelacanth in the Indian Ocean. ESIA management of consultants; chimpanzee research programme development and supervision; development of terrestrial and marine conservation programme including joint working with UNDP and Governments. Resident in Tanzania.

**Environmental & Social Manager: Urban Infrastructure, Vietnam. World Bank. 11/2016-6/2017.** Management of EIAs for road, pipeline, drainage infrastructure projects for 7 cities.

**Environmental & Social Manager: Hydropower, Vietnam. World Bank. 9/2016 – 11/2016.** Management of an EIA for hydropower project.

**ESMS Manager across the Trans Adriatic Pipeline (TAP) gas Pipeline Project through Greece, Albania and Italy. Switzerland. May 2015-March 2016. Technip/TAP.** Managing a team of Environmental, Social and Cultural Heritage specialists to ensure compliance to E, S, CH project and international standards.

**Corporate Environmental & Social Manager Pan African Minerals, based in Burkina Faso. April 2013 – February 2015.** Direct report to CEO. Management of E&S, ESMS, resettlement, external relations & Sustainability issues for new mining projects for the Group, including i) Tambao Manganese project in Burkina Faso with ca. 1700km of transport route

through Cote D'Ivoire; new roads, new rail and refurbishment of existing railway, new port, large scale trucking operations, and resettlement of village/houses (>2,000 people) and agriculture and extensive Social Development programmes (water supply, livelihood support) (\$10 Million); ii) Iron Ore project in Ivory Coast involving ca. 200km of new rail and a new port. iii) Uranium exploration in Niger. PAM.

**Trainer for South-South Staff Exchange to Improve Environmental Professional and Regulatory Capacity in Fragile and Conflict Situations (FCS). World Bank. July 2014.** Workshop and study tour for Environmental regulators from 20 African countries. Specialty topic 'regulation in the extractive industries'.

**Regional Environmental Assessment (REA) of the CASA-1000 Project. Environmental & Social Manager. April 2013-April 2014.** Responsible for carrying out a REA, involving electricity trading and \$900 Million of infrastructure development in Kyrgyz Republic, Tajikistan, Afghanistan and Pakistan. Extensive stakeholder engagement and community relations management. World Bank.

**African Minerals – Sierra Leone. Corporate General Manager Environment based in Sierra Leone. May 2010 – March 2013.** Direct report to CEO. Responsible for all environmental aspects for the company and the Tonkolili Iron Ore Project; large scale iron ore mining (13 Billion T, 24 km long resource, >60 year Life of Mine); 300 km of refurbished and new railway, new roads; refurbished and new ports with ship loading and dredging works; wet and dry ore processing and extensive tailings management. Established the Environmental Department of >50 staff: designed and managed ESIA's; designed and managed ESMS, compiled SOPs, Project standards & basis of design; Government, investor & community relations. Waste management involving design, procurement, construction and management of comprehensive facilities (industrial incinerators purchase, landfill, hazardous waste disposal etc); wastewater management (sewage treatment works and ponds); water resources; air; noise; dust; extensive quarries; resettlement of villages & livelihood projects implementation; Global biodiversity issues (IFC PS6, Chimpanzee, primates, camera traps, biodiversity surveys); discovered several new species to science; work with communities, livelihoods programmes (piggery, tree plantations, fuel efficient stoves etc ) for biodiversity management. African Minerals Ltd.

**Tonkolili Iron Ore Mine – Sierra Leone. Feb– May 2010. Worley Parsons.** ESHIA Programme Manager of new mine development.

**Associated gas CDM – Uzbekistan. Jan 2010. World Bank.** EIA, HSE due diligence audit of oil and gas developments, including AGI and pipelines in Uzbekistan.

**Water Supply & Sanitation – Azerbaijan. World Bank.** EIAs, EMPs; training consultants for nation-wide water and sanitation project. Nov-Jan.

**Green Investment Schemes – Poland. Nov 09-Jan 10. World Bank.** Safeguards for carbon trading under Kyoto protocol.

**Rogun Hydropower – Tajikistan. World Bank Mission: Sept 09. World Bank.** HSE due diligence audit of the construction of a hydropower facility, comprising a proposed (world's highest) dam height of 335m, a reservoir of >13km<sup>2</sup>, tunnelling, resettlement of >30,000 people and 3.6GW power production.

**Qatar-Bahrain Causeway – Qatar & Bahrain. June – Nov 09. COWI/QBCC.** Preparation of EIAs, EMP and ESMS for 40km causeway; 18km of embankments and 22 km of bridges; D2 motorway, twin high speed rail lines. Issues: Dredging impacts on coral, seagrass, marine mammals, Dugong; site surveys, H&S, sustainability. Cost >\$5 billion.

**Corridor X Highway Project – Serbia. World Bank. Apr-June 09.** Management of EIAs and EMP preparation for motorway corridors of 150km (E75 & E80). Landscape, ecological issues, extensive tunnelling.

**South West Highway – China to Russia, Kazakhstan (CAREC). World Bank. Mar 09.** Development of Resettlement Action Plan (RAP) for 1035km of highway upgrade. Report published on World Bank website.

**South West Highway – China to Russia, Kazakhstan (CAREC). World Bank. Nov 08–February 09.** Capacity building of in-country consultants. Report published on World Bank website.

**Mostorod Oil Refinery, Cairo, Egypt. Worley Parsons/Egyptian Refinery Company. April to Nov 2008.** Project Manager for ESIA for a \$3bn new oil refinery in a built up area. Managing a 40 person international team to conduct an international standard (IFC/EU) appraisal to secure financing (EIB, Korean EXIM & IFC). Air quality & noise modelling, water quality, community health & operational safety issues. Working with design teams to meet E&S and social standards; design of ESMP and contract specifications.

**Master Plan for Rostov-on Don, Russia. Jan-Apr 08. ARUP.** Environmental Advisor for large development.

**M4 Relief Road, UK. February 2008. ARUP.** Environmental Advisor for major toll motorway scheme.

**Milford Haven to Brecon Pipelines Project: Environmental Manager, UK. 7/2006-1/2008. National Grid, Capita Symonds.** Site based supervision of Contractor for 220km of 48 inch/1220mm gas pipeline; document approvals; Government Agency, National Park & NGO liaison; HSE site inspections and audits; contract compliance/assurance to ISO 14001, ESMS development and management. Pre-construction surveys through to reinstatement. Waste and water management; topsoil, specialist turfing, sensitive site and European protected species management and licensing; oil spills; fuel storage; river crossings; micro-tunnelling; HDD, trenchless crossings; reinstatement specialist; permanent/temporary erosion control. Route traverses Brecon Beacons National Park. Managed a large team.

**BTC/SCP Pipelines Project: Environmental & Social Field Manager, Georgia. 1/2003-7/2006. BP/BTC.** Site based supervision of Contractor for 250km of parallel 46 inch oil and 42 inch gas pipelines; document approvals; Government, IFI (IFC et al) & NGO liaison and audit compliance; HSE site inspections and audits; contract compliance/assurance to ISO 14001, ESMS development and management. Pre-construction surveys through to reinstatement over challenging topography; mountainous range 2400m altitude, incl. National Park. Waste management; topsoil management; rare species survey and management; oil spills; fuel storage; river crossings; HDD; trenchless crossings; reinstatement specialist/inspector (performance commended/awarded by BP); wastewater treatment & reed bed design; permanent/temporary erosion control. Extensive social compliance issues (ethnic, disadvantaged & vulnerable communities, land acquisition, community relations and resettlement, large RAP implementation). Responsible for 17 Environmental and CLO/Social staff, 5 expats. Extensive safety training, advanced safety auditing and inspection, incident investigations.

**2/1992-2/2003: Halcrow Group Ltd, Halcrow Environment. Principle Consultant**

**Georgia, Armenia, Azerbaijan, Turkmenistan: EU Advisor, NEAP 2 (8/2001 – 1/2003)** Implementation of National Environmental Action Plans & Environmental Policies. Training to the four Ministries of Environment, incl. application of economic instruments and development of legislation for the water sector. Establishing, staffing and operating four country offices with 40 staff. Organised international workshops. Client: EU TACIS.

**UK: Environmental Specialist, Water Resources (2001)**

**EIA of 65 water resources schemes and pipelines in Southern England. Client: South East, Southern Water**

**Belize: EIA Manager, Guatemala Link Road (4/2001 – 3/2002).** EIA of new road Belize to Guatemala. Socio-economic/cultural, biodiversity: rare and protected species/ecology, archaeology. Environmental Management Plan (EMP) of environmental and social impacts. Client: Government of Belize, World Bank, Kuwait Fund

**Belize: EIA Manager, Northern Highway (2001).** EIA of road refurbishment in Belize City, important issues included coastal, marine flora and fauna, large mammals etc and terrestrial ecology, drainage and water quality issues. Design of EMP. Client: Government of Belize, World Bank

**Bulgaria: Environmental Specialist, National Agricultural Development Plan (2001)** EIA for national agricultural development plan/piped irrigation sector. Client: Ministry of Agriculture, EU SAPARD.

**St Lucia: EIA Manager, Hewanorra Airport flood Protection (2000)**

EIA flood alleviation/ coastal defence; incl. tourism and ecology issues; coral, sea grass and marine mammals. Client: Government of St Lucia & World Bank.

**Sri Lanka: Environmental Specialist, Negombo Water PSP (2000)** Legislation, EIA, infrastructure, pipelines of Private Sector Participation in water sector. Client: Government of Sri Lanka

**Qatar: EIA Manager, Mesaieed Port (2000)** EIA/oil spill contingency plan, for new berth and product pipelines in Mesaieed port, incl. auditing of exiting infrastructure and operations & ecological surveys; coral and sea grass. Client: Qatar General Petroleum Company

**Romania: Craiova – Drobeta Turnu Severin, Road, EIA (2000)** EIA for 100km of national road. Client: National Administration of Roads, EU ISPA/Phare

**Qatar: Halul Harbour (2000)** Oil Spill Contingency Plan for pipelines and oil service port; coastal sensitivity; coral and sea grass surveys/mapping. Client: Qatar General Petroleum Company.

**Russia: EIA Manager, Krasnodar Dam (2000)** Manager of EIA for renovation of this large multipurpose dam & irrigation infrastructure; Ministerial and Government Agency interface. Client: EU TACIS.

**Guyana: SEA/Environmental Specialist, National Water Policy (2000)** Development of a National Water Policy and pipeline infrastructure for Guyana. Client: DFID, KPMG.

**UK: Portobello WTW (1999)** Environmental assessment of proposals for wastewater treatment works and extensive new pipelines; preparation of evidence for Public Enquiry. Client: Southern Water Services Ltd.

**Bangladesh: EIA Specialist, Bhairab Bridge Project (1999-2001)** EIA and Environmental Management Action Plan (EMAP) production and implementation for new highway over the Meghna River. Construction damage, relocation of properties HSE management. Client: Roads and Highways Department, GOB, DFID.

**Georgia, Turkey: Wetland Team Leader, EU Tacis Black Sea Environmental Programme (1998-2000)** Client: EU TACIS, ICWS. Biodiversity/Environmental Management Training and institutional development of Ministry of Environment; establishment of a Regional Centre for Biodiversity covering the entire Black Sea and the

riparian countries; Red Data Book development; primary author of the Black Sea Biodiversity Strategy.

**Sweden & UK: Phare: Environment Specialist, DISAE – Development of Implementation Strategies for Approximation in the Environment (1998) Client: EU TACIS.** Handbook preparation on implementation of EU legislation for countries joining the EU. Interviews with Govt departments on their experience in harmonising with EU legislation.

**Poland: EU: Strategic Evaluation of the Polish Motorway Network (1994) EU Representative/Environmental expert** on tender evaluation for award of civil engineer. Client EU TACIS.

**Slovakia: Strategy for Sustainable Forestry Management within EU Approximation Countries (1994/5)** EU Environmental expert for development of a strategy for sustainable forestry within the NIS. Client EU.

**Bangladesh: Environmental Management Advisor, Jamuna Multipurpose Bridge Project (1996-98)** Senior advisor for EMAP, \$6 million, sustainable poverty alleviation manager; resettlement advisor. Development & management of aquaculture, forestation, health education & agriculture, incl. setting up micro-credit. Contractor compliance site supervision, ESMS, auditing, risk assessment and contract management. Extensive dredging, piling, in-river works. Enforced resettlement of >100,000 persons. Highway > \$1Billion. Client: Government of Bangladesh; World Bank, ADB, OECF.

**UK: Environmental Coordinator, A487 Fishguard to Bangor Trunk Road,** Porthmadog/Minffordd and Tremadog Bypasses (1993-1995)

**Manager of the EIA and ES; 5.3km of new highway and bridge over the Glaslyn Estuary** SSSI, adjacent to Snowdonia National Park. EMP for scheme. Main ecologist. Client: Welsh Office.

**UK: Dty. Project Manager, R & D Environment Agency (NRA) Highway Runoff Treatment Systems (1994-1998)** Designed surface and sub-surface flow vegetative treatment systems & reed beds for motorway runoff to reduce effects on receiving waters, EA publication. Client EA.

**UK: Specialist, Mine Water Treatment, South Wales (1995)** Designed treatment systems for ferruginous (iron rich) mine waters. Client Coal Board.

**UK: Coastal defence, managed retreat, East Coast 1994-1996)** Designed managed retreat, set back areas to re-convert land to inter-tidal habitat as part of integrated coastal defence research strategy. Client: Environment Agency.

**UK: Resident Manager, Marine Environmental Survey (1993-1994)** Seconded to Environment Agency, to manage contract for beach nourishment in Lincolnshire. Nationally important fishery; extensive marine surveys, incl. fish/crustacean trapping, ROV & EIA. Client: EA

**Qatar: Doha Coastal Management Plan (1993)** Coastal Zone Management Plan; surveying reef condition and mapping, fisheries evaluations. Qatar Govt.

**UK: EIA Manager, Flood Defence Projects (1991-1995)** EIA manager of numerous flood/coastal defence projects, including Severn, Humber Estuary and strategic flood defences (SEA) for the Norfolk Broads Scheme. Extensive coastal/marine ecological and tourism evaluations. Client NRA/EA.

**UK: Environmental Site Representative, Wastewater pipelines and outfalls (1991-1993)** EIAs/planning application for wastewater treatment works (WwTWs), pipelines & long sea

outfalls. Construction supervision of contractor; pipeline construction/stringing site reinstatement, incl. sensitive coastal areas. Client: North West Water.

**UK: Ecologist/EIA, M4, M25 and M40 Motorway Widening (1992-1994)** For three motorway projects, ecological evaluation. Projects included feasibility of habitats/ species translocation and road run-off treatment. Designed reed beds for run-off, including design, species selection, and monitoring. Client: Department of Transport/ Highways Agency.

**1990-1992: Field Studies Council Research Centre, Oil Pollution Research Unit UK: Manager, Environmental Assessment Department** EIA Manager; offshore oil licensing, pipeline construction; marina developments; sensitivity mapping of coastal habitats, oil spill clean-up; oil spill contingency planning. Member of international oil spill response team for major oil company. Experience of offshore drilling monitoring, marine sampling and surveying, grab sampling, underwater video and mapping.

**UK: Project Manager, England and Wales** EIAs of over 320km of the coastal zone of England and Wales for oil exploration licenses. Included design and production of a professional aerial video film covering 160km of coastline. Clients: Mobil, Hamilton Oil Company.

**UK: Project Manager, North Wales** Research, compilation, design and production of two publications detailing the environmental status of Caernarfon and Cardigan Bays for offshore exploration licenses. Client: Hamilton Oil Company Ltd.

**UK: English South Coast** Designing and re-vegetation for saltmarsh affected by Fawley oil refinery discharge. Conducted monitoring using aerial photography. Client: Esso.

**Freelance Ecological Consultant (1989-1990)** Housing development, waste management, mineral extraction, pipelines, road and bridges.

**Nature Conservancy Council (NCC) UK: Scientific Officer, Greater Manchester and Merseyside (1988-1989)**

**Shropshire Wildlife Trust (1987-1988): UK: Supervisor, South Shropshire Countryside Management Project**

**Telford Development Corporation (1987): UK: Ecologist, Nature Conservation Project**

**UK: Ludlow Museum Staff Member (1986-1987): Running Shropshire Biological Records Centre.**

## **Publications**

Range of publications for private sector and Government clients incl. two published books: Environmental status of Welsh coast and North West England - for offshore oil development (Hamilton Oil Company). Author of the international publication: Black Sea Biodiversity Strategy, a multi-country protocol. Implementation of the EC freshwater Fish Directive, Water Quality requirements, Water Quality Series number 20, NRA, 1994; EC Shellfish Directive, Water Quality Series No. 16, NRA, 1994. Aspects of water management in the Caucasus, paper presented at the OSCE 10th Economic Forum, OSCE, Baku, Azerbaijan 2002. Author of ESIA and RAP reports published on World Bank website, 2009.