



Gwilym John Howes

Principal Risk Engineer

Gwilym joined our team at IMIU as Principal Risk Engineer in 2007 and has proven to be a great asset. He has an extensive background within the mining industry which is invaluable to our work. He has had 16 years experience in deep level, hard rock mining, predominantly in the supervision and management of production. His previous appointment was as Managing Director of Botswana's largest mining and industrial risk consultancy.

On IMIU's behalf, he has surveyed mining properties throughout Africa, Australia, North, South and Central America, producing risk reports for use in underwriting, and providing risk control advice to our clients. His approach to risk management is an integrative one. He favours a "big picture" strategy in identifying risk, and in formulating mitigating measures that are both innovative and multi faceted.

Gwilym was educated in Kimberley, South Africa. He trained originally as a Learner Official (Mining) with JCI Ltd and progressed through the ranks at Randfontein Estates Gold Mining Company Ltd, Western Areas Gold Mine, Western Deep Levels Ltd and Impala Platinum Mines. During his years at Western Areas Gold Mine he served as a member of the Mine's Rescue (Proto) team.

Gwilym was later employed in the position of Mining Engineer: Marketing, with Bateman Mining. He served as Project Manager on a base metal mining venture in the Eastern Transvaal, South Africa.

Gwilym was subsequently employed in the Insurance and Risk Management field for 15 years. He was Divisional Director in the Mining Division of Marsh Risk Consulting, Johannesburg, and then serves as General Manager and Managing Director of Aon Risk Management (Botswana), during which time he held the parallel role of Chairman of the Aon African Risk Managers' Forum.

In these positions, he coordinated risk management activities inter alia on the JCI, AngloGold, Anglocoal, De Beers, Namdeb and Debswana mining accounts. Gwilym consulted to a wide variety of mining and industrial clients in countries as diverse as the United States, South Africa, Botswana, Namibia, Mozambique, Angola, Zimbabwe and Uganda. He participated as technical consultant for large corporate clients on visits to the underwriting markets of Europe, the United Kingdom and Bermuda.



Gwilym has a strong interest in risk management and operational development and strategy. He firmly believes that excellence in all spheres of the operation may be better attained by positively influencing human attitude and behaviour, rather than by limiting the initiative to attempts to alter physical conditions. His MBA thesis dealt with the efficacy of performance-based remuneration incentives as motivators of managers and supervisors.

He was invited to present a paper based upon this thesis at the Southern Africa Institute for **Management Scientists (SAIMS) 2000 Conference**, whose theme was "Africa's Century: Challenges for Management and Leadership".

In February 2004, Gwilym **addressed the International Mining Industry Indaba** held in Cape Town on the topic: "Selecting the Optimal Risk Management Philosophy for Your Organisation", and in February 2005 he spoke on: "Risk Management in Mining Projects" in the same forum.

He sees Change Management and corporate agility as the primary avenues by which competitive advantage will be built and leveraged by the market leaders of the new millennium. Gwilym has a keen understanding of the unique challenges inherent in mining operations, an insight which stands him in good stead for his current role with IMIU.

Awards & Qualifications

- Masters Degree in Business Administration (MBA) - University of Wales.
- Mine Manager's Government Certificate of Competency in Metalliferous Mining, South Africa
- Advanced Certificate from the Fire Protection Association of Southern Africa
- Holder of the Intermediate Certificate of the Insurance Institute of South Africa (IISA)
- Former winner of the Impala Platinum Production Mine Overseer's Safety and Productivity Shield.
- Certificate in Fire Investigation - Institution of Fire Engineers (UK)

Professional Memberships

- Member of the South African Institute of Mining and Metallurgy
- Member of the Institute of Risk Managers (SA) (IRMSA)

Gwilym is married and very much a family man. He has a number of hobbies and interests but invariably they are linked to a combustion engine!