

# Management



In addition to EXCOM, various committees, of which Implats' executives and senior management are members, oversee all aspects of the company's business and its day-to-day operations.

# Management



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## EXCOM

*(Day-to-day management of group operations)*

**1. David Brown**

Chief Executive Officer

**2. Jon Andrews**

Group Executive: SHEQ

**3. Brenda Berlin**

Group Executive: Commercial

**4. Shadwick Bessit**

Executive Director: Growth Projects

**5. Paul Dunne**

Group Executive: Operations

**6. Dawn Earp**

Executive Director: Finance

**7. Derek Engelbrecht**

Group Executive: Marketing

**8. Paul Finney**

Group Executive: Refining

**9. Alex Mhembere**

Chief Executive Officer: Zimplats

**10. Les Paton**

Executive Director: Mineral Resource Management and Mining Operations

**11. Johan Theron**

Group Executive: People

## Permanent invitees

**12. Bob Gilmour**

Group Executive: Corporate Relations

**13. Paul Skivington**

Group Executive: Strategy and Risk

## Treasury Committee

*(Conversion of foreign exchange proceeds to rands and hedging metal sales)*

**Warren Adams**

Group Treasurer

**David Brown**

Chief Executive Officer

**Dawn Earp**

Executive Director: Finance

**Derek Engelbrecht**

Group Executive: Marketing



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## Risk Management Committee

*(Enterprise risk management)*

**Jon Andrews**

Group Executive: SHEQ

**Shadwick Bessit**

Executive Director: Growth Projects

**Paul Dunne**

Group Executive: Operations

**Dawn Earp**

Executive Director: Finance

**Paul Finney**

Group Executive: Refining

**Nonhlanhla Mgadza**

Group Head: Internal Audit

**Alex Mhembere**

Chief Executive Officer: Zimplats

**Reshma Ramkumar**

Group Risk Analyst

**Paul Skivington**

Group Executive: Strategy and Risk

**Johan Theron**

Group Executive: People

**Avanthi Parboosing**

Group Secretary

## GROWCO

*(Growth and capital delivery)*

**Brenda Berlin**

Group Executive: Commercial

**Chris McDowell**

Group Executive: New Business

**Derek Engelbrecht**

Group Executive: Marketing

**Martyn Fox**

Group Executive: Technical Support

**Rob Dey**

Group Executive: Projects

**Shadwick Bessit**

Executive Director: Growth Projects

**Seef Vermaak**

Group Executive: Mineral Resource Management

## PEOPLECO

*(Managing and developing people and communities)*

**Colin Smith**

Group Talent Manager

**Humphrey Oliphant**

Group Employee Relations Manager



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**Johan Theron**

Group Executive: People

**Johanna Tau**

Group Stakeholder Manager

**Karen Otto**

Group Reward Manager

**Pierre Lourens**

Group Sustainable Development Manager

## FINCO

*(Support, protection and service functions)*

**Dawn Earp**

Executive Director: Finance

**Nonhlanhla Mgadza**

Group Head: Internal Audit

**Francois Naude**

Group Executive: Financial Control

**Avanthi Parboosing**

Group Secretary

**John Strauss**

Group Executive: Shared Services

**Leon van Schalkwyk**

Group Strategic Finance Manager

**Stefanie Vivier**

Group Legal Services Manager

## OPCO

*(Delivery through effective safety, cost and production leadership)*

**Jon Andrews**

Group Executive: SHEQ

**Paul Dunne**

Group Executive: Operations

**Paul Finney**

Group Executive: Refining

**Tinus Gericke**

General Manager: Technical Services

**Sean Graham**

General Manager: Processing

**Jacques van Schalkwyk**

Management Accounting Manager:  
Operations

**Les Paton**

Executive director: Mineral Resource  
Management and mining operations