



HATS Consulting Pty. Ltd.

Company Profile

2025



**Rational and
defensible dam
safety management**

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ABOUT HATS

HATS Consulting Pty Ltd is a privately owned Australian consultancy founded in April 2020 with the mission of providing unparalleled quality of mine tailings and water dams consultancy services. We operate with honesty and integrity and we deliver on our commitments. Our directors and employees share common values and uphold our company codes of conduct. Core to our approach is achieving a true understanding of our clients objectives, obligations and challenges, to inform our delivery of effective solutions and meaningful outcomes.

Our dams, tailings and engineering geology team are supported by our trusted multidisciplinary sub consultants to provide the full suite of dams and tailings services – from options studies to detailed design.

Our people are located in Perth, Western Australia, and Hobart, Tasmania, delivering the following services for our water and mining clients across the country and around the globe:

- Studies and design, with a focus on identifying opportunities at early project stages.
- Engineer of Record services for tailings storage facilities.
- Audits and reviews, including dam safety reviews, and all levels of surveillance reviews, in accordance with relevant guidance (such as ANCOLD, CDA and DMIRS).
- Independent design reviews and technical review board services.
- Risk assessment and management, utilising the licenced "RAMP" platform.
- Integrated solutions for tailings storage facilities, adopting a holistic approach considering the overall mine operations.
- Engineering geology services across all project types.
- Geotechnical site investigations, site characterisation and ground model development.

HOW WE OPERATE

OUR MISSION

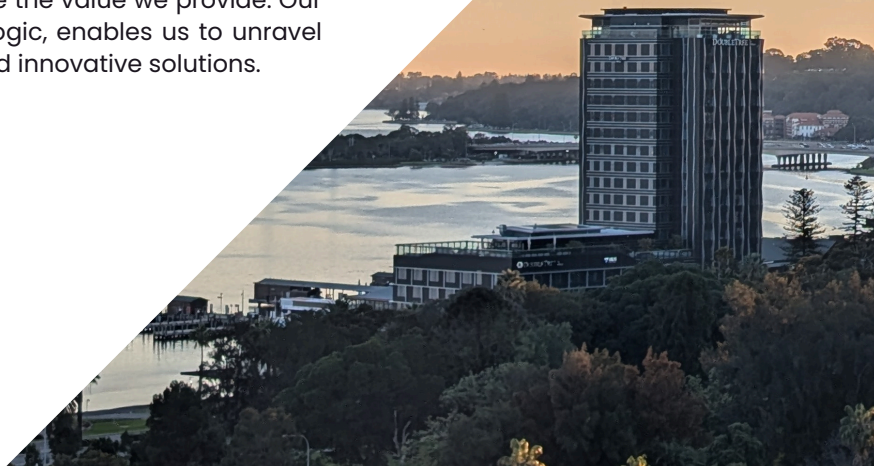
Our mission is to assist tailings and water storage facility owners to achieve responsible design, operation and management to reduce risks to the environment and society in a financially sustainable manner. As consultants of choice, we choose to work with owners striving for responsible tailings and water storage facility management regardless of location or the perceived risks.

OUR VALUES

We operate with integrity and honesty and we deliver on our commitments. Our personal beliefs and industry experience have shaped these core values which we take seriously in the management and operation of HATS and the delivery of our services.

OUR APPROACH

We approach every engagement the same way, by seeking to understand our client's challenges and finding the most efficient and effective way to meet their objectives. We aim to be engaged at the earliest possible stage of a project to maximise the value we provide. Our approach, anchored in honesty, reason and logic, enables us to unravel perceived complexities and find defensible and innovative solutions.





OUR SERVICES

STUDIES AND DESIGN

From concept to execution, our studies are delivered with the aim of providing a fit-for-purpose and technically sound design that reduces risk and cost. Our approach to tailings and water dam studies and design provides unparalleled technical value and project service to our clients.

ENGINEER OF RECORD SERVICES

The EoR is a key role in tailings management with an overarching responsibility for the design, construction and operation of a TSF. We believe an effective EoR can reduce the risks throughout the life of a TSF by decreasing the likelihood and consequences of failure through risk informed management as outlined in the GISTM. We have a proven track record in providing EoR services for multiple TSFs across multiple jurisdictions.

AUDITS AND REVIEWS

Our comprehensive reviews and audits provide valuable and realistic advice and recommendations to assist our clients in addressing deficiencies and achieving efficiencies for their assets. We complete audits and reviews in accordance with national and international guidelines (e.g. ANCOLD and CDA) and assist our mining clients with GISTM compliance and audits for their tailings storages.

INDEPENDENT REVIEW AND ITRB SERVICES

From design projects to organisational management and governance, our independent technical design review and ITRB services aim to identify risks and opportunities and develop practical recommendations for the benefit of our clients.



OUR SERVICES

RISK ASSESSMENT AND MANAGEMENT

We complete risk assessments for single assets and portfolios and develop risk management strategies for our clients to reduce risks and meet their obligations. Our unique, efficient and transparent approach benefits from the use of our licensed RAMP system.

INTEGRATED TAILINGS SOLUTIONS

Integrated tailings solutions consider the whole mining and processing operation to identify opportunities at and upstream of the tailings facility that reduce overall risk and cost for the whole mining operation from concept through to closure. In applying these principles, we have achieved significant cost savings for our clients on several projects.

ENGINEERING GEOLOGY

The Engineering Geologist plays a key role in the planning and review of tailings storages and water dams. The involvement of the Engineering Geologist, particularly at the early conceptual stages of a project, can significantly reduce the risks and costs throughout all life stages of a tailings or water dam project.

GEOTECHNICAL SITE INVESTIGATIONS

We plan, complete and report on geotechnical site investigations for TSFs, water dams and other civil assets such as landforms, road and rail. We believe it imperative that engineering personnel appreciate the fundamentals of soil and rock logging when undertaking design and analyses, and therefore support the training and development of all of our technical staff in this field, led by our Principal Engineering Geologist.



MEET OUR TEAM



Jiri Herza

Director and Principal Consultant

Jiri is a dams and tailings specialist with over 22 years of international experience in various areas of dams, tailings, hydropower, mine waste and geotechnical engineering, providing leadership in all aspects of dam engineering. Jiri has completed design and review projects in Africa, Asia, Australia, Europe and South America. Jiri is also an independent reviewer and auditor of mining projects.



James Thorp

Director and Principal Consultant

James is a dams and tailings engineer with over 17 years of experience in investigation, design, project management and construction management of water and tailings dam projects. James has been an independent review team member and carried out a number of reviews and audits of tailings storage facilities in Western Australia and Indonesia.



Ryan Singh

Director and Senior Consultant

Ryan is a dams and tailings engineer specializing in tailings and water dams with over 13 years of experience in consultancy and working for asset owners, with project experience in Australia, Africa, Europe and Asia. Ryan has been responsible for the successful delivery of many projects including long-term planning through to concept and detailed design and onsite construction support.



MEET OUR TEAM



Julia Bota

Principal Engineering Geologist

Julia is an engineering geologist and Fellow of the Geological Society of London with over 20 years of experience in engineering geology and geotechnical engineering. Julia's experience was gained through contracting and consulting on various types of projects within Australia, the UK and overseas. Julia is passionate about health and safety improvement, and providing support and training to others.



Ben Cook

Consultant

Ben is a civil engineer with over 6 years of experience working for asset owners and in consultancy, undertaking asset monitoring and management and water and tailings dams analyses. Ben has been a HATS team member since joining as our first employee in November 2020 and has since provided valuable contribution to several tailings and water dam studies and design reviews, and the development of RAMP.



Monika Herza

Office Manager

Monika manages the HATS Perth office, has a Masters of Economics and several years of experience in business management. Monika is the accounts and finance manager and assists with running the day-to-day operations of HATS.



MEET OUR TEAM



Robert Wark

Senior Principal Advisor

Robert (Bob) is an Honorary Lifetime Member of Australian National Committee on Large Dams (ANCOLD) with over five decades of experience in the design and construction of large dams in Australia, including work on large water supply and irrigation projects. Most notably, Bob's work on the Ord irrigation scheme in northern Western Australia since the 1960s has established him as the recognised authority on the Ord River Dam and the irrigation distribution system.



Samantha Wongsodihardjo

Junior Consultant

Samantha is a graduate Data Scientist who commenced work with HATS in August 2023. She has completed internships as a data analyst which allowed her to get industry experience managing and processing large amounts of data. She has demonstrated experience in the use of various software with statistical applications such as R, Python, MySQL, and Power BI. Samantha has assisted with consulting projects and developed HATS' in house project management software.



GET IN TOUCH

Please reach out to discuss how HATS can assist with your operations, asset or project.

Engage with us at the earliest possible stage of your project to maximise the value we provide.



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