

Moving beyond philanthropic corporate social responsibility: Organizing and investing in small-scale mining cooperatives

NEFERTARI
MINING PROJECTS

Vision

- Build bridges between small-scale mining cooperatives and major mining companies
- Conceptualize and implement a unique business solution that resolves problems of majors and of small-scale mining cooperatives
- Create a relevant and operational action plan that will turn artisanal and small-scale mining into an active corporate investment
- Promote a program that repairs the problematic image of major mining companies
- Organize small-scale mining cooperative into a major source of revenue for rural communities
- Enable economic development of a self-sufficient community around a small-scale mining project

Challenges faced by majors and their CSR policies

MAJOR MINING COMPANIES	TRADITIONAL CSR POLICIES
Image issues	Investments in infrastructure (Schools, roads, hospitals, etc.)
Theft from local communities	
Environmental degradation	Investments in building social capital (Family planning, information on HIV prevention, etc.)
Lack of interest in leaving a legacy	
Lack of understanding of local customs	Investments in building human capital (Providing education, training, skills, etc.)
Human rights abuses	

Challenges faced by small-scale mining cooperatives and their solutions

SMALL-SCALE MINING COOPERATIVES	TRADITIONAL SMALL-SCALE POLICIES
Low selling price of gold	Miners who comply with the Fairtrade Standard receive a premium on top of the guaranteed minimum price for their gold (Fairtrade Gold and Precious Metals)
Environmental degradation	Explore innovative market-based approaches to enable the transition away from mercury (UNEP)
Lack of education	Informing and advising on local, national, regional, and international policy as it pertains to ASGM (AGC)
Lack of financing	Financial solutions provided by NGOs
Lack of technical skills	Developing training modules that can be easily adapted & tested project management framework (UNIDO)



The Kane Mentorship Program

The Kane Mentorship Program is a business solution that facilitates mining companies (mentors) moving beyond philanthropic corporate social responsibility by mentoring cooperatives (mentees)



A successful mentoring relationship

The keys of establishing a successful mentorship relationship include:

- Creating a relationship of trust
- Clearly defining the roles and responsibilities
- Using open and supportive communication

The Kane Mentorship Program

Mentoring Program Participants

- Mentee Characteristics
- Mentor Characteristics

Mentoring Training Program

- Transfer of Management Skills
- Financing Solutions
- Transfer of Technical Skills

Mentoring Evaluation Program

- Formal Metrics (Skills Achieved & Goals Completed)
- Feedback Sessions

Mentoring Program Participants

CHARACTERISTICS

COOPERATIVE	MAJOR
Individual miners organized in cooperatives	Hold operations in developing countries
Articles of Incorporation made available	Spend about \$300,000 on community development and CSR
Mining claims updated	Unify CSR and community programs in one major project

Mentoring Training Program: Transfer of Management Skills

Project Management

- Initiating
- Planning
- Executing
- Monitoring and controlling
- Closing

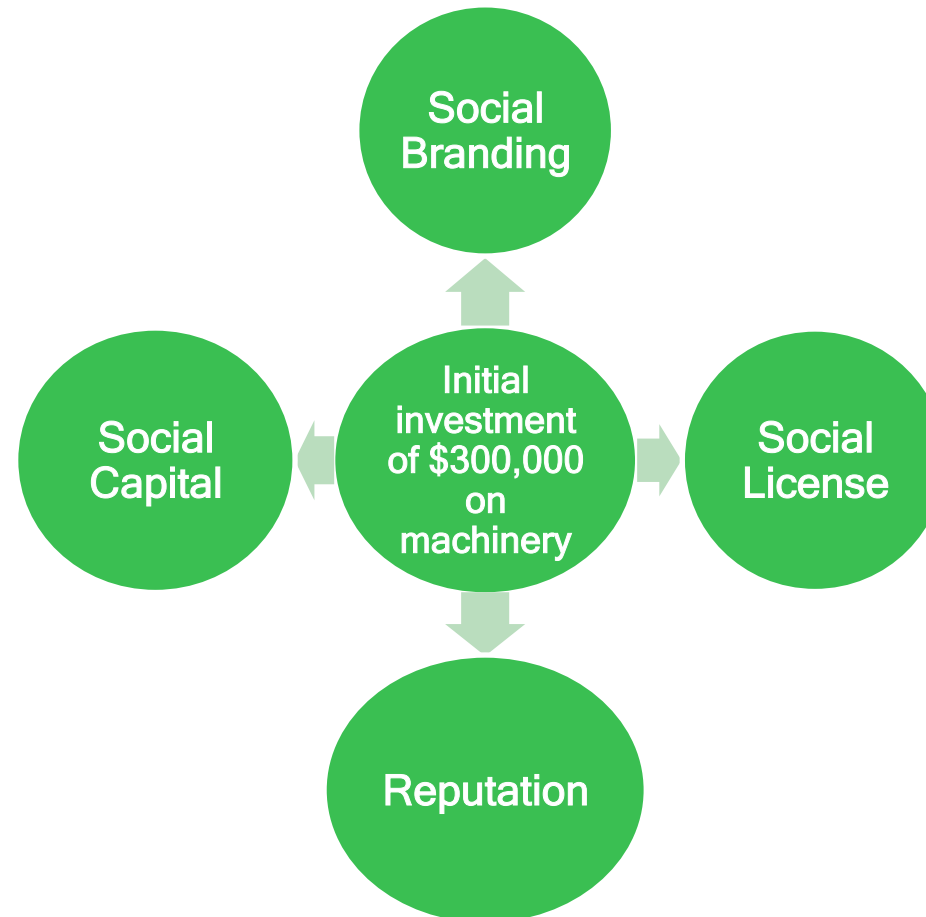
Leadership

- Creating an inspiring vision for the future
- Motivating and inspiring people
- Managing delivery of the vision

Communication

- Communicating to key stakeholders
- Interacting with others to accomplish goals
- Negotiating effectively

Mentoring Training Program: Provide initial capital

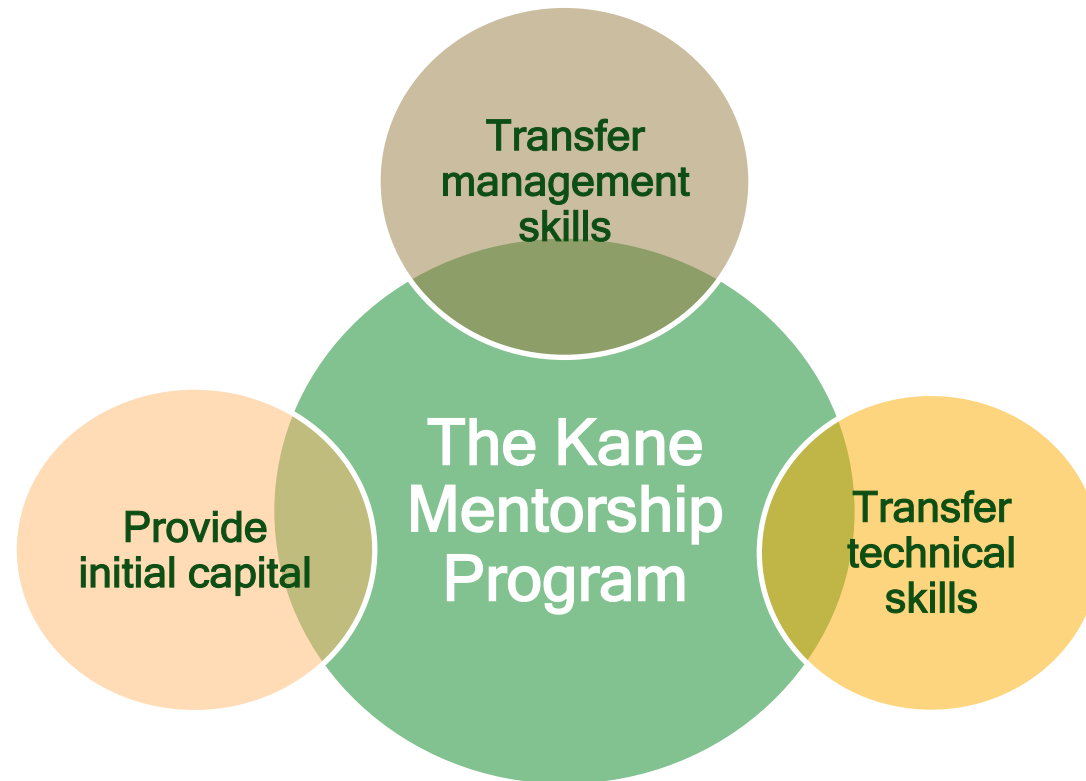




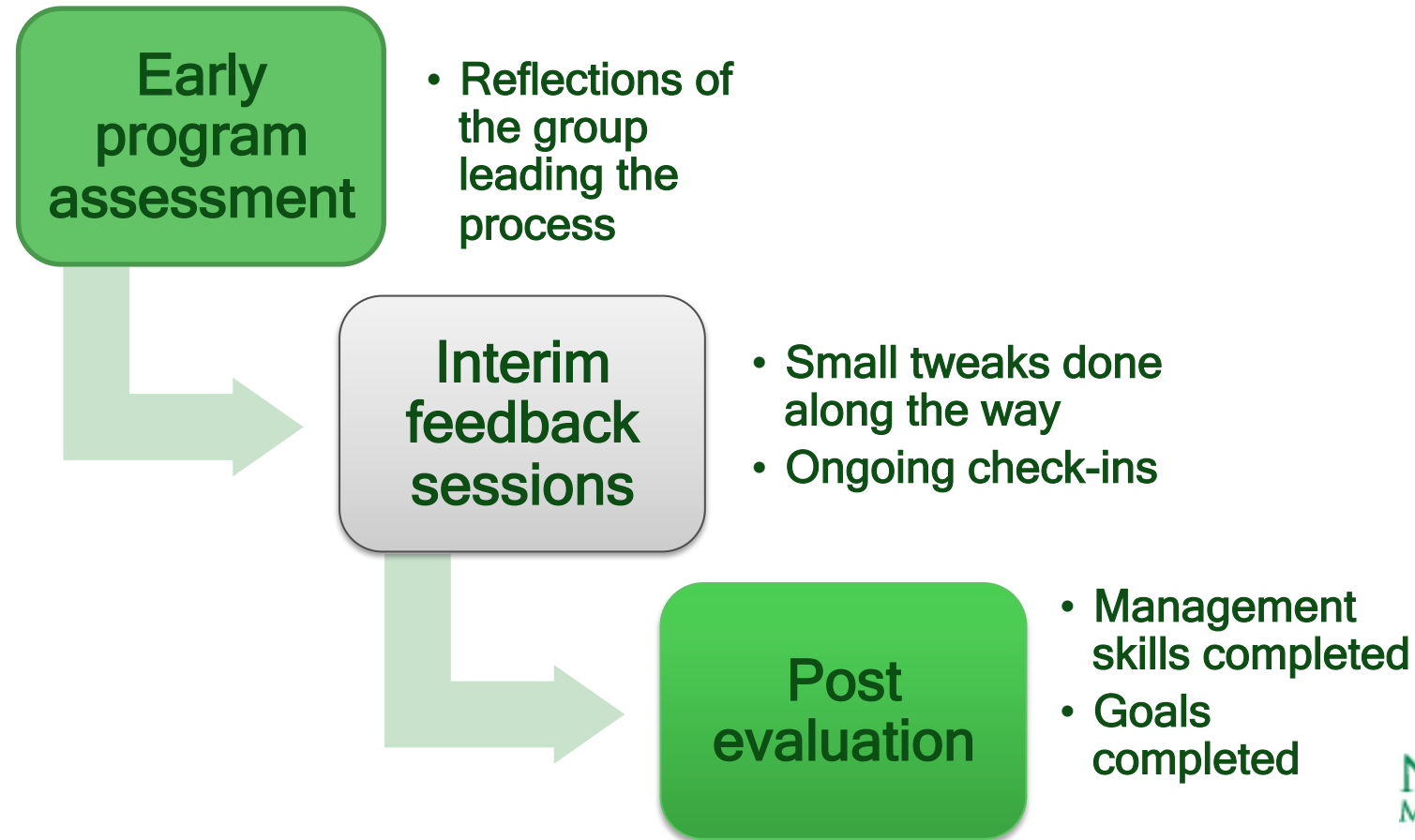
Mentoring Training Program: Transfer of Technical Skills

- Conceptualize and implement an efficient production process for small-scale activities
- Provide training and technical advice
- Management of environmental measures
- Raise awareness about health and work safety

Mentoring Training Program



Mentoring Evaluation Program



Action Plan and Time Line

MANAGEMENT SKILLS	PROJECT MANAGEMENT			LEADERSHIP			COMMUNICATION					
	1Q			2Q			3Q			4Q		
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
PRELIMINARY ASSESSMENT												
ADMINISTRATIVE SETUP												
SITE PREPARATION												
PRODUCTION												

What does success look like for each participant?

MENTORS (MAJOR)	MENTEES (COOPERATIVE)
Gain control of prospective areas that could lead to bigger projects	Become a properly run business
Marketing advantage to be gained from successful relationship with ASM cooperative	Gain business skills that are transferrable to other sectors
Increase likelihood of being asked to do business with governments who are accountable to their citizens	Access mainstream of economic life

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THANK YOU!