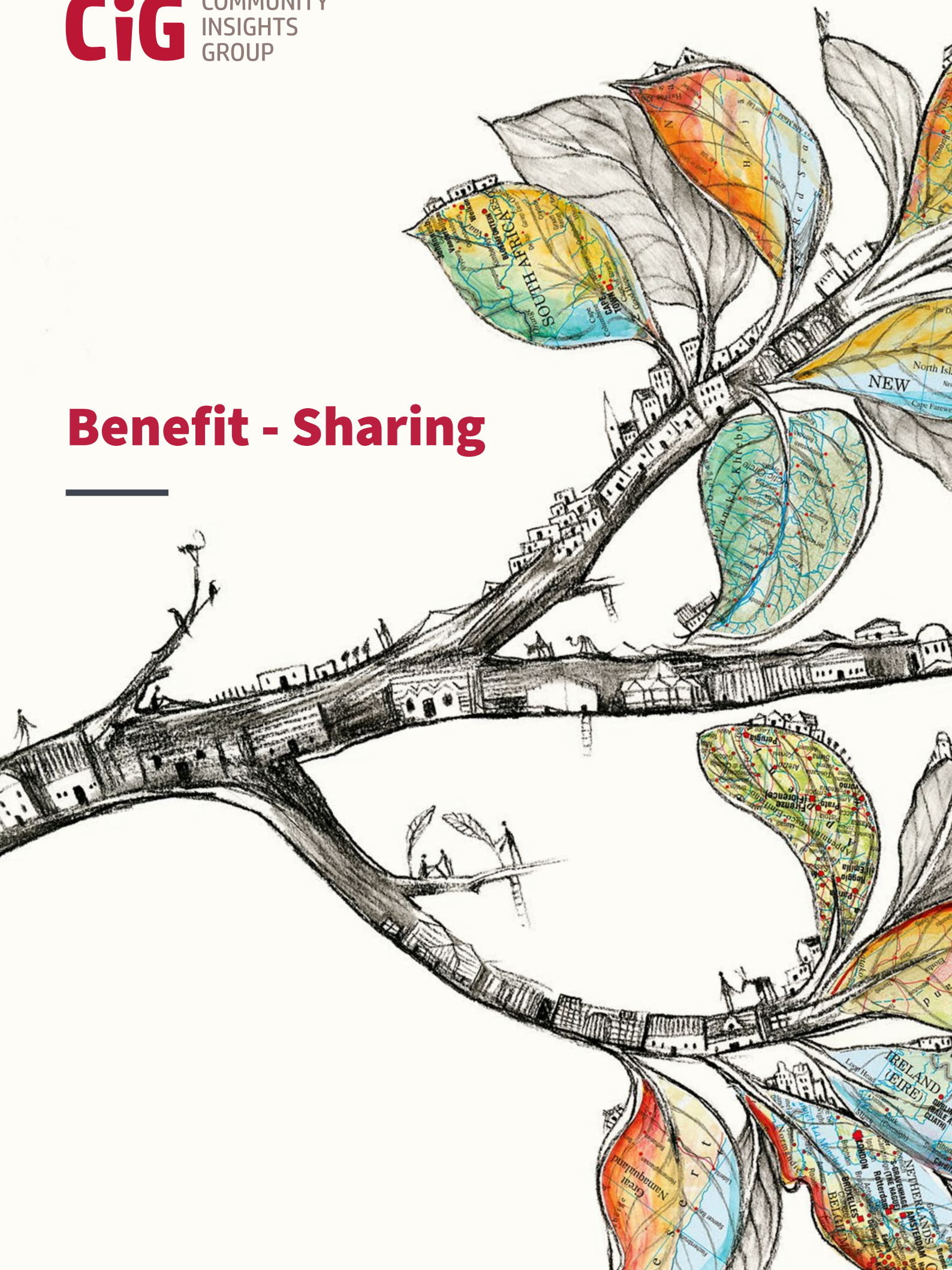


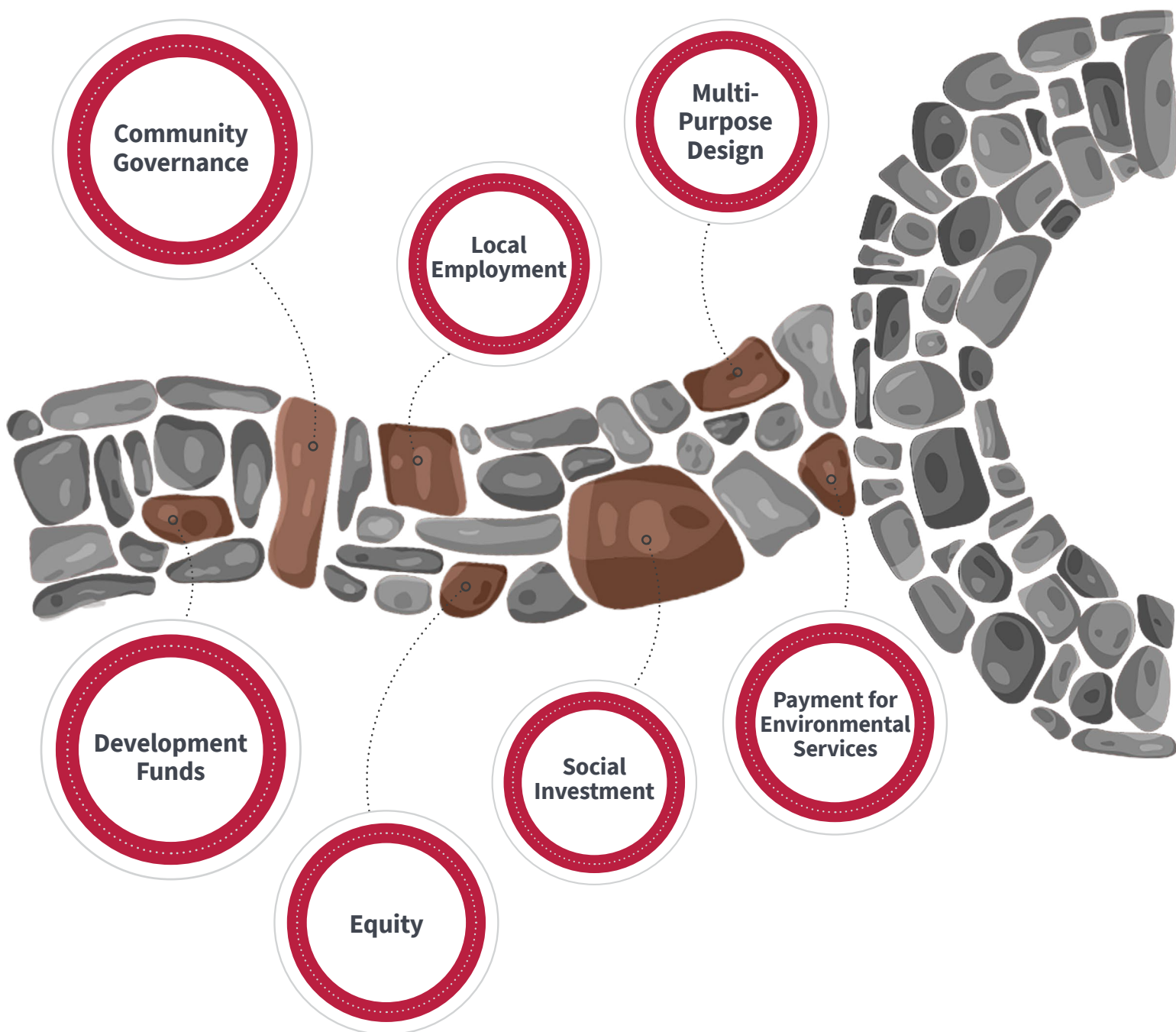
Benefit - Sharing



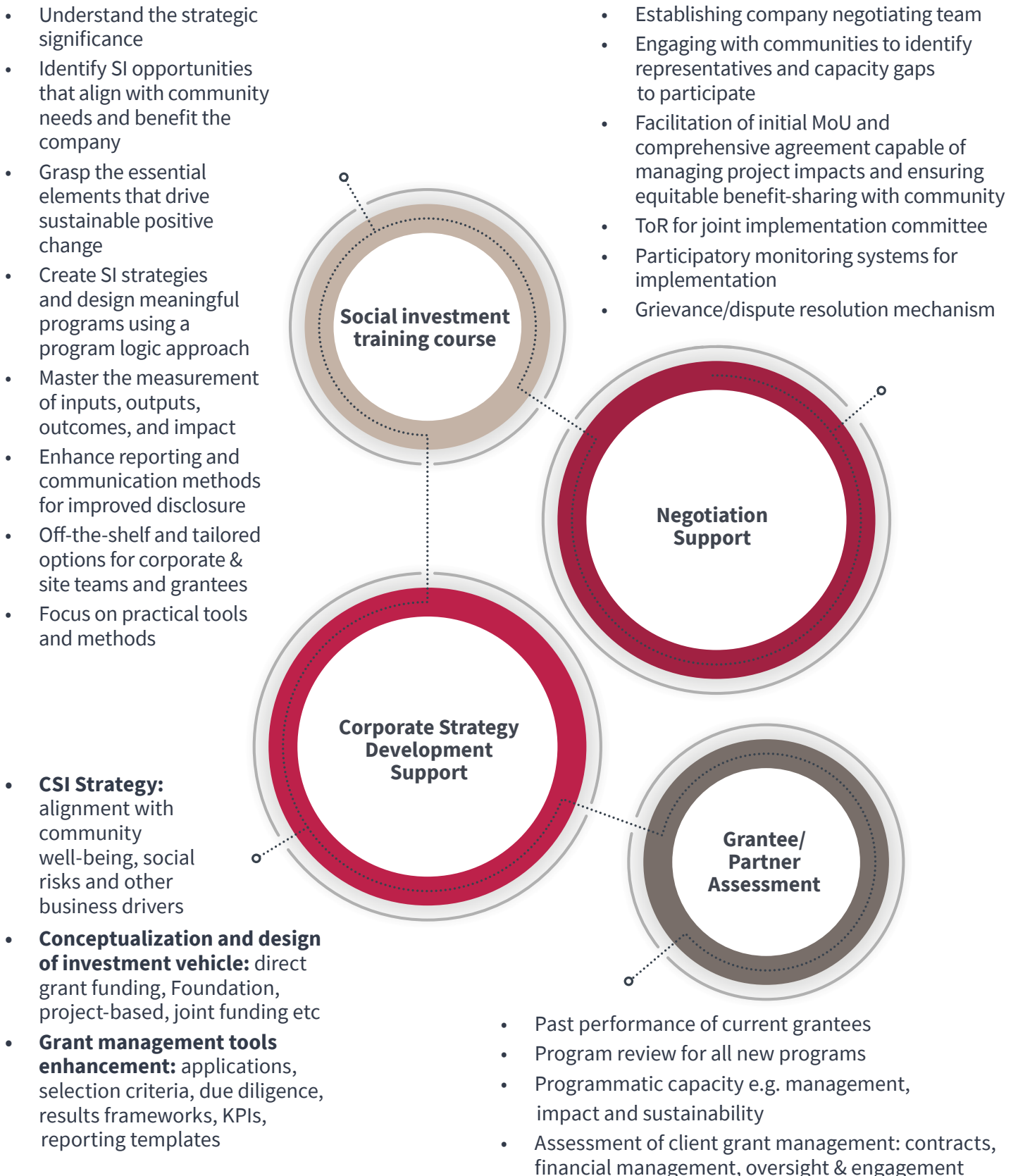
A LASTING LEGACY OF POSITIVE CHANGE

**WE SEE BENEFIT- SHARING AS
INSTRUMENTAL IN CREATING
THRIVING COMMUNITIES, AND A
KEY DRIVER FOR SUSTAINABLE
BUSINESS PRACTICES**

Our Benefit - Sharing Advisory services are crafted to enhance our clients' capacity to align social investment, local hiring and local sourcing strategies with community aspirations and business goals, negotiate agreements with local communities, and manage and evaluate impactful collaborations and processes.



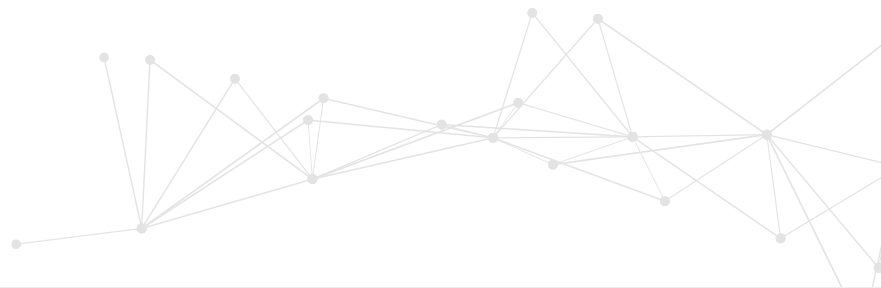
GUIDED BY THE BELIEF THAT COMMUNITIES THAT HOST PROJECTS SHOULD BE BETTER OFF AS A RESULT, WE EMPOWER OUR CLIENTS TO FORMULATE AND FOLLOW THROUGH ON SUCCESSFUL BENEFIT-SHARING



OUR LATEST EXPERIENCE IN A FEW WORDS

- **Social investment advisory services:** Provide support to a Mining and Metals company Foundation for its delivery of a strategic social investment program in 2024 and beyond.
- **Social Investment Design:** Supported the development of a social investment program for a major energy company in Colombia, aiming to maximize community benefits from the oil and gas sector in the country.
- **Community Needs Assessment:** Conducted a community needs assessment in Equatorial Guinea for an energy company to inform the identification and design of social investment projects for financing.
- **Community Development Assessment:** Assisted a wind project developer in Romania to undertake an initial assessment of community development needs to inform a CSR strategy in the project's area of influence.
- **Social Investment Program Evaluation:** Conducted an evaluation of multi-year community investment programs to inform a 3-year strategic plan. Mapped projects and initiatives implemented or planned by parties in Equatorial Guinea to select potential partners.
- **Social Investment Training and Coaching:** Conducted a review of critical pre-investment environmental and social actions undertaken by solar projects for compliance with the investor's community support framework. Based on the findings, trained the Social Performance team in Sierra Leone on key concepts in social investment and supported the development of Community Development Action Plans at its 4 sites.
- **Community Needs Assessment:** Undertook a community need assessment using a participatory process with all relevant stakeholders in project affected communities of a solar photovoltaic power plant in Malawi to guide the development of socioeconomic projects and upgrade the socioeconomic baseline.
- **Feasibility Study:** Carried out a Nature Tourism Feasibility Study as part of a socioeconomic development program of a mining project in Portugal. Developed a business model, governance model and business plan for the project.
- **Development of Organizational Capacity to Deliver Social Investment Strategy:** Provided training, development of procedures, template and on-the-job mentoring to the Social Performance team of an energy company in the United States.

**This is our
global footprint
encompassing:
training;
SPGRow360 and
coaching; and
advisory services
in human rights,
international
standards,
livelihoods, and
benefit-sharing**



Victoria Collins

Chief Operating Officer

Victoria is a development professional based in Stuttgart with over 25 years of experience in consulting for both the public and private sectors. Specialising in advising on the intricate balance between community rights, stakeholder expectations, and business imperatives, she serves as the COO of CIG.

As a Senior Consultant at CIG, Victoria provides advisory services to clients on a variety of social performance issues, assisting companies in addressing community needs, adhering to government regulations, meeting international best practices, and managing corporate accountability issues.

Victoria's assignments include feasibility studies, due diligence, social impact assessments, social investment strategy, new country entry, programme design, sustainability reviews, economic analysis, community consultation, stakeholder engagement, and performance monitoring and evaluation.

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We are an international social impact management consultancy with decades of experience across continents and sectors. By providing comprehensive support across all social performance needs, we guide businesses towards a lasting legacy of positive change.

CiG plays a pivotal role in training, coaching and guiding businesses towards a socially and ethically responsible business landscape. Our expertise spans multiple industries, including energy, extractives, agribusiness, infrastructure, transport, and manufacturing. With an international team of social performance experts, we are your ideal partner in meeting—and surpassing—international human rights and social impact standards, building your capacity for fostering healthy stakeholder relationships, earning trust, respecting human rights, and sharing benefits with local communities.

We meet all your social performance needs—conducting social studies, facilitating community dialogue, developing management plans, and supporting implementation. We ensure your long-term success with comprehensive training and coaching for learning and professional development. With a multi-disciplinary approach and dedicated practitioners globally, we are at the forefront of innovating new methodologies, guides, and tools for managing social and human rights impacts, particularly the unique impacts on women and vulnerable groups (Refer to **SPGrow360**, **Handbook of Social Impact Assessment and Management**, and the **IAIA Guidance for Assessing and Managing the Social Impacts of Projects**).

We continually contribute to the field of practice through research, publications, and the **SIAhub**. We have partnerships with the University of Strathclyde's Faculty of Engineering in Scotland, and the University of Groningen in the Netherlands.

CiG was founded in 2002. Our core team is based globally - **Brazil, Canada, Denmark, Germany, the Netherlands, Portugal, South Africa, the UK and the USA**. Our approach draws on local expertise, and we work closely with associates throughout the globe. We are a small business that is 100% staff-owned.

LEARN MORE ABOUT OUR OTHER SERVICE AREAS

