



**"A coalition for action
toward a fair, responsible
and sustainable mica
supply chain"**

KEY FIGURES 2017 – 2021



130

villages benefitting from RMI's *Community Empowerment Program*

10,550
households

53,000
people

887

marginalized families received financial and technical support to sustain their livelihoods



74

RMI members represent over **50%** of India's mica exports (in volume)



260

dedicated volunteer development professionals on the ground

1

new country included in RMI's scope: Madagascar



18,600+

households enrolled in government health insurance programs

1

new traceability platform developed and pre-deployed to a few members

1,320+

households accessed alternative sources of income



6

Participated in international supply chain and human rights events

2

models for formally operating artisanal mica mines in Jharkhand designed and presented to the government

1

global member of the cable industry joined the initiative



2

pilot audits of mica processors using the *Global Workplace Standard for Mica Processors*

530+

malnourished children treated

8



NGO partners committed to RMI's programs

KEY MILESTONES

2017
-
2020

RMI created

Completed trial implementation of workplace standards at 3 pilot processing units and developed tools and training to scale-up workplace standards implementation

Formed a Civil Society Task Force and a Business Committee

Mica-related issues raised at Indian and European Parliaments, generating global awareness

Conducted a second multi-stakeholder forum in Ranchi, India and met with Jharkhand Chief Minister Hemant Soren

Submitted the *Sustainable Mica Policy Framework and Vision* to Jharkhand government representatives during a virtual consultation with 45 stakeholders

Drafted workplace standards for mines & processing units

Launched *Community Empowerment Programs (CEP)* in 80 villages, bringing 8 local NGOs together to benefit 5800 households

Opened dialogue with ministries in Bihar and Jharkhand

UN Forum on Business & Human Rights recognizes RMI's multi-stakeholder approach as best practice

Responded to COVID-19 pandemic by maintaining volunteers' salaries, setting up community kitchens and going 100% virtual

Increased from 20 to 66 members

2021

Completed the third-party impact assessment of CEP implemented by BJSAM, and launched the impact assessment of CEP implemented by CESAM with [Improve](#) and [Y-East](#)

With the support of Elevate, completed and published a collective audit protocol and pilot audited two processing units against the *Global Workplace Standard for Mica Processors*

Launched the development and trial of a traceability platform aiming to monitor the collective progress of RMI members, with [Tilkal](#)

Conducted a study to estimate the level of the living wage for typical mica workers in India with the Fair Wage Network

Joined the [Global Battery Alliance](#) to raise mica-related issues within the automotive industry and participate to the establishment of the Battery Passport

Finalized the *Global Workplace Standard for Mica Processors* with the [Responsible Minerals Initiative](#) to guide implementation of responsible mica supply chains globally

Recruited a Manager, Workplace Standards & Sustainability, who will be RMI contact for processors in India in the implementation of responsible workplace practices

Designed formalization models and presented them to the Jharkhand government with the support of the [Better World Foundation](#)

Launched an economic survey along the mica supply chain to estimate the distribution of value, costs, margins, with the support of the [BASIC](#)

Launched a registration process in Madagascar, and presented RMI in Madagascar Parliament

Grew to 74 members



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CEP Community Empowerment Program.
BJSAM Bihar and Jharkhand – Sustainable Action for Mica.
CESAM Collective for Empowerment and Sustainable Action for Mica.
GMC Global Mica Committee.

MESSAGE FROM THE PRESIDENT

Dear Reader,

It is now about 6 months since I have been appointed President of the Responsible Mica Initiative (RMI). To serve this organization in the effort to contribute to the establishment of a fair, responsible, and sustainable mica supply chain is an incredible honor for me. In this fourth annual report, we would like to take the opportunity to reflect on what we as RMI achieved in 2021 and look forward what we see as major topics to work on.

While the world still faced the challenges of the Covid-19 pandemic in 2021, we as RMI continued to work on our joint objectives. Along the way, we clearly saw the benefit from RMI's unique multi-stakeholder approach, having all partners aligned under one common mission.

Seeing the impact of our efforts, should make us really proud:

Launched in 2018, our continuously improved Community Empowerment Programs (CEPs) have finally proved their efficiency last year. Consequently, they have been implemented in a growing number of villages covering more than 10.000 mica-dependent families, focusing on the improvement of livelihood, education, access to social security schemes, and health & nutrition.

The Global Workplace Standard for Mica Processors has been finalized and piloted at several processors in the region of Jharkhand.

Furthermore, we launched the deployment of a blockchain-based traceability platform enabling the assessment of volume and sustainability performance of all RMI members, individually and together.

In line with the Jharkhand Sustainable Mica Policy Framework and Vision prepared in 2020, RMI designed and presented two formalization models to the Jharkhand government. Though the current context leads to a general focus on short term crisis management, RMI has managed to put the topic of mica mines formalization forward. With Jharkhand Government agreement, we would now be ready to pilot the formalization models in a few mica-dependent villages

It is very encouraging to see that our network grew again as further members joined from various industries. Having now 74 members in the RMI will help us to drive our agenda for the next years.

Going forward, we will actively pursue the implementation of our CEPs, while at the same time also react to mica-dependent community needs. Furthermore, we will roll out the Global Workplace standards for Mica processors, which we successfully piloted, with the aim to improve the working conditions in the facilities.

Another special focus will be to deploy and scale up RMI's approach in Madagascar as well as to advance the Multi Stakeholder Platform in India.

The pandemic has had a profoundly disturbing effect on global value chains. This creates renewed urgency but also new opportunities for strengthening human rights and environmental due diligence along the mica supply chain and demonstrates the importance of our activities.

I highly appreciate the huge dedication and commitment of all members and teams working on RMI's agenda. It makes me personally very confident to jointly master the challenges ahead and to use the momentum to establish a fair, responsible, and sustainable mica supply chain in India.

I wish you all the best, stay healthy and enjoy reading this report
Best Regards

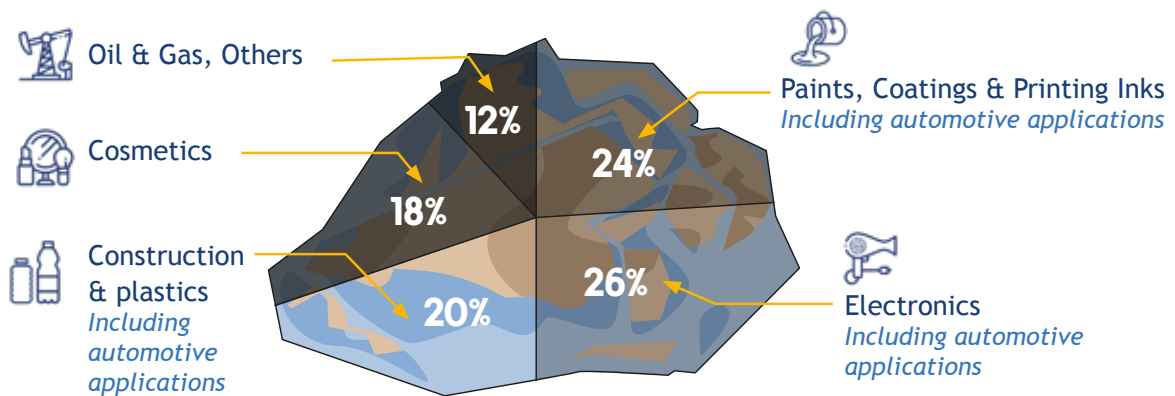
Dr. Julian Eckert,
RMI President





Context, Program Pillars and Reinforced Strategy

The Context of Mica Industry



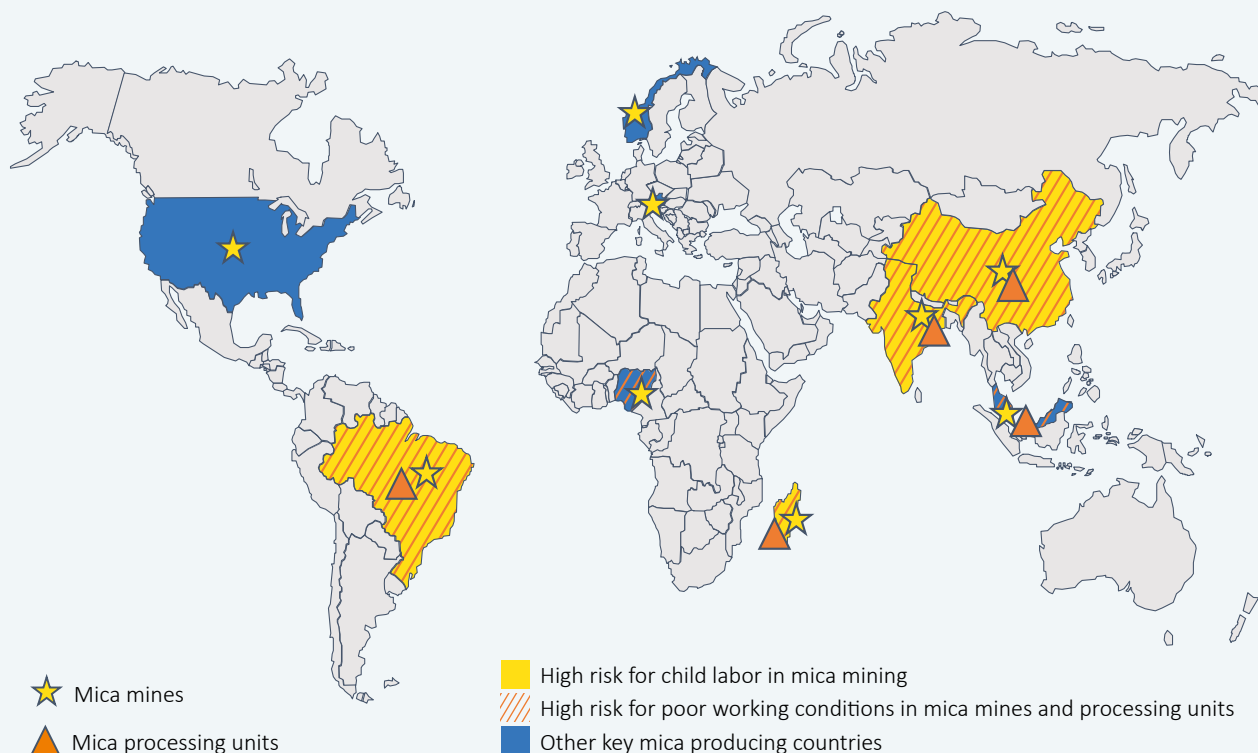
Mica is used in a wide range of industrial sectors that benefit from the mineral's diverse properties. Mica's reflective optical properties are utilized in cosmetics as well as in paint and coatings. Its exceptional natural electrical insulation properties make mica an integral part of many electrical devices, including in battery packs of electrical vehicles. The construction and plastics industries use mica as functional filler. Given its diverse properties and applications, mica is found in a significant number of parts and materials used in the automotive industry ranging from electronic or plastic components to coatings. In the oil and gas sector, mica is employed as a lubricant in drilling.

India is one of the world's largest sources of mica of which 75 percent is collected in the so-called mica belt that straddles the eastern states of Bihar and Jharkhand. These states are among the least developed regions in India. Global demand for mica from the deposits in the south of Madagascar significantly increased in the last few years from 1 KT exported in 2008 to 60 KT in 2020.

In India and Madagascar, as a result of poverty and lack of available quality education, some families have had no option but to bring their children with them to collect mica and supplement their incomes. This practice prevails despite the fact that laws in both India and Madagascar prohibit any form of work by children under the age of 14 and hazardous work by those under the age of 18.

¹ Terre des Hommes 2016 Report, "Beauty and a Beast: Child Labour in India for Sparkling Cars and Cosmetics." In 2018, Terre des Hommes published a second report on child labor in the mica industry outside of India. ² UN Comtrade

High level risk assessment regarding child labor and poor working conditions in key mica producing countries



Sources: UN Comtrade, Elevate IQ, SOMO, various

Establishing the Responsible Mica Initiative

Created in 2017 by companies eager to join forces to tackle the endemic problems that lead to the use of child labor, the Responsible Mica Initiative has grown to include 74 members across the global mica supply chain. In 2021, 13 companies and organizations joined RMI.

One Vision + Three Pillars

Each member has committed to support RMI's vision: A world in which mica supply chains are fair, responsible, sustainable, and free of child labor.

To achieve that vision, RMI's strategy has adopted a holistic approach – working toward three goals simultaneously – that addresses the use of child labor and unacceptable working conditions that affect the entire workforce.

First, RMI's approach recognizes the need for effective and sustainable improvements in the working conditions of mica mines and processing units. Secondly, RMI's Community Empowerment Programs elevate the social and economic conditions in mica-dependent communities, enabling parents to send their children to school rather than collect mica. Finally, by supporting adoption of a comprehensive legal framework to regulate the mica sector, RMI fosters a responsible compliance-based industry across the entire region.

Establishing a Partnership Structure

The implementation of RMI's three program pillars and long-term success relies significantly on the contributions of key program partners including Civil Society Organizations, as well as local and international governments. CSOs have contributed to strategy

development, created the materials required to put plans into action and have begun to execute components of each program pillar. Institutions at all levels are critical for effective definition and enforcement of required legal frameworks. RMI's partnership approach extends to other stakeholders as well, including community leaders, companies from within and outside the immediate mica industry, other multi-stakeholder initiatives, and industry organizations.

Fulfilling Global Mandates to Protect Human Rights

RMI members are keenly aware of both the legal and ethical expectations that guide responsible supply chain practices. In addition to enabling compliance with local law and respecting social conventions against child labor, RMI's programs fulfill several global mandates designed to facilitate responsible sourcing practices and protect human rights while mitigating child labor and improving working conditions. On the national level as well, a growing number of countries require corporations not only to abide by laws and regulations that prohibit child labor and human rights abuses in their own countries, but also to adopt similar practices wherever they source materials or operate.


RMI Extends Mission to 2030 in India

RMI began in 2017 with a five-year vision to eradicate child labor and improve working conditions in mica-belt straddling Bihar and Jharkhand. Over the course of the timeframe that its founding members established, RMI demonstrated the efficacy of its multi-stakeholder, holistic and impact-oriented approach. Change was possible through a coordinated effort of individuals and institutions committed to a common goal. Momentum grew and the success of RMI's presence and programs were only validated by the responses of the communities to the pandemic, the effects of which were mitigated by the relationships in the villages established by the

CEP and local partners. RMI also saw that more could and should be done to build on its momentum. The Board, in consultation with program partners and other stakeholders, agreed that RMI's work would continue to 2030.

As a result, while RMI's global vision, pillars and approach will remain unchanged, RMI will adapt its strategy in India by extending the duration of programs and strengthening ways to measure its accomplishments.

- The work period has been extended until 2030.
- Quantitative collective objectives have been established and achievement will be monitored and reported by each RMI member and consolidated in an annual internal progress report for use by RMI and its members.

Programs areas	 1 Responsible Workplace Standards	 2 Community Empowerment	 3 Legal Frameworks
2030 Targets	100% of members' volumes from Jharkhand & Bihar are compliant with responsible workplace standards	100% of mica-dependent villages in Jharkhand & Bihar are covered by components of Community Empowerment Programs based on a coordinated approach	Aim for 100% of mica workers to benefit from a clear and enforced legal framework in Jharkhand & Bihar
Relation to Eradication of Child Labor	Standards have zero tolerance for the use of child labor and advocate for payment of fair local wages	Poverty and lack of quality education are two root causes of child labor which CEPs are designed to address	Formalization and legal recognition of mica mining activities will make child protection laws enforceable
Establishment of Responsible Supply Chains	Ensure responsible workplace practices among members and along their mica supply chains	Empower mica-dependent households and reduce child labor occurrences along members' supply chains and in the whole mica belt	Collectively accelerate transformation of practices at the local level, benefiting member supply chains. Increase legitimate and legal sources of mica



RMI First Steps in Madagascar

As 2019 ended, RMI held a dedicated session at the EU Parliament. The session resulted in the publication on February 13, 2020 of a resolution pertaining to child labor in mica mines in Madagascar and a recommendation that existing child labor prevention initiatives such as the Responsible Mica Initiative in India be applied in Madagascar.

At the same time, a documentary was broadcast by NBC news, a leading media outlet in the U.S., presenting the situation encountered by artisanal mica miners in the south of Madagascar. Social and economic conditions in the region over the past few years have deteriorated especially due to the severe drought in the area.

Building on its experience in India, RMI has decided to allocate resources to address the issues encountered by artisanal mica miners in the south of Madagascar. In the last quarter of 2021 RMI began the process of registering as a legal entity in Madagascar so that local work could begin.

The registration process is expected to be completed early in 2022. As part of the RMI's introduction to the community, RMI representatives met with members of Madagascar's parliament in meetings held on November 11 and 12, 2021 during a session dedicated to better understanding the role of women in extractive industries. RMI was recognized by members of Parliament as a powerful resource that could be deployed in the country to address issues encountered by artisanal and small-scale mining communities.

In 2022, RMI plans to hire an operational team in Antananarivo and Fort Dauphin, and to secure necessary funding to implement a holistic approach similar to the one that has been time-tested in India since 2017. Priority will be given to the empowerment of artisanal mica communities, the development of a fair, responsible and sustainable supply chain, and to partnering with CSOs and other local institutions to contribute to the implementation of the National Joint Mica Action Plan, recently published by the Madagascar government.





Three Program Pillars

Pillar 1

Implementing Responsible Workplace Standards

2021 key achievements

- ✓ RMI continuously monitored the situation of mica processors, especially during the resurgence of the COVID-19 pandemic in mid-2021 that continued to deeply affect mica processors in Bihar and Jharkhand.
- ✓ RMI completed the development of the *Global Workplace Standard for Mica Processors* and the related collective assessment protocol.
- ✓ Two processing units were pilot audited according to the newly published standard.
- ✓ A new team member based in Giridih, Jharkhand, India joined RMI's Executive Team to ensure the development and deployment of all supporting tools to mica processors: in-person training and e-training resources, a self-assessment tool, on-site support for implementing Corrective Action Plans after external audits.
- ✓ A collective traceability platform which is designed to monitor the collective progress of all RMI members was developed and initially deployed in the fourth quarter.

Pandemic Impact on the Implementation of Workplace Standards

No lockdowns were mandated in Bihar and Jharkhand in 2021 which experienced the breakthrough of the Delta variant in April and May with devastating consequences for mica processors who had to continue operations with a reduced workforce.

Due to the highly unstable situation for mica processors in both states, the anticipated pilot audit of two processors, initially planned for early in 2021, was delayed to the end of August. Fortunately, circumstances did not prevent completion of the suite of supporting documents related to implementing the collective audit protocol.

- ***The Global Workplace Standard for Mica Processors***
- ***The Audit Checklist***
- ***The RMI Assessment Procedure for Mica Processors***

As in 2020, the pandemic also had a significant impact on the implementation of responsible workplace standards, leading to postponements of planned activities.

- All training sessions for mica processors had to be cancelled. However, the revision and update of the training content regarding occupational health and safety was nonetheless kicked-off in the fourth quarter of 2021.
- Implementation of responsible workplace practices at the mine level, initially scheduled for early in 2021, only started in the fourth quarter. The two mines that volunteered to participate, located in the states of Andhra Pradesh and Rajasthan, reported gaps between current and responsible workplace practices. Implementation of a corrective action plan is planned to take place early 2022.
- Delays were encountered in the collection of data used to measure the coverage of RMI members of India's mica exports (by volume) which limited RMI's ability to leverage the impact of RMI programs with local institutions.



STRATEGY ahead ...



By the end of 2020, [RMI](#) had completed the [first four steps](#) of the responsible workplace standards implementation program for processors. In 2021, the development of key resources, based on the feedback gathered during the pilot audit of two processing units, was completed which enabled RMI to begin and complete the fifth and final step of the program: scaling up the Implementation of the *Global Workplace Standard for Mica Processors* in Bihar and Jharkhand.

RMI will use three resources to complete the final implementation step. The resources will be used in tandem to scale up the implementation of responsible workplace standards with all processors and, eventually, mines as well. To supervise the roll-out, RMI has added a new member to the Executive Team located in the mica processing region.

Resource 1 :

Mica Supply Chain Mapping and Participation to the Traceability Platform

As a condition of membership, each RMI member is required to map its mica supply chain and share this information on a [blockchain-based traceability platform](#) developed with the support of [Tilkal](#). This annual exercise, protected by confidentiality agreements, enables RMI to identify businesses along the supply chain and ensure all of them have adopted or have pledged to support the establishment of responsible workplaces. The mapping also identifies villages that are located near mica collection sites and track the total mica volumes used by RMI members and their supply chain partners.



Resource 2 :

The *Global Workplace Standard for Mica Processors* and the associated *Audit Checklist*



In partnership with the [Responsible Minerals Initiative](#), RMI developed the *Global Workplace Standard for Mica Processors* that aims to become a reference document applicable to mica processing units in all countries. *The Global Workplace Standard for Mica Processors*, already available in [English](#) and [French](#), includes criteria on environment, occupational health and safety, social, governance, and [supply chain due diligence](#).



The standard utilizes an *Audit Checklist* that lists all criteria included in the standard and provides for each a criticality level - Zero Tolerance, Major and Minor - according to the risks associated with each specific criteria. The criticality level enables mica processors to prioritize their actions to address the gaps identified during self-assessments or external audits and to be compliant.

Resource 3 :

Collective Audit Protocol



Audits can pose burdens on businesses being audited due to cost and time. To mitigate the impact, RMI developed a [collective protocol](#) to carry out audits to the *Global Workplace Standard for Mica Processors* more efficiently.

Audits will be scheduled on a half-year basis. To reduce the costs and time required to conduct audits, RMI members requesting audits of their processors have agreed to coordinate the audits of processors they have in common and to share the results. Thus, each processor will only be audited maximum every six months. Audit results will also be shared with RMI Executive Team which will work with both RMI members and the audited processor to address areas of non-compliance or other opportunities for improvement.

Pillar

2

Empowering Communities



2021 key achievements

- ✓ The COVID-19 pandemic had a substantial impact on communities in the mica belt. During the entire year, schools were open for only five months in Bihar and four months in Jharkhand. Despite the disruption this caused to the communities at large and to RMI's work, thanks to the flexibility of its partners, RMI completed the impact assessment of the *Community Empowerment Program (CEP)* conducted by the BJSAM consortium in 40 villages.
- ✓ CEP implementation by both the CESAM and BJSAM consortia was also able to begin in an additional 50 villages and will continue into 2022, leading to 130 villages in total covered by CEP.
- ✓ The Global Mica Committee (GMC), created and initially facilitated by RMI, expanded its membership and completed a milestone study on the status of mica-dependent communities that will help identify local needs and define the population that needs the additional attention of policy makers, CSOs and supply chain actors.

Pandemic Impact on Mica-Dependent Communities

The COVID-19 pandemic served to further demonstrate the vulnerability of mica-dependent communities in Bihar and Jharkhand and highlighted the need to implement large-scale innovative solutions to ensure their well-being. RMI's focus on the need to improve the lives of artisanal and small-scale miners and create a foundation for their resilience has been reinforced.

Although mica-dependent communities, mica businesses, and RMI partners and the team were mostly affected economically in 2020, the successive waves of COVID-19 that impacted India throughout 2021 had devastating consequences on their health. The Delta variant had the most severe impacts from April through July 2021 when schools were closed again in Bihar after a few months when they had been open and when mica processing units had to operate with reduced workforce.





Despite the willingness to help and the resources mobilized by the government, several hurdles hindered the deployment of online classrooms. To ensure continuous access to quality education for the children in mica-dependent communities, RMI partners provided children with weekly distribution and correction of paper worksheets. In the first half of the year, gatherings were cancelled, especially mica fairs that are usually excellent opportunities to showcase the eagerness of mica-dependent communities to achieve self-empowerment.



Children presenting their worksheets after completion

Fortunately, from August 2021 onward, schools were gradually re-opened in Bihar followed by Jharkhand. CEP implementation was nonetheless impacted. Most of the team members of RMI partners were directly affected by the pandemic and had to isolate to recover. Despite the adversity, RMI partners along with field volunteers were able to reach out to the mica-dependent families and, together, worked toward providing better access to health services, social protection measures and alternative means of livelihood. Emphasis was placed on raising community awareness of COVID protection. Safety kits with face masks, sanitizers and soap were provided to 379 of the most vulnerable households. Local assistance also included the provision of seeds for home gardens which has helped many of the most vulnerable families remain resilient by providing small but crucial alternative sources of income.

In close partnership with the local health departments, RMI and its partners raised awareness and promoted local community participation for COVID testing and vaccination. In addition to the effective facilitation of local health camps which led to 2,200 persons being vaccinated, the team's promotion of online registration for vaccination contributed to the efficient organization of camps in many of the remote villages where use of digital devices (like smartphones) remain very low.

Despite the pandemic, the CEP was able to move ahead in key program areas:

- Build capacity of mica-dependent communities to access additional sources of livelihood, through the provision of trainings, assets, entrepreneurship support.
- Ensure a wide access to quality education, by ensuring schools are safe learning environments, providing scholarships, onboarding and teacher training.
- Enhance the health and nutrition practices of pregnant women and young mothers thanks to the reviving of Anganwadi Centers and of the whole community by organizing temporary health camps where anyone can receive a consultation for free.
- Link people with social security schemes and other state-provided schemes to help decrease their expenditures.



Doctor examining a woman during a health camp



2021 PROGRAM MILESTONES

The *Community Empowerment Program* established long-term targets based on the needs identified during initial baseline surveys. Target setting provides the opportunity to monitor, measure and report on annual progress. By the end of 2021, RMI programs delivered significant results.

Livelihood



1,320 out of targeted 4,900 households have **improved sources of income through alternative means** of livelihood including agriculture, animal husbandry and tailoring.



887 severely marginalized families – exceeding the 320 initially identified - received **technical and financial support** that enabled them to earn a livelihood with dignity.

Quality education



More than 46% of 940 **out-of-school children returned to school** on a regular basis.



100% of 55 targeted schools had **effective School Management Committees** to monitor progress



35 out of 40 targeted government **schools are now equipped with libraries.**



45 out of 50 targeted Anganwadi (childcare) Centers (AWCs) have been **transformed into model AWCs.**

Nutrition and health programs



More than 78% of 674 **malnourished children received adequate nutrition** through access to Malnutrition Treatment Centers.



45 out of 76 organized health camps were used during the year **by more than 8,600 mica-dependent people.** The COVID pandemic unfortunately prevented large gatherings.



100% of 18,222 eligible individuals have been linked to a **health and insurance program.**

21 community safe drinking water systems have been installed benefitting **+2,400 households.**

Government support



75 out of a goal of 160 community **interface meetings – hindered due to COVID-19 - were organized**, aimed at bringing government agencies into villages.

160 community volunteers joined **their local CEPs and were trained to help fellow villagers** access social security resources, identify government agencies to fulfill special needs, engage with local School Management Committees and foster skills to promote child forums where children can voice their concerns.

40 meetings were organized between **Panchayat representatives** (village leaders) and **policy makers.**



STRATEGY ahead ...



Strengthening CEP based on the Results of the Impact Assessment of CEP implemented by BJSAM



In the fourth quarter of 2020, RMI retained [Improve](#) and its Indian partner [Y-East](#) to assess the impact of the programs implemented by the BJSAM consortium. Both organizations specialize in change management, especially when projects have a strong sustainable development component. Data collection and analysis took place in February 2021. More than 380 people were interviewed, from community members and teachers to Anganwadi Centers workers and community leaders. Data gathered in the field by the agencies was also compared to the internal Monitoring and Evaluation framework used by RMI and its partners. Both datasets demonstrated fair achievements against the targets initially planned in 2017. A few of the key outcomes are summarized below:

- CEP resource centers led to more social security linkages; 64% of households stated that the social security program they were linked to helped them reduce household spending.
- 23% more households had a secondary income after three years due to access to CEP assets and training.
- While program activities appeared to reduce the impact of the pandemic, primary and secondary incomes decreased but in some cases were favorably offset by start-up grants and training that provided higher incomes.
- Enrolment in school among children ages 6-14 years was high at 96%.
- 49% more children were attending school full time.
- CEP health and nutrition camps improved health behaviors, which in turn were associated with a lower incidence of health problems.
- 79% of households expressed more satisfaction with their lives.

Visit RMI website
for more detailed outcomes!



Improve and Y-East recommended pursuit of all education activities since they proved their efficacy, despite the COVID-19 pandemic, as well as some activities that were identified as the most efficient such as start-up grants, training and asset provisions and resource centers.

RMI was also advised to pursue its effort to formalize its internal monitoring tools to ensure the sustainability of implemented activities. This quickly materialized in June 2021 through the development of an integrated **Monitoring and Evaluation Framework** for the next phase CEPs, starting with the implementation launched by the BJSAM consortium in a new set of 50 villages.

Scaling up CEP in Coordination with other Active CSOs in the Mica Belt



Based on the [Theory of Change developed for CEP](#) in 2020, external impact assessments, and the outcomes of its internal **CEP Monitoring and Evaluation Framework**, RMI will scale up of the implementation of CEP in the mica belt.

RMI initiated and facilitated a coordination project with other CSOs and funding agencies active in the mica belt. The project aims to define a collective framework to assess the combined impact of the organizations. RMI's objective is to finalize the framework in mid-2022 and to start gathering data on this collective impact right after. The new framework will prevent duplication, improve efficiency and help build a common strategy to reach 100% of mica-dependent villages based on the estimate provided by the GMC.

CASE STUDIES



Empowering adolescent girls to access high school

With the support of its CSO partners, RMI helps ensure that adolescent girls living in mica-dependent communities can attend high school. This goal must overcome both cultural and logistical hurdles. A patriarchal perspective leads to lower expectations and ambitions for girls. Furthermore, high schools are quite far from mica communities and girls must travel long and sometimes unsafe routes to attend classes. Through Bal Manch – children committees – as well as scholarships and rights awareness sessions with children and their parents, RMI’s partners work with adolescent girls to help them find ways to move beyond cultural norms and support safe travel.

Pooja Kumari is one of these girls who lives in the Rajpura village of Giridih district in Jharkhand. After completing her secondary education, RMI’s partners provided valuable support with her application to Girls High School, Gawan located 15 km away from Rajpura. Pooja’s family could not afford tuition on their own. Her father is paralyzed and her family is wholly dependent on the income her mother receives collecting mica. To afford school, her financial obligations were taken care of by a scholarship. Pooja’s village classmates, Hemanti and Pinki Kumari, also benefited from similar support from RMI’s partners.

Not only have all three girls obtained a high-school certificate but they have also changed the fate of other girls living in their village by inspiring them to follow in their footsteps. Seven more girls have taken the same path since and are now studying at Girls High School in Gawan as well.



“I will not stop here, I will study more, support every last child of the village in studies and change my village. Thank you RMI for helping me to chase my dreams.”

Pooja Kumari



Pinki and Hemanti Kumari, in Rajpura village, Giridih district, Jharkhand



From left to right, Pinky, Hemanti and Pooja Kumari congratulated for accessing high school and inspiring other girls of their villages

Supporting entrepreneurship to ensure marginalized household stable revenues

Mukesh Vishwakarma lives in the Nimadih village of Gawan district in Jharkhand. After his elder brother – who was providing for the whole family – moved to Delhi with his wife, Mukesh took over his brother's family responsibilities and worked as a mica picker. However, due to medical constraints, he could not continue the physically demanding work. He then began to sell snacks door-to-door but income from that work was not sufficient to meet the household's financial needs.

With the help of the villagers, RMI's partners identified him as a candidate for launching his own business. After a round of interviews to validate his motivation and potential, Mukesh received substantial financial support to start his own grocery store. Today, not only is he earning 300 to 400 INR per day (3.5 to 5 EUR per day) but he also now has access to the Swami Vivekananda Nishakt Swalamban pension scheme which adds 1,000 INR per month to his family's income.



“Our elder son who was able to feed left us to start a life in Delhi. But my son, Mukesh, whom we always regarded as weak is now taking care of us with the support of team CESAM, Abhiviyakti Foundation & RMI. My heartfelt blessings are with the whole team.”

Girja Devi,
mother of Mukesh Vishkarma



Supporting Anganwadi Centers to properly deliver related services

As part of the *Community Empowerment Program*, RMI's partners work in tandem with public infrastructure to help ensure that the breadth of the services they are intended to provide reach those entitled to receive them. One such vital government program supports Anganwadi Centers that provide six services including vaccination and pre-primary informal education related to the health and nutrition of young children and their mothers.

During a focus group discussion organized in the Murali Pahari village of Jharkhand's Koderma district, Mrs. Gayatri Devi, an Anganwadi worker, noted that the delivery of pre-primary education was suffering due to a lack of resources and engagement with the community. Once attention was drawn to this deficiency, a proper gap analysis and needs assessment of the village Anganwadi Center was conducted and resulted in the organization of nutrition camps to improve mothers' understanding of their children's nutritional needs. The walls of the Anganwadi Center were also repainted with educational content to enrich the experience of young children who come to the center, and furniture was also provided. Despite the COVID-19 pandemic that led to periodic Anganwadi Center closures, 24 children out of the 37 eligible in the village are regularly attending classes.

Pillar 3

Establishing a Legal Framework



2021 key achievements

- ✓ The impacts of the COVID-19 pandemic have remained significant. Local governments, after organizing their emergency response to the pandemic, shifted their focus to the necessary economic recovery. Moreover, face-to-face meetings which are vital in India to instill trust and build long-term relationships could only take place irregularly.
- ✓ Despite these difficulties, RMI pursued direct engagements with local governments and even completed the design of two models for the formalization of operations of artisanal and small-scale mines in Jharkhand.
- ✓ Two important studies were launched: the first was to estimate the living wage of a typical mica worker in Jharkhand and the second to estimate the distribution of the added value along the mica supply chain.

A permanent solution to eradicate the use of child labor and the prevalence of poor working conditions in the mica sector requires a clear, inclusive and enforceable legal framework. The passage of the Forest Conservation Act of 1980, which banned mica mines in the region's forests, created a vacuum that – in absence of further discussion and alignment with other government departments – led to the proliferation of unregulated mines. The absence of regulatory oversight left the door open for the significant deterioration of working conditions at some processors and mines.

To reverse this trend, RMI is working with various stakeholders including CSOs, local mica businesses, various government agencies, sector experts and other interested parties. RMI chose a multi-stakeholder approach to ensure that components of a legal framework would incorporate multiple perspectives and address a range of workplace health and safety provisions, workers' rights and prohibitions on the use of child labor.

<p>Create a Multi-Stakeholder Platform</p>	<p>→ CSOs, Government Agencies & Mica Businesses</p>	<ul style="list-style-type: none"> • Follow a multi-stakeholder approach to incorporate multiple perspectives about a legal framework. • Build an autonomous structure that will become a locally owned platform that will sustainably address mica-related issues in the Indian mica belt.
<p>Rely on the Global Mica Committee</p>	<p>→ CSOs</p>	<ul style="list-style-type: none"> • Share experience and coordinate actions to increase outreach of organizations implementing programs supporting mica-dependent communities across the mica belt. • Identify and map villages relying on mica collection for their livelihood. • Assess the global impact of all active organizations in the mica belt.
<p>Progress in partnership with the Business Committee</p>	<p>→ Mica Businesses</p>	<ul style="list-style-type: none"> • Identify actions that can positively affect the mica community. • Lead policy level discussion with the state government. • Raise common issues related to workplace standards implementation.



STRATEGY ahead ...



In Bihar and Jharkhand, the collection of mica from *Dibhras*, the old dumps of former industrial mines that were closed in the late 1980's, still represents a significant share of the local mica production. The legal status of mica collection from *Dibhras* remains unclear and prevents the true development of mica-dependent communities. The formalization of mica picking through official recognition of this activity and organization of mica pickers is a key step on the path toward the development of a legal framework.



To meet this challenge, RMI, with the support of the [Better World Foundation](#), a local CSO based in Jharkhand, designed two models to formally recognize and regulate the activities of artisanal and small-scale mines and presented them to the Jharkhand state government. While the decision to implement new regulation based on these two models is still awaited, RMI remains confident that this would be a pivotal change for mica-dependent communities picking mica from *Dibhras*.

In parallel and to build the mica case globally, RMI launched two studies to demonstrate the need for immediate change and to highlight the economic opportunity that would come from a regulated sector, opportunities for both upstream actors – mica miners,



pickers and processors – and downstream actors – intermediary products manufacturers and brands.

- The first survey was carried out with the support of the [Fair Wage Network](#), an international agency specialized in analyzing local needs to determine the level of living wage of typical workers. Their methodology was applied to mica workers in Bihar and Jharkhand, both mica pickers and workers in processing units. The study is planned to be completed early 2022. A second phase covering Madagascar will take place in February-March 2022.
- In the fourth quarter of 2021, RMI launched an economic survey along the mica supply chain. The objective is, first, to build a model providing estimates of the value distribution consisting of costs, taxes, profit margins and other metrics, for a set of semi-finished and finished industrial goods predominantly made of mica. Mica worker wages will be a focal point of the survey. Second, the project will aim to incorporate the value distribution model into an operational tool to simulate the consequences that a global improvement in mica supply chains would have on value distribution at each step of the supply chain. [The BASIC](#), an expert agency focused on analyzing value distribution along supply chains, will support RMI throughout the project.





Engaging and communicating with stakeholders globally

A critical component of RMI's strategy is the commitment to listen to and benefit from multiple perspectives regarding the implementation of responsible sourcing practices, responsible working conditions and *Community Empowerment Programs*, as well as to demonstrate RMI's commitment toward finding solutions. The relationships that were established during RMI's start-up phase continue to inform and enrich RMI's work and have continued to grow. A number of engagements also confirmed the relevance of RMI's multi-stakeholder approach.

Governments

Throughout 2021, RMI pursued its engagement with the Jharkhand state government. The two formalization models designed by RMI and the Better World Foundation were presented to the Jharkhand Chief Minister and the Secretary of Mines. The plan in 2022 is to continue to strengthen relationships with the local authorities and to establish a task force to work on the opportunities identified in the [Jharkhand Sustainable Mica Policy Framework and Vision](#) set up in 2020.



RMI's conviction of the importance of including mica at the forefront of sustainable sourcing regulation remains unchanged. In Madagascar, RMI was introduced to key institutional stakeholders, including during a session of the Madagascar Parliament focused on the role of women in the extractive industries at which French parliamentarian Stéphanie Kerbarh was invited to speak. RMI's work was cited as a significant contribution that should be applied to address issues encountered by women and, more generally, communities that are upstream of minerals supply chains.

The Malagasy government has maintained its awareness of and commitment to address issues associated with the mica supply chain improvement, and the National

Joint Action Plan prepared in 2020 to address mica-related issues remains a priority. RMI is convinced that better organization of the mica industry in the south of Madagascar, where severe droughts have occurred, could offer additional sources of livelihood and contribute to the long term social and economic development of mica-dependent communities.



Mickaelangelo Zasy, RMI representative in Madagascar, presenting the initiative to Madagascar Members of Parliament

Intergovernmental Organizations and Industry Associations

RMI is involved with several intergovernmental organizations and industry associations to amplify its actions by sharing its experience and learning from others. RMI participated at global meetings addressing human rights issues, responsible sourcing and supply chain improvement.



OECD



United Nations
Global Compact



Global Battery Alliance

In 2021, RMI became a member of the [Global Battery Alliance](#) (GBA). The GBA is a multi-stakeholder initiative established to support sustainable and responsible supply chains for battery materials. Mica is used in as an insulation material between cells of electric vehicle battery packs. Membership in the GBA affords a unique opportunity to increase member focus on mica and to share knowledge and experience with a new group of end-market stakeholders.



Responsible Minerals Initiative

The [Responsible Minerals Initiative](#) is a widely respected resource for more than 400 companies from a range of industries addressing responsible mineral sourcing in their supply chains. In 2021, and building on the developments made in 2020, the [Global Workplace Standard for Mica Processors](#) was finalized and aims to become a reference document applicable in all countries and regions that need to address workplace practices. The on-going collaboration between both organizations will create further synergies that will enable them and their members to benefit from each other's experience and strengths while working toward a consistent framework to conduct due diligence, secure mica supply chains and promote understanding of mica use and applications in various industries.

Media

Media have reported on the poor working conditions and use of child labor in the Indian mica sector for several years and multiple publications in 2021 continued to draw attention to child labor in the mica supply chain. Fair and balanced reporting can be a favorable development as awareness may direct more resources to address the issue of child labor.

The decision of international companies to join RMI in 2021 received worldwide media coverage, acknowledging the commitment of supply chain members to social responsibility and RMI's increasing visibility and legitimacy. At the beginning of 2021 a documentary was also broadcast on [Channel News Asia](#) that recognized RMI as a source of solutions to address child labor in mica supply chains.

A strong online presence remains essential to RMI to raise awareness on mica-related issues. RMI is striving to produce quality content and create support and enthusiasm for its programs. To keep track of the latest news regarding RMI and mica, readers are invited to follow [RMI's LinkedIn](#) page, [RMI's YouTube channel](#) and to regularly visit [RMI's media page](#).

"Prysmian Group joined the Responsible Mica Initiative as part of its social commitment to improve the working conditions in its supply chains and where it operates. The Group uses a limited amount of mica as an ingredient of glass-mica tapes for its fire-resistant cable applications. We believe that RMI's multi-stakeholder, on-the-ground approach is effective in addressing key issues in mica supply chains. Through this membership, the Group leads the way for the cables industry to work towards the eradication of child labor and a closer engagement of all players in its supply chain."

Maria Cristina Bifulco,
Prysmian Group Chief Sustainability Officer &
Group Investor Relations Director.



Looking ahead

Strengthen RMI's Approach

In line with its 2030 strategy and starting in 2022:

- Each RMI member will monitor its individual progress and share it internally with RMI Executive Team which will assess the collective impact all members have together.
- This collective impact will then be compared to the quantitative and collective targets RMI has set in its 2030 strategy.

This self-assessment and monitoring process will be possible thanks to the deployment of a blockchain-based traceability platform and will begin in the first half of 2022.

Regarding CEP, additional tools that proved efficient in 2021 such as the external impact assessment and the internal *CEP Monitoring & Evaluation* Framework will be deployed in 2022.

Accelerate RMI's Development

Based on the outcomes of the study carried out by the Global Mica Committee, RMI and other organizations implementing community empowerment programs in the mica belt will have the opportunity to be better coordinated. RMI will facilitate collaborative projects with these organizations to make sure their approaches remain efficient and coordinated and to showcase the greater individual impact separate organizations can have when they share information and can learn from each other.

As a prerequisite for the acceleration of responsible workplace standards implementation at processing unit level, RMI has reinforced its Executive Team to ensure continuous support to processors by hiring a Manager, Workplace Standards & Sustainability in India. All processor members will be supported with revamped in-person trainings and e-training as well as an online self-assessment tool. External third-party audits will be included, and RMI will support processors in designing and implementing associated corrective action plans.

The acceleration of RMI's programs will also include the implementation of workplace standards in two mines located in Rajasthan and Andhra Pradesh, where an enforceable legal framework for the mica sector already exists. The project will benefit the whole mica sector and serve as case studies for the Jharkhand and Bihar governments to assess and consider for adoption locally.

The ability of adult mica pickers to earn a living wage and secure a decent life is one of the prerequisites for the eradication of child labor in mica mines. RMI, with the support of the [Fair Wage Network](#), will soon complete a survey launched in Bihar and Jharkhand to estimate the level of the living wage for a typical mica worker. In 2022, mechanisms to ensure fair and effective wage payment, typically a challenge for non-banked workers, will be screened.

Formalization of the mica picking sector is another prerequisite for the sustained eradication of child labor in mica mines. RMI will continue its advocacy activities with the Bihar and Jharkhand governments on behalf of establishing a clear and fair legal framework regulating mica related activities. A model legal and regulatory framework will be pilot tested in four villages.

Enlarge RMI's Impact

Leveraging RMI Experience Through Partnerships

RMI members are currently drawn from a wide range of industries ranging from mica processing and pigment producers to cosmetics, paints, coatings, cables, plastics and automotive manufacturers. Yet, mica is also found in a significant number of other industries including construction, electronics and oil and gas extraction. RMI will continue to solicit membership and support from all sectors whose participants benefit from mica's diverse properties to further advance the impact and transformational power of RMI. RMI's recent membership in the Global Battery Alliance is another step toward the recognition of mica uses in other industries.

Promoting Fair Pricing

In 2022, RMI will mobilize its membership and the local committees RMI fostered in India – the multi-stakeholder platform, the Business Committee, the Global Mica Committee – to access global economic data applicable to mica supply chains. The research will help examine the consequences for each stakeholder involved in the mica supply chain of paying a fair price for mica. In parallel, RMI will work on the leads identified in the *Sustainable Mica Policy Framework and Vision* that was prepared in 2020 with all involved stakeholders toward their implementation.

Deploy RMI's Approach in Madagascar

Feedback from members, intergovernmental organizations, NGOs and media highlight the urgent need to address livelihood, health and nutrition issues encountered by the mica-dependent population living in the south of Madagascar. Before launching its programs, RMI's priorities remain to obtain full legal registration and the recruitment of an operational team. In the meantime, RMI will begin to identify potential members with a focus on Madagascar and acquire the funding needed to implement the activities developed according to RMI's holistic approach. Finally, a baseline needs assessment is planned in 2022 to be used as the foundation of future action in the country.

³A living wage is defined as the minimum income necessary for a worker and family to meet their basic needs. Its estimate is based on a series of parameters like the number of income earners in the family, the number of family members, the location, local prices of food, housing.



Governance

The creation of the Responsible Mica Initiative was proposed in 2017 in response to the resolutions reached at the 2016 Delhi Mica Summit where participants from industry stakeholders and CSOs active in the mica supply chain in India agreed to promote responsible working conditions and eliminate child labor. Accordingly, RMI was established with a governance structure consisting of a General Assembly, a Board of Directors and an associated General Secretariat, and an Executive Team. The General Assembly meets twice annually and is comprised of active (dues paying) and associate (non-dues paying) members who review and validate RMI's strategy, progress and budget and elect members to the Board of Directors.

Board of Directors

Rotating members of the Board of Directors serve two-year terms and are drawn from member companies or industry associations engaged in the mica supply chain and from CSOs. Elected members of the Board of Directors serve on its General Secretariat which is responsible for daily oversight of RMI and is comprised of a president, vice president, secretary, treasurer and other members in an administrative capacity.

The Board of Directors met 11 times in 2021 and is currently comprised of:



Julian Eckert, Merck,
RMI President

Leonard Zijlstra, Terre des Hommes Netherlands,
RMI Vice-President

Imogen Hosker, Coty,
RMI Secretary

Nisrine Carmen Zaaraoui, L'Oréal,
RMI Treasurer

Eduardo Lopez-Doriga, CQV,
RMI Administrator

Riaz Zaman, World Coatings Council,
RMI Administrator

Olaf Bollmann, Porsche,
RMI Administrator

Jan Sueltemeyer, Avient,
RMI Administrator

Terry Hughes, Elmelin,
RMI Administrator

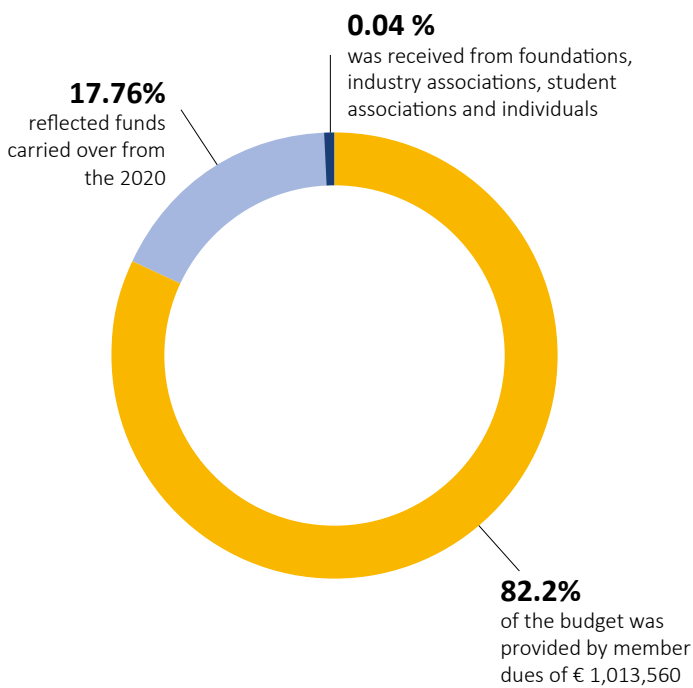


Executive Team

Daily operations of RMI are managed by an Executive Team that is responsible for implementing directives from the Board of Directors and developing and implementing strategy. The Executive Team is comprised of an Executive Director, **Fanny Fremont**, and a Project Manager, **Olivier Dubourdieu**, both based in Paris, France, and an India Program Manager, **Vijay Jain**, based in Ranchi, India. One additional team member, **Gautham Eswar** based in Giridih, India, joined RMI in 2021 as a Manager, Workplace Standards & Sustainability. He will develop and strengthen the support RMI can dedicate to mica processors and implementing the workplace standard, as well as reinforcing the links between RMI and local district representatives.

Financials

RMI's budget in 2021 was **€ 1,233,007**, a small increase compared to the 2020 budget of **€ 1,215,036**, due principally to increased membership.

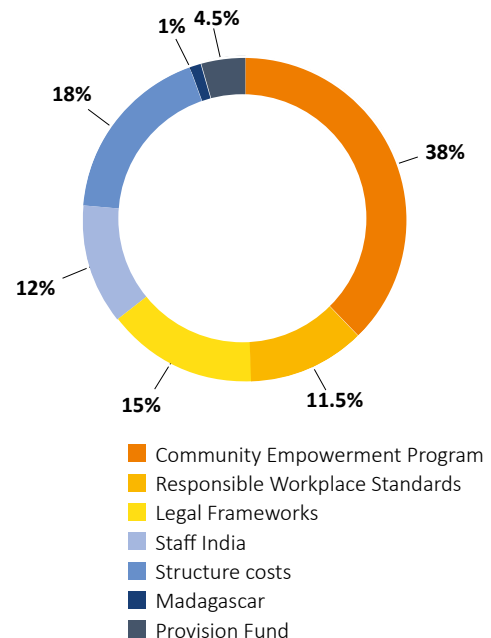


Dues are assessed based on member's annual turnover with a cap that is intended not to disproportionately charge larger companies. Special consideration is afforded to industry associations, whose own members may be dues paying RMI members such as NGOs, and small upstream suppliers in India who may also be assuming the costs associated with adopting RMI's workplace standards.

Expenses of € 204,329 (16.6% of available budget) were allocated to management and administrative costs. Expenses of € 916,103 were associated with the development and implementation of RMI's three program pillars in the field, including the program launch in Madagascar. The year-end surplus of € 112,575 was largely due to:

- The COVID-19 pandemic that led to postponing actions initially planned for 2021 such as the implementation of workplace standards at the mine level, in-person training sessions for mica processors, program's start in Madagascar and savings related to lower administrative costs due to reduced travel.
- The job position of Manager, Workplace Standards & Sustainability in India was filled later than expected.
- Maintaining a contingency fund to cover expenses arising from unforeseen requirements in 2021 or 2022.
- Additional dues from membership growth during 2021.

Turnover	Members due (k€/year/member)
> 10 Bn€	55
3 - 10 Bn€	45
1 - 3 Bn€	30
500 M€ - 1 Bn€	20
50 - 500 M€	10
3 - 50 M€	7.5
0 - 3 M€	3.5
Associations	5
Processors, traders and mine owners in India and Madagascar	0.5

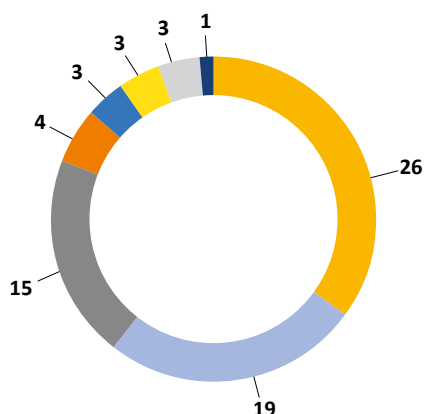


Membership

The long-term success of RMI's programs depends on a strong and diverse membership base. Membership in 2021 grew to 74 organizations compared to 66 members at the end of 2020, reflecting the continued interest in RMI's mission and programs.

Membership Composition

RMI's membership is drawn from a cross-section of the mica supply chain, from end-use multinational producers of cosmetics, paints, coatings, inks, electronics, automotive and manufacturers of pigments and ingredients that use mica, to India's mica processors and exporters. Members also include CSOs and industry associations that represent the collective interests of their missions and members. RMI remains open to all other industries using mica, whether they are in India or other areas, as well as any CSO willing to join forces. RMI's operating budget relies largely on member dues which provide 82% of operating revenue.



- Pigments & Ingredients
- Cosmetics
- Processing & Export
- Industrial Applications
- Paints, Coatings & Printing Inks
- NGOs & Others
- Automotive
- Plastic & Chemistry



Current RMI members can be found [here](#)



Members' Commitments

Organizations joining RMI must agree to and sign the Membership form and Commitment Letter included in RMI's *Rules of Governance* as well as its *Competition Charter* in order, but not limited to:

- Commit to support its supply chain stakeholders in implementing the *Global Workplace Standard for Mica Processors*.
- Share on an annual basis mica supply information with the RMI Executive Team only and under confidentiality agreement: volumes of sourced mica, the names and locations of mines and processing units and the mines where their mica is sourced, and percentage of traceable mica.
- Pay the annual membership fees.

Benefits for members

Consistent with its commitment to partnership and collaboration, RMI relies extensively on members who volunteer their time on five action groups that guide the development and implementation of the program pillars and communications activities. The action groups supplement RMI's lean staff and provide valuable subject matter expertise.

Member organizations are encouraged to join more than one action group and, to ensure continuity, are also able to assign more than one representative to one or several action group(s). The action groups met nine times in 2021.

RMI members...

- Help create a fair, sustainable, responsible Indian mica supply chain by reaching recognized social and environmental standards
- Benefit from best practices, toolkits and customized trainings developed by RMI, with access to all documentation and work from RMI on a dedicated portal
- Have a seat at the RMI decision-making table by participating in the annual RMI General Assembly, and by deciding on RMI's strategy and roadmaps
- Benefit from the collective strength of other members and partners to accelerate the implementation of RMI's holistic programs and with the efficient application of member supported resources.



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ANNUAL REPORT
2021

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