

KARUNYA CONSULTING

COMPANY PROFILE



Karunya Consulting
Social and Environmental Services

INTRODUCTION

Karunya Consulting is a Social and Environmental Management Consultancy firm that provides social and environmental consultancy services to clients from the private sector, financial institutions, government, parastatals, donors and non-governmental organisations.

Karunya Consulting is registered in Botswana (Karunya Efforts (Pty.)) Limited, company registration number CO2009/9358 is based in Maun, Botswana and was established in 2009 by Zoë Parr Kennaugh who is currently the sole owner and Managing Director of the company.

Our Vision:

“To provide the highest quality and standard of social and environmental services to our clients throughout Africa.”

Our Values:

COLLABORATION
Integrity HONESTY
Transparency and accountability
VALUE ADDING EFFICIENCY
Commitment CLIENT
Service FOCUSED
RESPECT
EMPOWERMENT AND CAPACITY BUILDING





INTERNATIONAL STANDARDS

Karunya Consulting can work to both local and international standard; examples of these are listed below.



Benefits of reaching international compliance

- Broadly accepted comprehensive international standards
- Improves competitiveness in a dynamic, global context
- Builds reputation; reduces reputational risks; can be a business driver for customers and investors
- Can save operating costs through better resource efficiency
- Mitigates the potential costs associated with environmental mishaps
- Mitigates potential conflicts with communities, and thus business slowdowns or lost productivity
- Projects which manage environmental & social risks will provide more secure return on investment

OUR SERVICES

Karunya Consulting provides social and environmental services into projects, through collaboration with, and engagement of a large pool of the best specialist consultants and groups throughout Africa. Provision of these services can be from project planning and inception throughout the life of the project through to decommissioning and closure. The services that we provide are divided into six main areas, these are the following:

Stakeholder Engagement

Pro-active stakeholder engagement is key to a successful project: minimising conflict and risks to a project as it moves forward. The development of a clear stakeholder engagement plan is vital for understanding of who are the key stakeholders, and how and when to engage them. It also guides on how to record all engagement activities for future record, and ongoing monitoring and evaluation. The following Stakeholder engagement services can be provided for the following activities:

- **Environmental Social and Health Impact Assessment (ESHIA) process**
- **Resettlement Action Plan (RAP) Process**
- **Research**
- **Policy and strategy development**
- **Management plan development**
- **Stakeholder engagement plan development and implementation**
- **Grievance mechanisms**

Workshop Facilitation / Capacity Building

Capacity building is integral to community development because it leverages and multiplies the impacts of programmes by strengthening local partner organizations, promoting self-reliance, and increasing the likelihood of project success. Effective capacity building benefits both the company and local stakeholders by generating inclusive processes that strengthen trust and build commitment and good relationships. For many companies and organisations, capacity building is their exit and sustainability strategy rolled into one. We can assist with the following activities:

- **Strategic plan development (non-profit organisations)**
- **Fundraising / proposal development**
- **Time management / planning**
- **Organisation capacity assessment and development**
- **Company / Organisational Standards (Policies, procedures etc.)**

Community Development

We can assist with identifying key community needs and strategic social investment opportunities. Companies are moving away from philanthropic donations and *ad hoc* practices to more sophisticated and strategic ways of planning and delivering their community investment programmes. Placing more emphasis on the business case, through identifying risks and opportunities, and monitoring and evaluating the actual outcomes rather than the financial amount invested, enables real and sustainable benefits to be felt in the communities you operate in. Support can be provided through the following services:

- **Strategic Social Investment / Corporate Social Responsibility for private companies**
- **Community needs assessments and planning**
- **Community Development planning and monitoring frameworks**
- **Monitoring and evaluation of community development projects and strategic outcomes**

Planning

Planning is one of the most important project management techniques. Environmental and Social planning activities are vital to identify, predict and assess the type and scale of risks, impacts and opportunities linked with a project. Environmental, social, health, and cultural heritage baselines are important for ensuring these risks and impacts are identified accurately. Once the risks and impacts have been identified, then the appropriate management plans can be developed. We can help provide the following services:

- **Environmental and Social Risk Assessments**
- **Vulnerability Assessments**
- **Baselines (for ESHIAs, research projects, for monitoring and evaluation, community development and Social Investment)**
- **Social survey design, data entry, management, and analysis**
- **Scoping and Terms of Reference development for ESHIAs**
- **Environmental, Social and Health Impact assessments**
- **Resettlement Action Planning (RAP)**
- **Baselines (EIA, research, monitoring and evaluation, community development and social investment)**
- **Social survey design, data entry, management & analysis**
- **Archaeology and Cultural Heritage baselines and impact assessments**

Performance and Compliance

Prior to an acquisition, financing, insurance decision or as a risk management activity, due diligence and auditing processes should be conducted to ensure compliance with certain standards, protocols, permits, licenses and local laws. We can assist international financial institutions, and companies to carry out environmental and social due diligences to facilitate decision making on the future of a project, and with environmental and social audits to monitor and evaluate a company's performance in line with international standards such as the Equator Principles, World Bank Safeguards (and Performance Standards) and the International Finance Corporation Performance Standards. Karunya Consulting can support with the following activities:

- **Audits of Compliance to Local, International and Sector specific Standards**
- **Due Diligences of Compliance to International Standards**
- **Monitoring and Evaluation**
- **Gap Analysis of Local Legislation to International Standards**

Management Plans and Systems

An environmental and social management system (ESMS) helps companies to integrate the rules and objectives into core business or organisational operations through a set of clearly defined processes. We can help develop these to be in-line with your standard operations. It is important to note that a successful ESMS goes above and beyond developing policies and procedures, and should focus on implementation, continual improvement, training people to have the right attitude, skills and knowledge, and to nurture leadership. We can support in the development of the following activities:

- **Management Systems**
- **Project / Programme management**
- **Management and action plan implementation**
- **Community-based Natural Resource Management**

OUR FOOTPRINT

Karunya Consulting has extensive experience in providing services within southern, east and West Africa.

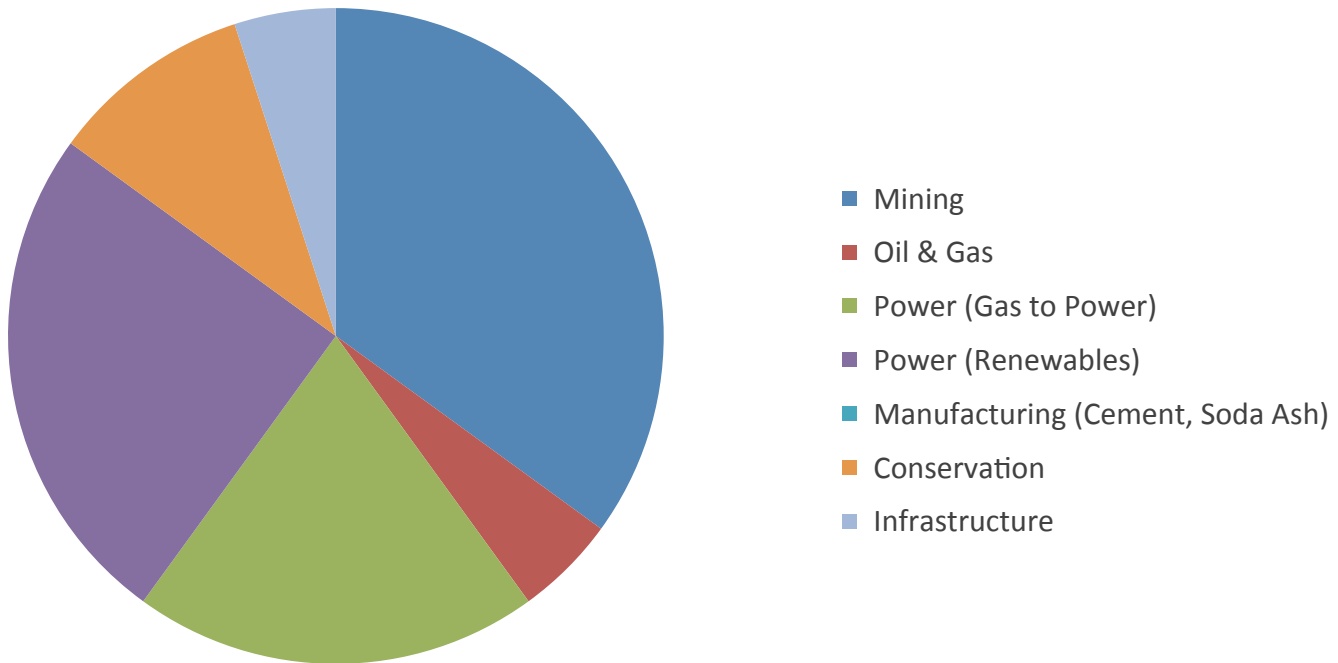
Although based in Botswana we have experience of working throughout Africa including Burkina Faso, Ethiopia, Kenya, Mozambique, Namibia, Nigeria, South Africa, Tanzania, Zambia and Zimbabwe (indicated in green on the map).

Working on a professional basis in association with locally based environmental and social partners and specialists allows us to bring a range of specialist skills and national knowledge to projects. The partnerships enable local geographical knowledge and experience to be complemented with all necessary and relevant skills required to implement projects successfully.



KEY SECTORS

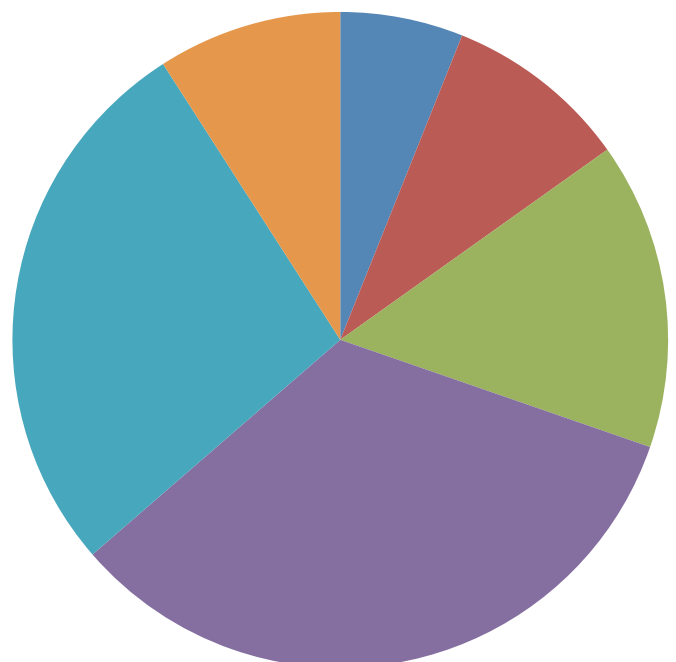
Karunya Consulting provides services to clients working in a wide range of sectors including mining, oil & gas, manufacturing materials (cement, soda ash), fossil fuel power (gas, oil, coal) renewable power (hydropower, biofuels, wind and solar), infrastructure (rail and road), and conservation and tourism.



OUR EXPERIENCE

Karunya Consulting provides services to clients working in a wide range of sectors including mining, oil & gas, manufacturing materials (cement, soda ash), fossil fuel power (gas, oil, coal) renewable power (hydropower, biofuels, wind and solar), infrastructure (rail and road), and conservation and tourism.

- Workshop Facilitation & Capacity Building
- Community Development
- Stakeholder Engagement
- Planning
- Performance & Compliance
- Management Plans & Systems





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