

ATS Legacy

a **TSEBO** solution

A LASTING FOOTPRINT FOR FUTURE GENERATIONS

COMMUNITY ENGAGEMENT
ACTIVITIES NEWSLETTER

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ATS LEGACY QUICK FACTS

	TOTAL
NUMBER OF TRAININGS	926
In all 926 local-local vendors and entrepreneurs benefited from the training programs. Training programs centered on Entrepreneurship, Quality Production, ATS Operational Standards, Good Agronomic Practices, and many more Environmental Cleanliness	

NUMBER OF LOCAL SUPPLIERS	372
As at 30th June, 2018, there were 372 certified community suppliers.	

GROUP LOCAL - LOCAL COMMUNITY SPEND	USD 3,377,207
Total Loca-local Community Spend for the second quarter (April-June, 2018) was USD 3,377,207. This represents 34% of ATS total procurement.	

PROCUREMENT SPEND	USD 10,374,514
Total Domestic Spend (Local-local + Local Spend) was USD \$10,374,514 constituting 95% of ATS total spend for the period under review. Meanwhile, Direct Import was 5% of total spend	

NUMBER OF LOCALS EMPLOYED
Out of a total of 3,481 staff, 2,602 constitute local-local employees (75%), 814 local employees (23%), and 65 Expats (2%).

ATS Legacy Theme for 2018
"ATS Legacy Program; the footprint for current and future generations".

Note: This data are applicable only in sites or countries where Legacy Program operates

ATS Mega Project Initiative (MPI)

Kontunathey O.K Peter, Group Community Relations Manager

ATS continues to contribute financial and intellectual capital to relevant community programs to build sustainable partnerships with community individuals, groups, and key stakeholders. In the 2018 operational year ATS has committed to deepen its support by introducing the "Mega Project Investment" (MPI) plan.

This is a local-local community initiative designed under the Legacy Program to provide additional financial and technical support for entrepreneurs and local business development programs internationally to further enhance and grow these nominated projects. This is over and above the current community projects ATS is already involved in.

The Mega Project initiative focuses on areas that have high possibility of generating the greatest opportunity

for local-local businesses and to introduce new age systems that offers solutions to many challenges faced by farmers. Projects under the MPI are either projects initiated by ATS for communities or existing local-local projects owned by individuals or groups from the communities.

Countries that have benefited from this commendable initiative include Ghana, Ivory Coast, Burkina Faso, Sierra Leone, Zambia, DR Congo, Senegal, Guinea, Mozambique, and Mali. The estimated total investment commitment by ATS for the Mega Project Initiative is \$100,000 with a total of fifteen (15) local-local community projects beneficiaries.

Not only will ATS provide funding investment, but also offer ready market for the produce from the projects. We

are hopeful that these local-local community projects will see major capacity building and business growth that will leave a lasting footprint for future generations through ATS's Mega Project Initiative.

The Managing Director for Allterrain Services Group, David Hutchinson, who is the brain behind the scheme said, "The Mega Project Investment would breed community interest in agro-based activities and entrepreneurship development geared towards boosting existing and emerging livelihood opportunities for current and future generations".

A full report on the impact of the Mega Project would be compiled at the end of the year, 2018. Meanwhile, the Action Tracker Evaluation Scheme has been introduced to closely monitor the scheme to ensure its success.



Promoting Gender Equality and Development

Kontunathey O.K Peter Group Community Relations Manager



Women are the future of every family on the global scene. They have made significant progress over the years, yet woman in many parts of the world still face issues of gender inequality due to various forms of violence, hostility, discrimination and underrepresentation in decision-making processes.

Therefore, ATS Legacy is pursuing its roadmap with the initiation of social and economic programs for women livelihood and enrichment. Under the Legacy Program, ATS mobilizes, engages, and trains women in agro-based, and other income generating activities such as vegetables, fruits, art work, catering, and many more.

A research by the company has revealed that the productivity levels of the women in comparison to their outputs was too small to justify their ability to operate on their own to supply ATS with quality and quantity as and when necessary. An alternative practical solution to the challenges faced by the

women was to organize them into associations or co-operatives that enabled them to facilitate large scale production. Now there are over thirty (30) different associations of ATS organized women groups in Africa, with a total membership of over two thousand (2000).

Through technical training and development programs, members of these groups apply modern production technology and this has generated high yields, culminating in high income earnings.

The social support and integration programs by ATS are gaining momentum and provide a framework that gives women the opportunity to become more strategic in creating social and business values.

They have learnt to embrace this new reality and use ATS Legacy to create alignment that will find new emerging opportunities and improve the likelihood of long term sustainable competitive advantage. ATS is a proud supporter of promoting gender equality and development!



ATS - Endeavour ITY CL Develop Joint Action Plan (JAP) *Ivory Coast*

Kontunathey O.K Peter Group Community Relations Manager

In every passing year ATS puts in eminence with a common vision of advancing and sustaining community support programs with key stakeholders, mostly our clients. On 18th April, 2018 a meeting was held between ATS Community Relations Department and ITY CL Corporate Social Responsibility Department on the need to unanimously develop a Joint Action Plan (JAP) focusing primarily on community improvement programs. The primary objective of the engagement sessions was to ensure that our sustainability strategy remains responsive, relevant and also tracking progress and identifying deprived areas for improvement in the local-local communities.

At the meeting it was observed that some smallholder farmers still adopted outdated farming practices which needed to be changed to meet current global trends. Present at the meeting was N'guessan Oi Pierre, Allison Fedorkiw, Pélégnsinan Mustapha Coulibaly, all of ITY CIL, Peter Kontunathey, and Kouadio Michel of ATS. The two teams have agreed to focus their attention on vendor and youth training and development programs, providing employment opportunities for the youth, support existing community vendors to diversify their operations.

Already, JAP roadmap has been rolled out and a valuable tool for managing stakeholder expectations, as well as for communicating plans and coordinating resources with community beneficiaries. The CSR Director, Allison Fedorkiw, advised ATS to initiate similar JAP with Hounde, and Karma Endeavour projects in Burkina Faso.



Food Safety Training for Goldfields Damang Community Food Vendors

Ghana

Samuel Kontonontey, CRM, Ghana

ATS finds fulfilment in assisting the community members in the areas in which it operates in, we appreciate the important role we play as their source of livelihood and therefore we are committed in providing support to assist them to meet the required standards.

It was identified that vendors, especially those in the food supply field required skills training, therefore ATS gathered food vendors in Damang community to come together for training. The training dubbed "Basic Food Safety" was carried out for the vendors to educate them on policies and procedures in food handling, cooking and storage, hygiene and sanitation necessities in preventing food borne diseases. The trainer deployed a variety of learning styles such as verbal, visual (Pictorial) and hands-on demonstration to get participants well equipped with the requisite knowledge and expertise as far as food safety is concerned. In total eighty-three (83) community food vendors had the opportunity to participate in the training program.

The youth Chairman of Damang community, Mr. J.K Mensah on behalf of the participants, expressed his profound gratitude to ATS for such a gesture of giving back to the community through such technical development programs.



Health Day at Nordgold's Taparko

Burkina Faso

Kibsa Sawadogo, CRO for Somita

ATS has made a strong presence in the business market and is continuously striving to offer the best to our stakeholders especially the communities, clients, working partners etc.

In a bid to contribute to community hygiene, ATS and the Taparko community, on May 5th 2018, mobilized to clean the entire village of filth and huge build up waste.

In order to sustain this exercise, ATS donated Trash Cans which would help improve cleanliness in public places in the community. Present at the program were Madam Ouedraogo Valentine (Association

Nabasnoogo president), Ouedraogo Sibiri (Yalgo town hall Deputy Mayor), Dabongou Yedigaye (Advisor for Community Development), Sonde Omar (Community Youth Leader), and other community leaders. Members of the community and their leaders expressed their appreciation to ATS for its support. They did not hesitate to add that such support from ATS would strengthen their relationship.

The facilitator of the exercise, Kibsa Sawadogo, ATS CRO has assured the community members of ATS continuous commitment in keeping the environment clean, since the quality of life depends on the quality of the environment we live in.

ATS Supports Bouere Community with Clean Water Source (Endeavour Hounde)



Burkina Faso

Issiaka Nanema, CRO for Hounde and Karma

Bouere, is a community located within Endeavour Hounde mining concession. The people in the community did not have a reliable source of healthy, clean water especially during the dry season.

To access water for domestic use, women and children have to roam the streets of Bouere near communities every day in search of drinking water and many times settle for unhealthy sources of water.

This makes them prone to attacks by communicable diseases such as diarrhea, cholera, dehydration or may even result in fatalities death.

ATS devotes specific attention to access portable water for the communities in which it operates because we see drinking water as synonymous with health, education, food and income for communities.

It is on this basis that ATS in collaboration with its clients, Endeavour Hounde, HGO and the Hounde Town Hall came together and erected a water point that would help provide a portable water source for the people in the community.

The water pump project was funded by ATS at a cost of \$ 13, 833. After completion, the project was inaugurated on Thursday May 3rd 2018, Present at the inauguration ceremony were Mayor Mr. Gnoumou Bourema, the General Manager of HGO, Marcus Brewster, HGO Community Relations Manager, Ibrahim KIEMTORE and ATS Houndé Project Manager.

The people of the Bouere community were grateful to ATS and other stakeholders for their kind gesture and hoped to see similar support in the future.



Ready Market for Smallholder Horticultural Farmers

Zambia

Sepetiya Biwedy, CRO for KLM

Agro-business development is a major area of ATS Legacy program, raising and supporting smallholder farmers in the rural communities. We have been working with small scale horticultural farmers for almost a decade in Musele, Chowwe, Kisasa and Kankonzhi communities, providing the much-needed high value market for the farmers' produce.

We are pleased with formalizing our partnership with International Development Enterprises (IDE) to strengthen the support as there are high youth unemployment in the community, hence the need to present improved livelihood opportunities through farming to the community.

More than 500 small holder farmers have benefited from the market linkage effort in Kalumbila community catchment zone.

There are a number of organized women groups who have benefited from such opportunities and among these include Nzambi Nankiswili and Ilukanki women Enterprises who are able to earn an approx. min. of \$20,000.00 a month through vegetable supplies to ATS.

This attracts other market players such as agro dealers who offer technology transfers and other needed incentives that help the farmers to meet the much-needed production requirements.



Greenhouse Spurs Transformation in Farming Practices

Sierra Leone

Mohammed Daramy, ATS Legacy Manager Sierra Leone



Since its inception in 2015, the Greenhouse project has continued to strive up to date and has spurred transformation in agricultural practices among the participating farmers who were mainly into traditional farming practices.

New practices like the use of pest exclusion nets to control pest infestation on nurseries or the use of irrigation tools like a generator to water crops are all part of the transformation taking place among the low-income farmers who adopted this to fit their needs. An executive member of Gbotima Farmers Federation living in one of Sierra Rutile mining communities, Seidi Baun, has bought a generator to ensure that his crops are properly irrigated. Proper irrigation is a good farm practice that contributes to improving yield of crops of farmers.

Through his participation in ATS local procurement scheme as a local supplier, he saved some of his income and bought this generator which pumps water from a close-by dam to his plants. This has further contributed in time saving which he can use in doing other productive work at the farm

ATS collaborates with Sierra Rutile Resettlement Department

Sierra Leone

Mohammed Daramy, ATS Legacy Manager Sierra Leone



ATS Legacy in collaboration with Sierra Rutile Ltd Resettlement department facilitated an experience sharing session on the 21st March among newly established groups at the resettlement communities and ATS Legacy existing farmers at the greenhouses.

The event allowed the newly formed groups to learn about vegetable farming using modern technologies like a greenhouse. Part of the team from Sierra Rutile was the Community Relations Manager for Iluka, Samantha and the Livelihood M&E Officer Daniel.

Koamsa and the Faso Viande Butcheries

Burkina Faso

Kibsa Sawadogo, CRO for Somita

Koamsa and Faso Viande Butcheries are protein supply businesses located in Somita. They produce and supply ATS protein products such as beef, goat, lamb etc.

In its partnership with local suppliers, ATS emphasizes initial and ongoing training programs to strengthen vendors' professional skills thereby guaranteeing the quality of their services. These trainings serve as footprints for working partners because the knowledge

gained will remain with them forever. Periodically, ATS organizes skill development programs in food safety and good butchering practices for these suppliers to allow them to further improve their service offering, which will help increase their market share.

On 19th April, 2018 a training program dubbed "Adding Value to Protein Supplies" was facilitated by Kibsa Sawadogo (ATS CRO) and supported by Faical Guingane



(ATS HSE Officer), and Adja Komla David (ATS Senior Chef).

The training mainly centered on hygiene, Packaging, and meat cutting etc. The owners of these projects Koamsa Patenema and Faso Viande both said their partnership with ATS has led to a renewal in their way of producing and supplying protein products.



Niéméniké Women Group begins Supplying ATS

Senegal

Boubacar Cissie, CRO for Torogold

Niéméniké, is one of PMC communities within its mining concession, in Senegal. Members of this community, especially the women were not engaged in any economic activities apart from their usual traditional farming activities.

As soon as ATS had the opportunity to work with PMC Project, fifteen (15) women in the Niéméniké community were mobilized and trained in Peanut Paste production to be supplied to ATS.

At the inception stage, the women group viewed this initiative as a nightmare, and therefore did not put in the required effort.

However, ATS Legacy Program ultimately succeeded in 'breaking this barrier' and now the group of women see themselves as professionals and realize that this could indeed add value to their businesses. Members of

Niéméniké Women Group were taken through training and development programs which centered mainly on Health, Safety, Environment, Hygiene, Product Packaging, Periodic Medical examinations etc.

The purpose of this is to ensure regular compliance with ATS quality standards. At present, the group produces and supplies 60 kg of Peanut Paste to ATS every month. Members have started experiencing improved livelihood opportunities. They have plans to diversify their operations to include liquid soap, Couscous, and Monikoutou productions, all directed to be supplied to ATS as ready market.

The major social achievement made is that despite ethnic, cultural, social and religious differences among these women they have decided, for a common economic interest, to be unified into a single body engaging themselves in economic activities.



“ATS has made me who I am today”

Ivory Coast

Mohammed Coulibaly, CRO for Agbaou



Boulangerie Centrages de Hiré is a baker and supplies ATS with bakery products such as bread since 2010. The project is owned by Mrs. Kone Martine. On 24th May, 2018 an impact assessment exercise was carried out by the Community Relations Department of ATS Agbaou purposely to appraise the impact that the Legacy Program has made on the life of Mrs. Kone Martin and her employees between 2012 and 2018. The assessment was also to investigate further opportunities open to beneficiary communities as a result of the activities of the Program.

Below a summary of an interview conducted by Mohamed Coulibaly on Legacy Program impact on the personal life of Mrs. Kone Martin.

CRO: Could you briefly tell me when you started your operations in the community, and the year Legacy Program came in to support your operations?

Vendor: I started the bakery project in October 2010. Fortunately I came into partnership with ATS in 2012.

CRO: What was your annual income before Legacy Program came in to support your operations? After your partnership with legacy Program what is your annual average income?

Vendor: My annual income before partnering with the ATS Legacy program was \$120,000, a year. However, with the Legacy Program involvement, I earned more than \$220,000 per annum. This represents approximately an 83% increase in my annual income.

CRO: Overall, what impact has your partnership with ATS Legacy Program had on your personal life? What business knowledge did you gain? Did it open the supply route to the market as well as any other opportunities?

Vendor: We have attained high self esteem. In terms of business knowledge, we have learnt to keep records, invoicing, proper bakery management and we are knowledgeable in basic food safety because of the trainings received. ATS has made me who I'm today

CRO: Apart from your operations benefiting from the program, to what extent has it helped sustain businesses in the community?

Vendor: The Program has helped increase access to local market in the community, our success stories motivated the youth in the community to go into other income generating activities such as the bakery business, and this has generated employment opportunities for both men and women in the communities

Conclusion:

It is clear that in terms of holistic development, there is a need to focus on a more participatory and partnership designed approach in community programs. Such a shift is necessary in order to steer the direction of the Program towards bringing sustainable change in the community as well as in the lives of the beneficiaries. Mrs. Kone Martin has signed a successful partnership agreement with ATS.





Who **WINS** the Legacy Race?

The time has come for ATS Community Relations Department to ignite passion and mania among internal Legacy role players purposely to create focus, involvement, and inspiration in Legacy operations.

This will help pave the way for us to recognize the efforts and commitments of hard working ATS staff or employees towards promoting Legacy Program.

In every quarter *“Who Wins the Legacy Race”* assessment would be done and the best employee (*RGM, CM, PM, CRO, HSE, HR, Procurement*) identified and awarded a Certificate of Recognition, and his/her award also published in ATS Press and Legacy Program Newsletter.

In the table below are the indicators for the selection of the best performing employee for the award.

No	INDICATORS	RATING
1.	CPAM Target Achievement	15%
2.	Integration of Legacy Program into mainstream operation	15%
3.	Consolidating partnership with Key Stakeholders	15%
4.	Sustained performance growth of Action Tracker	10%
5.	Full support for Mega Project	15%
6.	Teamwork or joint effort with other HoDs-HSE, HR, Procurement etc mainly to streamline Legacy Operations	15%
7.	Compliance with agreed payment terms of local-local vendors	15%