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| Section | Element | \*Aspect | \*Example/Explanation within the KML context |
| 1. Capabilities for Project Director (PD) | Capability 1:  Collaboration | 1. Joint venture with other groups and institution 2. Group discussion with other groups and institution | 1. The PD, in collaboration with geologists and other professionals, can implement this strategy through joint ventures with local Iwi and the Department of Conservation, as they have local knowledge of the land and can potentially uncover more prospects (Singer & Kouda, 1999). 2. (Peterson, 2020).As for the PD, to make sure all stakeholders are present and all possible perspectives are considered, the PD, together with a team of geologists and other professionals, the local Iwi, and the DoC, can have a group discussion regarding ROAM to analyse future risks and hopefully prevent it. |
| Capability 2:  Leadership | 1. Adaptability of process through change management 2. Ethical leadership | 1. The PD can introduce the Agile framework in the KML project, which is known for adaptability and continuous improvement. First, the PD will divide the 9–12-month project into 4-week iterations. 2. Second, at the start of each iteration, the PD will collaborate with the team regarding the tasks that will be committed for each iteration. 3. Third, during each iteration, the PD will ask for daily updates as well as collaborate with the stakeholders to revise and groom the tasks. 4. Fourth, towards the end of each iteration, the team will showcase the tasks that were completed for the iteration in preparation for the next iteration. 5. Fifth, at the end of each iteration, the PD will have an Agile Retrospective which is group discussion with the team and the stakeholders to discuss the following things during the iterations. The topics in the discussion range from what went well, what did not go well during the current iteration, and what should we do based on the things that went well and did not go well. 6. Sixth, the PD will relay with the team and the stakeholders the things that were discussed during the Agile Retrospective, and implement it on the next iteration (Drumond, n.d.). 7. The PD should be responsible for making the project be profitable but should not engage in illegal behaviours as that will cause reputation loss. When there is an expectation to make profits, there are people who come to offer the metal at reduced rate, which is illegal. An ethical PD must be able to withstand that temptation (Nkosi, 2014). |
| 1. Māori Values in the KML | Māori Value 1:  Tapu and Noa | 1. Restrictions and prohibitions | 1. The PD can incorporate this by training the team for different protocols and restrictions when entering or exploring Tapu sites so as not to dishonor Māori traditions(Ataria et al., 2016). This is in respect to DoC as they have the responsibility to advocate for the conservation of natural and historic resources, both on and off land or waters managed by DoC (*National RMA and EEZA Advocacy Strategy*, n.d.). |
| Māori Value 2:  Kaitiakitanga | 1. Guardianship and responsibility | 1. the PD can incorporate this by collaborating with the kaitiaki of the land in question and the local community, and discuss conservation activities such as following: planning to minimize environmental damage to the Mahia Peninsula, reforestation initiatives to restore the environmental damage, preservation of wildlife living in Mahia Peninsula, risk management in relation to mineral exploration (Royal, 2007). |
| Māori Value 3: Manaakitanga | 1. Respect and Dignity | 1. (Bennett et al., 2018). As a PD in KML, the PD can incorporate this by first, communicating or asking for feedback from the employees on how the PD can make their well-being better in the workplace. Second, acknowledging what the local Iwi knows about the Mahia Peninsula and trusting their knowledge and skills will be crucial for this project. Third, recruit skilled workers that resides at Mahia Peninsula to capitalise on their knowledge. |

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| CSR Issue | Stakeholders | \*Stakeholder’s Expectations | \*How the issue meets stakeholders’ expectations within the KML context |
| 1. CSR Issue 1: Environmental Impact | * Local Iwi | * Should be able to minimize environmental impacts on the Iwi’s land and water | * + The KML also must start initiatives for the benefit of the community and the local Iwi such as community gardening, tree planting, shellfish re-introductions, invasive species removal, conservation of soil, water, and green spaces (Krasny and Tidball 2012; Connolly et al. 2014; Krasny et al. 2015; as cited in Bennett et al., 2024) |
| * Department of Conservation | * Should be able to minimize environmental impact in DoC land | * The KML must coordinate with the DoC in terms of bird’s preservation (Robertson et al., 2021). The KML also must start initiatives in protecting and conservation of the environment, which includes replanting trees, restoring degraded areas, converting to more sustainable use and management of resources (Bennett et al., 2024) |
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| 1. CSR Issue 2: Stakeholder collaborations and partnerships | * Local Iwi | * Have employment opportunities and collaboration with KML | * (Rowe et al., 2015). The KML must coordinate with Regional Economic Development to provide sustainable employment for the local Iwi residing in Mahia Peninsula. |
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Note:

**\*** Please include the relevant references.

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