

## Nexus Corporation

<u>Team Member Name</u>	<u>Year</u>	<u>Major</u>
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**Topic Title:** The Shimmer Supply Chain: Eradicating Exploitation in Jharkhand's Mica Mines

**Audience:** The Responsible Mica Initiative (RMI) Board of Directors

### Sustainable Development Goal

SDG #8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG #12: Ensure sustainable consumption and production patterns.

### Executive Summary

The global cosmetics industry heavily relies on mica to provide the signature shimmer in its products, with India acting as one of the world's largest sources of the mineral. However, the supply chain originating from Jharkhand and Bihar remains deeply opaque. Middlemen frequently mix legally sourced mica with "scrap mica" illegally gathered by vulnerable populations in collapsed, unregulated "ghost mines." The human cost is staggering; reports indicate that over 22,000 children are employed as laborers in the regional mica sector. This dynamic creates a severe "Resource Curse," where communities remain impoverished while global brands profit. As the impending EU Corporate Sustainability Due Diligence Directive (CSDDD) prepares to legally mandate rigorous human rights audits, RMI member companies face severe regulatory fines and catastrophic reputational damage if they cannot illuminate their tier-3 and tier-4 suppliers.

We, Nexus Corporation, propose that the RMI mandate a proactive, two-pronged compliance framework for all its member companies. First, the RMI must require the implementation of end-to-end blockchain traceability technology to map the supply chain down to the specific mine of origin. Second, the RMI must enforce a "living wage premium" to formalize the local market, ensuring miners are paid fairly for legally extracted mica. While this requires coordinated upfront investment, studies demonstrate that paying a fair price to support a living wage would have a negligible impact on consumers, increasing the cost of common end-products by less than 0.1%. This marginal investment vastly outweighs the financial and legal risks of non-compliance, empowering RMI members to lead the industry in eradicating child labor while securing sustainable economic growth for the Jharkhand region.