Mine-site ESG data disclosure by small and mid-tier mining companies

Scoring Framework



January 2019

01. Community engagement

The operating company engages with project-affected communities on matters that may impact them. (3 points)

Provide evidence demonstrating that:

- The operating company implements ongoing engagement processes with projectaffected communities on matters that may impact them.
- (1 point) The operating company discloses the content of multiple community engagement meetings or activities, demonstrating the ongoing nature of this engagement.
- (0.5 point) The operating company discloses the content of community engagement meeting or activity, BUT there is no evidence on the ongoing nature of these activities. OR
 The operating company discloses evidence of its ongoing engagement with project affected communities, BUT without disclosing the actual content of these activities
 OR
 The operating company discloses evidence of its ongoing engagement with
 project affected communities, BUT without disclosing the actual content of these
 activities
 OR
 The operating company discloses evidence of its ongoing engagement with

The operating company discloses evidence of its ongoing engagement with project affected communities BUT it only covers specific groups.

- The community engagement processes include specific actions to engage with women.
- (1 point) The operating company discloses comprehensive information and supporting evidence demonstrating that its community engagement processes include specific actions to engage with women.
- (0.5 point) The operating company discloses information about women-targeted engagement initiative, BUT there is no evidence of systematic actions OR
 The operating company discloses information about women-targeted engagement initiative, BUT no details are available.
- The operating company monitors community satisfaction with the outcomes of its engagement processes.
- (1 point) The operating company discloses information and material describing how it monitors community satisfaction in the outcomes of its engagement processes, AND shares publicly the results of this monitoring.
- (0.5 point) The operating company discloses information and material describing how it monitors community satisfaction in the outcomes of its engagement processes, BUT the results of this monitoring are not available. OR
 The operating company discloses the results of the monitoring of community satisfaction in the outcomes of its engagement processes, BUT without information or material describing how this monitoring is performed.

02. Local employment

The operating company publicly discloses disaggregated data on the composition of its workforce. (3 points)

- The operating company publicly discloses data on its workforce composition, showing numbers of expatriates and nationals.
- The operating company discloses absolute numbers of expatriates AND nationals among (1 point) its workforce (BOTH employees and contract workers), AND the data is up-to-date (2017 or later) OR The operating company discloses its absolute number of workers (employees + contract workers) AND either the absolute number of expatriates or nationals among its workforce, AND the data is up-to-date (2017 or later) (0.5 point) The operating company discloses absolute numbers of expatriates and nationals, BUT figures are for employees only OR The operating company discloses data on expatriates and nationals among its workforce, BUT only percentages are disclosed (no actual figures) OR The operating company discloses absolute numbers of expatriates and nationals among its workforce (BOTH employees and contract workers) OR its absolute number of workers (employees + contract workers) AND either the absolute number of expatriates or nationals among its workforce, BUT the data is outdated (2016 or earlier).
- The workforce data show numbers of employees and contract workers.

• (1 point)	The operating company discloses absolute numbers of employees AND contract workers, AND the data is up-to-date (2017 or later) OR The operating company discloses its absolute number of workers (employees + contract workers) AND the absolute number of either employees or contract workers, AND the data is up-to-date (2017 or later).
• (0.5 point)	The operating company discloses only its absolute number of EITHER employees OR contract workers OR The operating company discloses data on employees and contract workers, BUT only percentages are disclosed (no actual figures)
	OR The operating company discloses absolute numbers of employees AND contract workers OR its absolute number of workers (employees + contract workers) AND the absolute number of either employees or contract workers, BUT the data is outdated (2016 or earlier).

- The workforce data also show numbers of workers from local communities (or from local municipalities/districts) among employees and contract workers.
- (1 point) The operating company discloses absolute numbers of employees AND contract workers that come from local communities, AND the data is up-to-date (2017 or later).
 (0.5 point) The operating company discloses EITHER the number of employees OR the number of contract workers that come from local communities OR The operating company discloses number of workers that come from local communities BUT data is not disaggregated between employees and contract workers that come from local communities OR The operating company discloses number of employees and contract workers that come from local communities BUT data is not disaggregated between employees and contract workers that come from local communities, BUT the data is outdated (2016 or earlier).

03. Local procurement

The operating company publicly discloses data on local procurement and supports local suppliers. (3 points)

Provide evidence demonstrating that:

- The operating company publicly discloses data on its procurement, showing proportions and amounts spent on national and local suppliers.
- (1 point) The operating company publicly discloses procurement data, disaggregated at the mine-site level, showing proportions AND amounts spent on both national AND local suppliers, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company publicly discloses procurement data, disaggregated at the mine-site level, showing proportions or amounts spent EITHER on national or on local suppliers OR

The operating company publicly discloses procurement data, disaggregated at the mine-site level, showing amounts spent on national and local suppliers, BUT without comparing them with total procurement. OR

The operating company publicly discloses procurement data, disaggregated at the mine-site level, showing proportions AND amounts spent on both national and local suppliers, BUT the data is outdated (2016 or earlier).

- The operating company provides support to local suppliers in navigating the tender process and responding to tenders.
- (1 point) The operating company discloses information about, and shares the content and material used in its activities and actions taken to support local suppliers in responding to tenders.
- (0.5 point) The operating company discloses information about activities and actions taken to support local suppliers in responding to tenders, BUT no practical examples of training content or material are available OR
 The operating company discloses information about activities and actions taken to support local suppliers in responding to tenders, and shares the content and material used, BUT only one example is provided.
- This support activities includes specific actions to support women entrepreneurs.
- (1 point) The operating company discloses information about systematic and targeted actions and activities to support women entrepreneurs in responding to tenders.
- (0.5 point) The operating company discloses information about specific actions to support women entrepreneurs in responding to tenders, BUT only one example is available OR
 The operating company discloses information about specific actions to support women entrepreneurs in responding to tenders, BUT no details on these actions are available.

04. Community grievance mechanism

The operating company publicly discloses data on its community grievance mechanism and takes actions to provide appropriate remedy. (3 points)

- The operating company publicly discloses data on its community grievance mechanism, showing the number and nature of grievances filed by project-affected communities.
- (1 point) The operating company discloses the number AND nature of grievances filed by project-affected communities, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company discloses EITHER the number OR the nature of the grievances filed by project-affected communities OR
 The operating company discloses the number AND nature of grievances filed by project-affected communities, BUT the data is outdated (2016 or earlier).
- The operating company takes actions in response to the grievances filed, to provide appropriate remedy.
- (1 point) The operating company discloses evidence that it takes actions in response to ALL the grievances filed recently (2017 or later), to provide appropriate remedy.
- (0.5 point) The operating company discloses evidence that it takes action in response to ALL the grievances filed, BUT without details on the remedy provided OR The operating company discloses evidence that it takes actions in response to SOME grievances filed, to provide appropriate remedy, BUT not to all of the grievances are addressed OR The operating company discloses evidence that it takes actions in response to all grievances filed, to provide appropriate remedy, BUT the data is outdated (2016 or earlier).
- The operating company tracks the satisfaction of claimants with the remedies provided.
- (1 point) The operating company discloses evidence that it tracks the satisfaction of claimants with the remedies provided for each of the grievances filed recently (2017 or later).
- (0.5 point) The operating company discloses evidence that it tracks the satisfaction of SOME claimants with the remedies provided, BUT not for all of the grievances filed OR The operating company discloses evidence that it tracks the effectiveness of its grievance mechanism, BUT not from a claimant's perspective OR The operating company discloses evidence that it tracks the satisfaction of claimants with the remedies provided for each of the grievances filed, BUT the data is outdated (2016 or earlier).

05. Living wage

The operating company ensures that the wages of all its employees and contract workers at least match fair living wage levels. (3 points)

- The operating company publicly discloses data on the wages of its employees, showing they meet or exceed fair living wage levels applicable to the area of the mine site (or the legal minimum wage if higher).
- (1 point) The operating company has assessed whether the legal minimum wage is below or above the fair living wage levels applicable to the area of the mine site and publicly discloses comprehensive wage data showing that the wages of all its employees meet or exceed these levels (whichever is the highest).
- (0.5 point) The operating company has assessed whether the legal minimum wage is below or above the fair living wage levels applicable to the area of the mine site and publicly discloses some wage data showing that the wages of some of its employees meet or exceed these levels (whichever is the highest), BUT the data does not cover all its employees.
- The operating company also publicly discloses comprehensive additional wage data showing that the wages of all its contract workers meet or exceed these levels (whichever is the highest).
- (1 point) The operating company also publicly discloses comprehensive additional wage data showing that the wages of all its contract workers meet or exceed these levels (whichever is the highest).
- (0.5 point) The operating company also publicly discloses some additional wage data showing that the wages of some of its contract workers meet or exceed these levels (whichever is the highest), BUT the data does not cover all its contract workers.
- The operating company discloses this data specifically for women workers as well as men.
- (1 point) The operating company also publicly discloses comprehensive additional breakdown on its wage data showing that the wages of all its women workers (employees and contract workers) meet or exceed these levels (whichever is the highest).
- (0.5 point) The operating company also publicly discloses some additional breakdown on its wage data showing that the wages of some of its women workers (employees and/or contract workers) meet or exceed these levels (whichever is the highest), BUT the data does not cover all its women workers (employees and contract workers).

06. Workers' safety

The operating company ensures its employees and contract workers are provided with appropriate safety equipment. (3 points)

- The operating company identifies appropriate safety equipment for all workers.
- (1 point) The operating company discloses comprehensive identification of appropriate safety equipment required for all workers, covering all departments and activities.
- (0.5 point) The operating company discloses information demonstrating it has undergone some identification of appropriate safety equipment for its workers, BUT not broken down by activity of department.
- The operating company ensures the provision of appropriate safety equipment for all workers.
- (1 point) The operating company discloses information demonstrating that all workers are provided with safety equipment corresponding to a comprehensive identification process.
- (0.5 point) The operating company discloses information demonstrating the provision of safety equipment to workers, BUT does not demonstrate that it includes all departments and all workers.
- The operating company ensures provision of suitable PPE for women workers.
- (1 point) The operating company discloses information demonstrating that specific womenadapted PPE are identified and provided to women workers.
- (0.5 point) The operating company discloses information demonstrating that specific womenadapted PPE are identified and potentially available, BUT does not demonstrate that it ensures their provision for women workers.

07. Worker grievance mechanism

The operating company publicly discloses data on its workers grievance mechanism and takes actions to provide appropriate remedy. (3 points)

- The operating company publicly discloses data on its worker grievance mechanism, showing the number and nature of grievances filed by workers.
- (1 point) The operating company discloses the number AND nature of grievances filed by workers, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company discloses EITHER the number OR the nature of the grievances filed by workers OR The operating company discloses the number AND nature of grievances filed by workers, BUT the data is outdated (2016 or earlier).
- The operating company takes actions in response to the grievance filed, to provide appropriate remedy.
- (1 point) The operating company discloses evidence that it takes actions in response to ALL the grievances filed recently (2017 or later), to provide appropriate remedy.
- (0.5 point) The operating company discloses evidence that it takes action in response to ALL the grievances filed, BUT without details on the remedy provided OR The operating company discloses evidence that it takes actions in response to SOME grievances filed, to provide appropriate remedy, BUT not to all of the grievances are addressed OR The operating company discloses evidence that it takes actions in response to all grievances filed, to provide appropriate remedy, BUT not to all of the one operating company discloses evidence that it takes actions in response to all grievances filed, to provide appropriate remedy, BUT the data is outdated (2016 or earlier).
- The operating company tracks the satisfaction of claimants with the remedies provided.
- (1 point) The operating company discloses evidence that it tracks the satisfaction of claimants with the remedies provided for each of the grievances filed recently (2017 or later).
- (0.5 point) The operating company discloses evidence that it tracks the satisfaction of SOME claimants with the remedies provided, BUT not for all of the grievances filed OR The operating company discloses evidence that it tracks the effectiveness of its grievance mechanism, BUT not from a claimant's perspective OR The operating company discloses evidence that it tracks the satisfaction of claimants with the remedies provided for each of the grievances filed, BUT the data is outdated (2016 or earlier).

08. Indigenous Peoples

The operating company consults with Indigenous Peoples potentially affected by its activities, and respects their right to Free, Prior and Informed Consent on the use of their land. (3 points)

- The operating company identifies Indigenous Peoples potentially affected by its activities.
- (1 point) The operating company discloses information on Indigenous People potentially affected by its activities and their identification.
- (0.5 point) The operating company discloses ONLY the name of the Indigenous people potentially affected by its activities OR
 The operating company discloses information about Indigenous People, BUT it does not cover all the potentially affected ones.
- The operating company implements consultation processes for Indigenous Peoples on the use of their land.
- (1 point) The operating company discloses the content of Indigenous people consultations concerning the use of their land.
- (0.5 point) The operating company demonstrates that it implements consultation processes with Indigenous People, BUT the content of these consultations is not disclosed OR The operating company demonstrates that it implements consultation processes with Indigenous People, BUT there is no evidence that these consultation processes concern the use of their land.
- The operating company publicly reports on whether Free, Prior and Informed Consent was obtained, and on the subsequent actions taken on this basis.
- (1 point) The operating company discloses information provided to Indigenous People and signed document acknowledging whether they consent to the project, and reports on subsequent actions taken on this basis.
- (0.5 point) The operating company reports on whether Free, Prior and Informed Consent was obtained and on subsequent actions taken on this basis, BUT does not disclose information provided to Indigenous People and signed document acknowledging whether they consent to the project OR The operating company discloses information provided to Indigenous People and signed document acknowledging whether they consent to the project, BUT does not report on subsequent actions taken on this basis.

09. Artisanal and Small-scale Mining

The operating company engages with artisanal and small-scale mining (ASM) operations in and around its mine site. (3 points)

- The operating company identifies any ASM operations in and around its mine site.
- (1 point) The operating company discloses comprehensive mapping and clear identification of ASM operations in and around its mine site, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company discloses SOME information about the identification of ASM operations in and around its mine site, BUT no comprehensive mapping and clear identification are available OR
 The operating company discloses comprehensive mapping and clear identification of ASM operations in and around its mine site, BUT the data is outdated (2016 or earlier).
- The operating company engages with ASM operations to identify opportunities for constructive collaboration.
- (1 point) The operating company discloses information about its recent (2017 or later) engagement activities to identify opportunities for constructive collaboration with ASM operations (training, micro-loans, etc...).
- (0.5 point) The operating company discloses SOME information about its engagement activities with ASM operations, BUT no details of these activities are provided OR The operating company discloses information about engagement activities to identify opportunities for constructive collaboration with ASM operations, BUT the data is outdated (2016 or earlier).
- These engagement activities include women working in these operations.
- (1 point) The operating company discloses multiple examples of actions demonstrating the inclusion of women working in ASM operations in its recent (2017 or later) engagement activities.
- (0.5 point) The operating company discloses SOME information about the inclusion of women working in ASM operations in its engagement activities, BUT no details of these activities are provided OR
 The operating company discloses multiple examples of actions demonstrating the inclusion of women working in ASM operations in its engagement activities, BUT the data is outdated (2016 or earlier).

10. Environmental impact assessments

The operating company publicly discloses assessments of its environmental impacts, and discusses the results of these assessments with project-affected stakeholders. (3 points)

- The operating company publicly discloses assessments of its environmental impacts, including its impacts on biodiversity.
- (1 point) The operating company discloses a complete Environmental Impact Assessment, that considers impacts on biodiversity.
- (0.5 point) The operating company discloses a complete Environmental Impact Assessment, BUT it does not consider impacts on biodiversity OR The operating company discloses information on its Environmental Impact Assessment, that considers impacts on biodiversity, BUT only a summary of the assessment is available.
- These assessments are regularly updated, at least every two years.
- (1 point) The operating company discloses updates of the environmental impact assessment at least every two years.
- (0.5 point) The operating company discloses regularly reports on the environmental situation, BUT not from an "impact assessment" perspective.
 OR
 The operating company discloses updates of the environmental impact assessment, BUT the frequency of assessments disclosure exceeds 2 years.
- The operating company discusses with project-affected stakeholders the results of these assessments.
- (1 point) The operating company discloses information and material showing discussions with project-affected stakeholders ABOUT THE RESULTS of these assessments.
- (0.5 point) The operating company discloses information about discussions with projectaffected stakeholders on the results of these assessments, BUT limited information on the actual content of these discussions is available.

11. Water quality

The operating company publicly discloses water quality monitoring data, discusses monitoring results with project-affected stakeholders and takes actions to improve water quality in its catchments or regional basins. (3 points)

- The operating company publicly discloses data on water quality in its catchments or regional basins, showing the data disaggregated by measuring point, and against applicable limit values.
- (1 point) The operating company discloses data on water quality in its catchments or regional basins, the data being systematically disaggregated by measuring point AND against applicable limit values, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company discloses data on water quality in its catchments or regional basins, BUT does not disclose it systematically disaggregated by measuring point or against applicable limit values OR
 The operating company discloses data on water quality in its catchments or regional basins, the data being systematically disaggregated by measuring point AND against applicable limit values, BUT the data is outdated (2016 or earlier).
- The operating company discusses the results of its monitoring of water quality with project-affected stakeholders.
- (1 point) The operating company discloses information demonstrating that THE RESULTS of its monitoring of water quality have been regularly and recently (2017 or later) discussed with project-affected stakeholders.
- (0.5 point) The operating company discloses information about discussion with project-affected stakeholders on THE RESULTS of its monitoring of water quality, BUT the content of these discussions is not disclosed OR
 The operating company discloses information demonstrating that THE RESULTS of its monitoring of water quality have been discussed with project-affected stakeholders, BUT the most recent activities were taken in 2016 or earlier.
- The operating company collaborates with project-affected stakeholders in monitoring the actions taken to improve water quality in its catchments or regional basins.
- (1 point) The operating company discloses information demonstrating active and recent (2017 or later) collaboration with project-affected stakeholders, in monitoring THE ACTIONS TAKEN to improve water quality in its catchments or regional basins.
- (0.5 point) The operating company discloses information demonstrating active collaboration with project-affected stakeholders in monitoring THE ACTIONS TAKEN to improve water quality, BUT the most recent actions were taken in 2016 earlier.

12. Air quality

The operating company publicly discloses air quality monitoring data, discusses monitoring results with project-affected stakeholders and takes actions to improve air quality in and around the mine site. (3 points)

- The operating company publicly discloses data on air quality in and around the mine site, showing concentrations of particulate matter and toxic gases, against applicable limit values.
- (1 point) The operating company discloses data on air quality in and around the mine site, systematically showing concentrations of particulate matter and toxic gases, disaggregated by measuring point AND against applicable limit values, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company discloses data on air quality in and around the mine site, BUT the data covers only particulate matters OR toxic gases OR The operating company discloses data on air quality in and around the mine site, BUT not disaggregated by measuring point and against applicable limit values OR The operating company discloses data on air quality in and around the mine site, systematically showing concentrations of particulate matter and toxic gases, disaggregated by measuring point and against applicable limit values, BUT the data is outdated (2016 or earlier).
- The operating company discusses with project-affected stakeholders the results of its air quality monitoring.
- (1 point) The operating company discloses information demonstrating that THE RESULTS of its monitoring of air quality have been regularly and recently (2017 or later) discussed with project-affected stakeholders.
- (0.5 point) The operating company discloses information about discussion with projectaffected stakeholders on THE RESULTS of its monitoring of air quality, BUT the content of these discussions is not disclosed OR The operating company discloses information demonstrating that THE RESULTS of its monitoring of air quality have been discussed with project-affected stakeholders, BUT the most recent activities were taken in 2016 or earlier
- The operating company collaborates with project-affected stakeholders in monitoring the actions taken to improve air quality in and around the mine site.
- (1 point) The operating company discloses information demonstrating active and recent (2017 or later) collaboration with project-affected stakeholders in monitoring THE ACTIONS TAKEN to improve air quality in and around the mine site.
- (0.5 point) The operating company discloses information demonstrating collaboration with project-affected stakeholders in monitoring THE ACTIONS TAKEN to improve air quality, BUT the most recent actions were taken in 2016 or earlier.

13. Progressive rehabilitation

The operating company publicly discloses and implements a rehabilitation and closure plan that includes plans for ongoing progressive rehabilitation. (3 points)

- The operating company publicly discloses its rehabilitation and closure plan, that includes plans for ongoing progressive rehabilitation.
- (1 point) The operating company discloses its mine closure plan, that includes progressive rehabilitation along the life of the mine.
- (0.5 point) The operating company discloses its mine closure plan, BUT it does not include progressive rehabilitation OR The operating company discloses information about its mine closure plan that includes progressive rehabilitation, BUT the full mine closure plan is not disclosed.
- The progressive mine rehabilitation and closure plan is costed.
- (1 point) The operating company discloses detailed costs for the progressive mine rehabilitation and closure plan.
- (0.5 point) The operating company discloses generic costs for the progressive mine rehabilitation and closure plan, BUT no details are available.
- The operating company tracks its progress on its rehabilitation and closure plan.
- (1 point) The operating company discloses evidence of detailed and comprehensive tracking of the progressive rehabilitation, AND the data is up-to-date (2017 or later).
- (0.5 point) The operating company discloses evidence of tracking its progress on its rehabilitation and closure plan, BUT only limited details are disclosed OR The operating company discloses evidence of detailed and comprehensive tracking of the progressive rehabilitation, BUT the data is outdated (2016 or earlier).

14. Post-closure viability for communities

The operating company develops plans to ensure that project-affected communities remain viable after mine closure. (3 points)

- The operating company develops plans to ensure post-closure socio-economic viability for project-affected communities.
- (1 point) The operating company discloses comprehensive plans that ensure post-closure socio-economic viability for project-affected communities.
- (0.5 point) The operating company discloses evidence demonstrating that a comprehensive plan that ensure post-closure socio-economic viability for project-affected communities exists, BUT only a summary is available OR
 The operating company discloses examples of actions or ongoing activities aimed at ensuring post-closure socio-economic viability for project-affected communities, BUT no formal comprehensive plan is available.
- The plan(s) include(s) post-mining land-use opportunities.
- (1 point) The operating company discloses comprehensive plans that ensure post-closure socio-economic viability for project-affected communities, that include post-mining land-use opportunities
- (0.5 point) The operating company discloses plans that ensure post-closure socio-economic viability for project-affected communities, that include SOME post-closure land-use considerations, from a project-affected community perspective, BUT without information on how actual opportunities are planned for OR
 The operating company discloses information on plans ensuring post-closure socio-economic viability for project-affected communities, that include post-mining land-use opportunities, BUT the full plan is not available.
- The plan(s) take(s) into account the goals and views of project-affected communities.
- (1 point) The operating company discloses comprehensive plans that ensure post-closure socio-economic viability for project-affected communities, that take into account the goals and views of project-affected communities.
- (0.5 point) The operating company discloses evidence that goals and views of project-affected communities are considered while developing plans that ensure post-closure socio-economic viability, BUT limited information is available on their involvement OR
 The operating company discloses evidence that goals and views of project-affected communities taken into account while considering post-closure socio-economic viability, BUT the actual plan is not available
 OR
 The operating company discloses evidence of meetings and discussions about post-closure legacy funds with communities, BUT the nature and outcomes of the funded projects are not disclosed.

15. Emergency preparedness and response plans

The operating company discloses and tests its emergency preparedness and response plans, including for risks associated with tailings dams and other waste facilities. (3 points)

- The operating company publicly discloses its emergency preparedness and response plans.
- (1 point) The operating company discloses its current emergency preparedness and response plans.
- (0.5 point) The operating company discloses ONLY extracts from its emergency preparedness and response plans that only cover some specific areas or categories of events OR The operating company discloses information about its emergency preparedness and response plan, BUT the plan does not correspond to the current stage of the mine lifecycle.
- These plans include risks associated with tailings dams and other waste facilities.
- (1 point) The plans disclosed by the operating company include details on preparedness and response measures related to the risks associated with tailings dams and other waste facilities.
- (0.5 point) The plans disclosed by the operating company include information on the risks associated with tailings dams and/or other waste facilities, BUT there are no details on the corresponding preparedness and response measures.
- The operating company includes project-affected stakeholders in testing these response plans.
- (1 point) The operating company discloses information demonstrating that project-affected stakeholders are included in testing its emergency preparedness and response plans.
- (0.5 point) The operating company discloses some information about the inclusion of projectaffected stakeholders in testing its emergency response plans, BUT does not report on the corresponding actual tests or trainings implemented.

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