

A. Economic Development

The large-scale extraction of minerals and metals represents a vitally important one-time opportunity for producing countries and their communities to gain lasting economic benefits from these non-renewable resources. The potential gains are huge: mineral wealth, if well managed, can transform national economies, reduce poverty and inequality, improve inter-generational equity and boost the health, education and wellbeing of a country's population. Too often, however, these benefits are not realised. Some of the most resource-rich countries are among the poorest in the world and their mineral wealth, rather than bringing prosperity, has been seen to deepen poverty and fuel corruption and conflict. Even in developed economies, short-sighted mining developments can have long-lasting negative inter-generational effects.

Producing country governments are responsible for the stewardship of their countries' mineral resources and the responsible management of the revenues generated by their extraction. Good governance is essential if mining is to fulfil its potential to contribute to sustained economic development. At the same time, mining companies have an important role to play in ensuring that the potential that their investments and activities represent, optimally enhances socio economic development within producing countries and the wider regions.

Large-scale mining companies, working in partnership with other stakeholders, can leverage their mining-related investments to catalyse development gains and in so doing contribute to the Sustainable Development Goals (SDGs). For example, well-planned mine infrastructure can spur national development and supranational growth within the wider region (See A.01), while responsible procurement strategies can build producing country capacity to provide goods, consumables and services beyond the mine (See A.02). Mining companies can also support capacity building by facilitating the development and transfer of skills and technologies to other sectors (See A.03 and A.04). Supporting transparency and accountability in the use of mineral revenues is also of paramount importance (See B.04, B.05, B.06, B.07).

The global mining industry is becoming increasingly aware of the imperative, and acting on opportunities, to contribute to sustainable development. By building constructive partnerships with producing country governments, parallel industries, civil society, and other stakeholders to translate these opportunities into benefits, mining companies can strengthen their position as good corporate citizens and trusted development partners.

A.01 National and Supranational Socio-Economic Development Planning

In all countries, transport, water, energy, information and communications technology infrastructure have become necessary for sustainable development and the maintenance of vibrant and resilient societies. However, in many developing countries infrastructure needs are vast, and out of reach for many citizens. In some regions there also may be little or no appropriate infrastructure (e.g., port, road or rail facilities, energy, water) in place to support a mine, resulting in reduced productivity and competitiveness of the operation.

Infrastructure development related to large mining projects provides a unique opportunity for developing countries to address weaknesses in their infrastructure sector, and for mineral infrastructures to be shared, leveraged and optimized for sustainable economic development. Infrastructure can be an important driver to “dis-enclave” mining communities and facilitate linkages that can support different types of economic activities, at the local, subnational and national level.

The strategic development of shared infrastructure can provide a win-win situation that enables a new mining project to efficiently and affordably move its product to market while also catalysing broader economic development gains. High costs and capital exposure risks can be managed by partnering with governments and other stakeholders, while also enabling producing countries to maximise the benefits of that infrastructure (e.g., to create new industrial hubs or corridors, better connect markets and improve the movement of goods, services, and people).

If not well planned and managed, however, the potential benefits from the development of a mine and associated infrastructure may not be realised, and may actually have negative impacts such as increasing environmental degradation, conflict and poverty. Coordination with sub-national and national government planning processes, including those related to potential in-migration (influx) that may accompany the development of major mining projects and associated infrastructure, can help to ensure that there are sufficient services (e.g., water and sewage, decent accommodations, hospitals, schools) and social resources available for communities and areas potentially impacted by the presence of mining companies.

When mines are developed in a manner that harmonises with national and wider supranational interests, contributions from the mining industry have the potential to be transformative by attracting and stimulating trade and

investment and business development, strengthening poverty alleviation outcomes and maximising the potential of other economic sectors.

Commitment	<p>The company commits to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development.</p> <p><i>Can your company demonstrate at the corporate level that it has:</i></p> <ol style="list-style-type: none">Formalised its commitment, that is endorsed by senior management, to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development?Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?Committed financial and staffing resources to implement this commitment?
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Action	<p>Where applicable, the company has systems in place to ensure its operations work collaboratively with sub-national producing country governments on socio-economic development planning.</p> <p><i>Where applicable, can your company demonstrate at the corporate level that it:</i></p> <ol style="list-style-type: none">Has systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role?Has systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments?Systematically tracks the implementation of these strategies and plans, collaboratively with the sub-national governments?
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A.02 National and Supranational Procurement

The development and operation of a large-scale mine have the potential to contribute significant revenues and economic diversification opportunities in producing countries and regionally through mining company expenditures on goods and services and procurement contracts. In fact, the level of expenditure

by major mining companies on in-country procurement is typically higher than their expenditures on taxes, salaries and community investment combined. Often, however, a large share of the value of goods and services used by mining projects are imported, which can create tensions between a mining company and communities or governments. The requirement for highly technical or specialised inputs, difficulties in accessing finance, lack of relevant skills, and short lead-times are all factors that can potentially constrain national or regional suppliers from meeting a mining project's needs.

Several countries have passed regulations or added stipulations to contracts that require or incentivise extractive industry companies to prioritise the use of products, businesses, services and workers from within the country or broader region. These approaches do not always deliver the anticipated benefits, however, due to corruption, opposition by vested interests within the country, and lack of local capacity to deliver needed goods and services.

In some countries, trade restrictions prevent the use of mandatory local content requirements. Where no regulations exist, some mining companies are voluntarily creating procurement targets and initiatives to support national or regional suppliers, including by placing obligations on their own contractors to source from within the country or wider region.

Building capacity within national or wider regional suppliers to meet a company's standards and specifications may take significant lead time, so it is advisable for companies to assess their procurement needs early in the project planning stage, and identify procurement opportunities for the various stages of the mine lifecycle, including development, production and closure. Responsible procurement strategies can best be optimised when there is extensive collaboration between government, industry associations, civil society and other mining companies to develop approaches that align with national and wider regional supply and demand.

The benefits of enhancing procurement opportunities at the national or supranational level are myriad. Prioritising national and supranational procurement and fostering related research and development (See A.03) can help build stronger economies through the creation of jobs, tax revenues,

skills and technological capacities that reach well beyond the mine. (For the benefits of fostering local community procurement opportunities, see D.04) Also, by supporting new and established suppliers to meet high labour, environmental, social and human rights standards mining companies can strengthen the potential for local suppliers to diffuse their products and services beyond the mining sector, into regional or global supply chains.

Mining companies also realise strategic benefits from advancing the development of national and wider supranational procurement such as reducing production costs, logistic costs and delivery times, facilitating secure access to critical goods and services, reducing the environmental footprint of their sourcing practices, and strengthening their social license to operate.

Action

The company has systems in place to ensure its operations develop procurement opportunities for suppliers at national and supranational levels.

Can your company demonstrate at the corporate level that it:

- a. Has systems in place to ensure its operations identify opportunities for, and barriers to access to, procurement from suppliers at national and/or supranational levels?
- b. Has systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels?
- c. Systematically tracks the implementation of these strategies and plans?

Effectiveness

The company tracks, reviews and acts to improve its performance on national and supranational procurement.

Can your company demonstrate that it systematically:

- a. Tracks and discloses data, against targets and across successive time periods, on its national and supranational procurement, showing clearly-defined categories, proportions and amounts spent?
- b. Audits and/or reviews the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels?
- c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels?

A.03 Collaborative Research and Development

Mining companies are well-placed to support research and development (R&D) programmes to stimulate innovation and socio-economic diversification in producing countries. Mining companies alone, collectively as an industry, or in partnership with others can support R&D that aims to improve the positive and minimise the negative environmental or socio-economic impacts of mining.

Mining companies may contribute to producing-country R&D Efforts in a number of ways, including through the provision of financial support to research institutions, partnerships with government agencies, universities or NGOs, funding of research scholarships, or by providing researchers with access to data or equipment. Any support for building R&D capacity, however, should be done in close collaboration with the relevant institutions and government authorities. By taking a collaborative approach in assessing needs and developing capacities, companies can be strategic with their investments, and avoid costly and time-consuming efforts that fail to create long-term value for the company or producing country.

Mining companies have much to offer in, and benefit from, these kinds of capacity building efforts, beyond any R&D the companies undertake themselves as a regular part of their operations (e.g. mining techniques or EIA-related research). Support for producing-country R&D can generate public-good knowledge on a wide range of mining-related issues relevant to the country in question.

For example, research can be targeted at reducing energy, water usage or the environmental footprint of operations, or researching strategies to prepare for and adapt to climate change. Other efforts might include R&D related to occupational health and safety issues, socio-economic studies to facilitate downstream opportunities such as mineral beneficiation, or cooperation with government and academic institutions on influx management.

R&D supported by mining companies, however, need not only be focused on mining-related issues. Companies can invest in initiatives that address the needs of mining-impacted communities, for example by supporting R&D in sectors like agriculture, water treatment or renewable energy technologies to promote food, water and energy security. In addition to creating opportunities for economic growth, such investments may help to contribute to a shared pool of knowledge and innovation and address socio-economic challenges including poverty and health, or environmental issues such as soil erosion and water contamination.

The value of contributing to socio-economic development in producing countries is well understood by mining companies. Through contributions to socio-economic R&D mining companies can help to develop technologies and practices that are tailored to the needs and realities of the producing country but also have potential to be applied elsewhere. Also, building R&D capabilities and economic capacity in a

country or region makes it more attractive to investment, and may lead to a more stable operating environment.

Action

The company has systems in place to work collaboratively with producing country institutions on Research & Development aimed at addressing priority socio-economic and environmental issues related to mining.

Can your company demonstrate at the corporate level that it has systems in place to work collaboratively with producing country institutions to:

- a. Identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries?
- b. Develop R&D programmes to address these priorities?
- c. Track the implementation of these R&D programmes?

A.04 Enhancing the National Skills Base

Mining developments create the potential for economic and social benefits through the creation of procurement and employment opportunities (See A.02 and D.04). How a mining company responds to the short- and long-term-skills needs of a project can have a significant impact on the skills base and employment levels in producing countries, providing multi-generational multiplier potential. When a company is over-reliant on imported labour, expertise and goods, mining and other skills are not transferred to the local population and there is little opportunity to enhance the national skills base or the development of a sustainable economy.

Most mining companies invest in worker training programmes to ensure the efficient running of their organisations and operations. Some companies also provide apprenticeships and mentoring to foster skills transfer, and “upskilling” and leadership programmes to provide their workers with career advancement opportunities. A focus on mining skills development at the local or national level helps companies meet producing country local employment expectations or targets and reduce costs associated with expatriate transfers. Educating and training workers may also lead to greater worker productivity and reduce the potential for community conflicts that may arise if a mine is overly reliant on foreign labour, especially for higher paying jobs.

Furthermore, the promotion of skills development outside the workforce can be a significant contributor to local development and foster a diverse skills pipeline in the long-run. Such actions could involve, for example, collaborating with national and local governments to strengthen STEM education at school and college level, and providing scholarships, internships, vacation training, graduate training, etc. Strengthening mining-related yet readily transferable technical/vocational skills outside the workforce (including by, for example, supporting training programmes for welders, drivers, mechanics, etc.) can also bring long-term benefits.

Increasingly, governments and companies are looking at how the mining industry can expand its efforts by cultivating skills that are applicable to other sectors of the economy. For example, mining companies can foster the development of local and national businesses that reach far beyond the mine site by mentoring or training mine suppliers and contractors (See A.02 and B.08), or supporting enterprises unrelated to mining, e.g., through access to finance at favorable rates. Mining companies can also help deepen the level of expertise in fields such as process control, construction and materials handling, which can be used in a wide number of economic sectors other than mining; and promote the development of highly transferable skills such as communications or competencies related to management and supervision.

Provision of skills training and support in a broad range of areas, including but not limited to those related to mining, helps companies foster a larger talent pool from

which they can draw, while helping to positively integrate themselves at a national and regional level.

Action	<p>The company has systems in place to ensure its operations support STEM education and technical/vocational skills development among the wider population in producing countries, through partnerships with in-country institutions.</p> <p><i>Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:</i></p> <ol style="list-style-type: none">Support STEM education among the wider population in collaboration with in-country institutions?Support technical/vocational skills development among the wider population in collaboration with in-country institutions?Demonstrate alignment of their skills development efforts with the national skills development agenda?
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Action	<p>The company has systems in place to ensure its operations support technical and managerial skills development of its local workforces in producing countries.</p> <p><i>Can your company demonstrate at the corporate level that it:</i></p> <ol style="list-style-type: none">Has systems in place to ensure its operations support technical skills development of its local workforces in producing countries?Has systems in place to ensure its operations support managerial skills development of its local workforces in producing countries?Systematically tracks the implementation of their skills development programmes?
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Scoring Framework:

A.01.1 The company commits to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development. (/6.00)

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development?

- 2 points** The company commits to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development, in a formal document which covers all of company's activities and is endorsed by senior management.
- 1 point** The company commits to take account of national and/or supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development in a formal document which covers all of the company's activities but there is no evidence that this commitment is endorsed by senior management.
OR
The company commits to take account of national and/or supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development in a formal document which is endorsed by senior management but does not cover all of the company's activities.
OR
The company has a formal, company-wide requirement to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries in a formal document which is endorsed by senior management but is not a formal commitment statement per se.
- 0.5 point** The company provides a case study showing a subsidiary's economic development strategy aligned with national and/or supranational government development plans or priorities.
OR
The company states it is committed to contributing to socio-economic development at national level but there is no mention of taking into account national and/or supranational development plans
OR
The company provides limited description of its approach to take account of national and/or supranational government development plans or priorities but there is no evidence of a company-wide requirement or formal commitment.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability.
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a)
- 0.5 point** The company briefly refers to a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company has a dedicated function at the senior management level and/or Board level for sustainable development-related issues but there is no specific mention of national and/or supranational development plans being within the scope of responsibility.
OR

The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a)

c. *Committed financial and staffing resources to implement this commitment?*

2 points The company has corporate-level or continental-level dedicated teams responsible for coordinating efforts on taking account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development.

1 point The company has corporate-level teams responsible for coordinating efforts on taking account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, but only on some limited aspects and/or not aiming at enhancing socio-economic development

OR

The company allocates financial and/or staffing resources to implement this commitment but not on a company-wide basis.

OR

0.5 point The company provides evidence qualifying for a score of 2, but the company scored 1 under a)
The company provides limited evidence of programmes/activities/staffing to implement this commitment.

OR

The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a)

A.01.2 Where applicable, the company has systems in place to work collaboratively with sub-national producing country governments on socio-economic development planning. (/6.00)

Where applicable, can your company demonstrate at the corporate level that it:

a. *Has systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role?*

2 points The company has company-wide systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role, and there is detailed evidence of the scope and content of these systems

1 point The company provides some evidence of collaborative identification of socio-economic development priorities, at the sub-national level, but there is no evidence of company-wide systems in place

OR

The company has systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company mentions the needs for business units to work in collaboration with sub-national producing country governments on identifying socio-economic development priorities, but does not provide any additional information

OR

The company refers to an approach to work in collaboration with sub-national producing country governments on identifying socio-economic development priorities, but does not provide any additional information.

b. *Has systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments?*

2 points The company has company-wide systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments, and there is detailed evidence of the scope and content of these systems.

- 1 point** The company provides some evidence of collaborative development of strategies and plans to address the identified socio-economic development priorities, at the sub-national level, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having participated in multi-stakeholder forum on sub-national development planning.
- c. Systematically tracks the implementation of these strategies and plans, collaboratively with the sub-national governments?*
- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide collaborative tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans, but not collaboratively with sub-national governments.
- 0.5 point** The company provides evidence of only one or more isolated cases of operations where the implementation of these strategies and plans is tracked.

A.02.1 The company has systems in place to ensure its operations develop procurement opportunities for suppliers at national and supranational levels (/6.00)

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify opportunities for, and barriers to access to, procurement from suppliers at national and/or supranational levels?

- 2 points** The company has company-wide systems in place to ensure its operations identify opportunities for, and barriers to access to, procurement from suppliers at national and/or supranational levels, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify barriers and opportunities for suppliers at national and/or supranational level, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having identified opportunities for, or barriers to access to, procurement from suppliers at national and/or supranational levels, but there is no evidence of company-wide approaches or systems in place
OR
The company provides sufficient narrative evidence of a company-wide approach to procurement from national and/or supranational suppliers to assume a minimum level of identification of barriers or opportunities.

b. Has systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels, and there is detailed evidence of the scope and content of these systems.

- 1 point** The company provides some evidence of an approach or actions to develop procurement opportunities for suppliers at national and/or supranational levels, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels, and there is detailed evidence of the scope and content of these systems, but they are not implemented on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having developed procurement opportunities from suppliers at national level.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has company-wide systems in place to systematically track the implementation of these strategies and plans, but there is limited evidence of the actual use of such systems.
- 0.5 point** The company provides evidence of one or more isolated cases of operations where the implementation of these strategies and plans is tracked, but there is no evidence of company-wide approaches or systems in place.

A.02.2 The company tracks, reviews and acts to improve its performance on national and supranational procurement.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its national and supranational procurement, showing clearly-defined categories, proportions and amounts spent?

- 2 points** The company discloses recent company-wide data (within the assessment period) against targets and across successive time periods on its national/in-country and/or supranational procurement, showing clearly-defined categories proportions and amounts spent.
- 1 point** The company discloses recent company-wide data (within the assessment period) on its national/in-country and/or supranational procurement, showing proportions and/or amounts spent, and the data is disclosed across successive time periods but against targets
OR
The company discloses recent company-wide data (within the assessment period) on its national/in-country and/or supranational procurement, showing proportions and/or amounts spent, and the data is disclosed against targets but not across successive time periods
OR
The company discloses recent company-wide data (within the assessment period) on its national/ in-country and/or supranational procurement, showing proportions and/or amounts spent, but the data is not disclosed against targets neither across successive time periods.
- 0.5 point** The company discloses recent data (within the assessment period) on its national/ in-country and/or supranational procurement, showing proportions and/or amounts spent, but the data is not disclosed against targets neither across successive time periods and it does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels are required but there is no information on reviews and/or audits that were actually conducted, beyond statement

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels?

2 points The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels.

1 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.

0.5 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

A.03.1 The company has systems in place to work collaboratively with producing country institutions on Research & Development aimed at addressing priority socio-economic and environmental issues related to mining.

Can your company demonstrate at the corporate level that it has systems in place to work collaboratively with producing country institutions to:

a. Identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries?

2 points The company has company-wide systems in place to work collaboratively with producing country institutions to identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries, and there is detailed evidence of the scope and content of these systems.

1 point The company provides some evidence of an approach to identify priorities and opportunities for collaborative R&D to address socio-economic and environmental impacts of mining within producing countries, but there is no evidence of company-wide systems in place
OR

The company has systems in place to work collaboratively with producing country institutions to identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company provides evidence of only one or two cases of operations having identified with other stakeholders R&D priorities and opportunities to address socio-economic and environmental impacts of mining within producing countries

b. Develop R&D programmes to address these priorities?

2 points The company has company-wide systems to develop R&D programmes in collaboration with producing country institutions to address these priorities, and there is detailed evidence of the scope and content of these systems.

1 point The company provides some evidence of an approach to develop R&D programmes in collaboration with producing country institutions to address these priorities, but there is no evidence of company-wide systems in place
OR

The company has systems in place to develop R&D programmes to address these priorities, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company provides evidence of only one or two operations having partnered or collaborated with producing country institutions on R&D to address these priorities.

c. Track the implementation of these R&D programmes?

2 points The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these R&D programmes

1 point The company discloses recent data (within the assessment period) from the tracking of the implementation of partnerships/collaboration with producing country research institutions on relevant R&D topics at several of its operations, but there is no evidence of a systematic, company-wide approach.

0.5 point na

A.04.1 The company has systems in place to ensure its operations support STEM education and technical/vocational skills development among the wider population in producing countries, through partnerships with in-country institutions.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Support STEM education among the wider population in collaboration with in-country institutions?

2 points The company has company-wide systems in place to ensure its operations support STEM education among the wider population in collaboration with in-country institutions, and there is detailed evidence of the scope and content of these systems.

1 point The company provides some evidence of support for STEM education among the wider population in collaboration with in-country institutions, but there is no evidence of company-wide systems in place

OR

The company has systems in place to ensure its operations support STEM education among the wider population in collaboration with in-country institutions, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company provides evidence of only one or two cases of operations having supported STEM education, and there is no evidence of company-wide approaches or systems in place.

b. Support technical/vocational skills development among the wider population in collaboration with in-country institutions?

2 points The company has company-wide systems in place to ensure its operations support technical/vocational education among the wider population in collaboration with in-country institutions, and there is detailed evidence of the scope and content of these systems.

1 point The company has systems in place to ensure its operations support technical/ vocational skills development among the wider population in collaboration with in-country institutions, but not on a company-wide basis.

0.5 point The company provides evidence of only one or two operations having supported technical/vocational skills development, and there is no evidence of company-wide approaches or systems in place

c. Demonstrate alignment of their skills development efforts with the national skills development agenda?

- 2 points** The company has company-wide systems in place to ensure its operations align their skills development efforts with national agenda/priorities for skills development, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations align their skills development efforts with the national skills development agenda, but there is limited evidence of the actual use of such systems.
- 0.5 point** The company provides evidence of only one or more isolated cases of operations' skills development efforts taking into account the national agenda/priorities for skills development, and there is no evidence of company-wide approaches or systems in place.

A.04.2 The company has systems in place to ensure its operations support technical and managerial skills development of its local workforces in producing countries.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations support technical skills development of its local workforces in producing countries?

- 2 points** The company has company-wide systems in place to ensure its operations support technical skills development of its local workforces in producing countries, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of technical skills development of its local workforces in several countries/sites, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations support technical skills development of its local workforces in producing countries, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having supported technical skills development of its local workforces in producing countries.

b. Has systems in place to ensure its operations support managerial skills development of its local workforces in producing countries?

- 2 points** The company has company-wide systems in place to ensure its operations support managerial skills development of its local workforces, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations support managerial skills development of its local workforces in several countries/sites, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having supported managerial skills development of their local workforces in producing countries

c. Systematically tracks the implementation of their skills development programmes?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to ensure its operations systematically track the implementation of their skills development programmes, but there is limited evidence of the actual use of such systems.
- 0.5 point** The company provides evidence of only one or more isolated cases of operations tracking the implementation of skills development programmes.