



Item 02 – GRI Sector Standards Project for Mining – Proposed working group

For GSSB approval

Date	25 November 2021
Meeting	9 December 2021
Project	GRI Sector Standards Project for Mining
Description	<p>The Global Sustainability Standards Board (GSSB) has initiated the GRI Sector Standards Project for Mining. In line with the GSSB's Due Process Protocol, a multi-stakeholder working group will be formed for the development of a Sector Standard for mining.</p> <p>This document presents the proposed working group composition for approval by the GSSB.</p>

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2 Abbreviations used in this document:

GSSB Global Sustainability Standards Board

SD GRI Standards Division

3 **Background**

4 The Global Sustainability Standards Board (GSSB) approved the [GRI Sector Standards Project for Mining Project proposal](#) on 17 June 2021.

6 In line with the GSSB's Due Process Protocol, a multi-stakeholder working group for the GRI Sector Standards Project for Mining (Mining Working Group) is to be appointed to develop content for the Sector Standard for mining. The [Mining Working Group Terms of reference](#) outlines the mandate of the Mining Working Group.

10 An open call for applications started on 26 August 2021 and finished on 26 September 2021.

11 Applicants nominated themselves via the [application form](#).

12 This document presents the proposed membership for approval by the GSSB.

13 **Overview of applications received**

14 The GRI Standards Division (SD) received 89 applications and two direct nominations from the Council of Global Unions to represent the labor constituency.

16 Most applications were from business enterprises and mediating institutions (more than 30 applications from each), while civil society, investment institutions, and labor were less well represented.

19 Following previous discussions with the GSSB, applicants were asked to indicate their work's geographic scope and location. There was balanced representation, with 10-15 applications received in each region from candidates working in Africa, Asia, Europe, North America, and South America, and six applications from Oceania. In addition, 18 applicants work across multiple regions. This is the case, for example, for applicants working on business enterprises or mediating institutions with operations located in different regions.

25 Although not a specific selection criteria, the GRI Standards Division (SD) asked applicants to reflect on their expertise on sustainability topics and commodities, as well as their experience in different types of mining organizations. The applicants display significant diversity across large and medium sized organizations, artisanal and small-scale mining, industry associations, performance standard-setters, and mining of diverse metallic and non-metallic commodities and quarrying.

30 **Selection process and criteria**

31 In line with the Due Process Protocol, the Mining Working Group membership should reflect a
32 balance of multi-stakeholder constituencies. As a minimum, each working group shall have at least
33 one person drawn from each of the constituencies on which the membership of the GSSB is based:
34 business enterprise (or reporters more generally), civil society, investment institutions, labor, and
35 mediating institutions. The description of these constituencies is presented on page 5 of the [Mining](#)
36 [Working Group Terms of Reference](#).

37 The principal criterion for selecting the Mining Working Group is relevant knowledge and experience
38 of a broad range of sustainable development impacts for the mining and/or quarrying sectors. Apart
39 from geographical, gender, and cultural diversity, the following are also considered:

- 40 • relevant knowledge of sustainability reporting for the sector;
- 41 • familiarity with the needs of users of sustainability reports;
- 42 • experience with multi-stakeholder initiatives;
- 43 • understanding of and willingness to work in a consensus-based, multi-stakeholder working
44 group; and
- 45 • ability to participate in working group meetings held in English and provide written feedback in
46 English when requested.

47 In addition, given the breadth of expertise needed to develop content for the Sector Standard, the SD
48 aimed to ensure a balanced set of perspectives and expertise from different regions, commodities,
49 size and type of organizations, topics connected to the sector's impacts, and sustainability
50 frameworks and reporting practices relevant for the sector.

51 The SD interviewed 38 applicants, resulting in 18 nominations to the Mining Working Group.
52 Additionally, two nominations for the labor constituency were made directly, making up 20 members in
53 total.

54 **Proposed Working Group** 55 **composition**

56 Table 1 presents the proposed Mining Working Group composition for GSSB approval. Personal
57 information has been excluded. The list is organized by constituency in alphabetical order.

58



59 Table 1. Proposed Mining Working Group composition

#	Position	Organization	Constituency	Location	Region of work (as described by applicant)	Extract of background and experience
1	Director, Compliance and Assurance	Newmont	Business enterprise	Australia	Oceania (Australia)	<ul style="list-style-type: none"> 15+ years' experience in responsible environmental, social and governance practices for Newmont (a multi-location, gold mining company) Experience at corporate, regional and site-based roles, including development of strategy-level systems to manage compliance to internal and external sustainability commitments Trained in natural resource management
2	Principal, Sustainability	South32	Business enterprise	Australia	Multiple (Headquartered in Australia, other operations in South Africa, Mozambique, Colombia, United States)	<ul style="list-style-type: none"> Experience leading sustainability work for companies engaged in extraction and mining services for diverse commodities such as bauxite, nickel, zinc, iron ore, and lithium. Experience leading materiality assessments, developing sustainability strategies, defining metrics and performance targets, monitoring and evaluation, sustainability reporting and assurance Environmental sciences background, with expertise in climate change and sustainability services
3	Head of Sustainability Integration Governance & Performance	Anglo American plc	Business enterprise	UK	Europe (UK)	<ul style="list-style-type: none"> 10+ years' experience in finance, investor relations, and sustainability at Anglo American (a multi-location, global diversified mining company) Knowledge of governance, performance management and sustainability reporting

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						<ul style="list-style-type: none"> Previously responsible for investor communications and engagement, financial performance analysis and technical expert on IFRS reporting standards
4	Director, ESG, Community & Gov. Relations	Coeur Mining, Inc.	Business enterprise	USA	North America	<ul style="list-style-type: none"> Experience leading work on topics associated with ESG for a mid-cap precious metals mining company Experience in local community engagement, including working for a native tribal health organization Previously trained and engaged in public and environmental health
5	Senior Programme Officer	International Council on Mining and Metals (ICMM)	Business enterprise	UK	Multiple (Global, headquartered in UK)	<ul style="list-style-type: none"> Leading engagement on ESG/sustainability reporting for ICMM (industry association for mining companies in a broad range of metals) Knowledge of diverse performance and reporting standards/frameworks relevant for the mining sector Experience in management and dissemination of ethics and sustainability codes for accounting and electronics organizations
6	Senior Advisor, ESG	World Gold Council	Business enterprise	Canada	North America (Canada based, UK headquartered)	<ul style="list-style-type: none"> Consulting experience with companies of various sizes engaged in precious metals and diversified mining, including Chinese mining organizations 10+ years' experience leading corporate social responsibility and sustainability strategy in large gold mining organization 10+ years' experience working with civil society organizations focused on sustainable development and humanitarian aid
7	Member (former Vice-President)	AIDIS Argentina	Civil society organization	Argentina	South America (Argentina)	<ul style="list-style-type: none"> Experience in environmental management auditing in major mining projects in Argentina and South America Actively involved in implementation of the Towards Sustainable Mining program in Argentina as a member of expert panel Knowledge of social and environmental responsibility policies implemented by multilateral development financial institutions

8	Executive Director	Southern Africa Resource Watch	Civil society organization	South Africa	Africa (Southern Africa ¹)	<ul style="list-style-type: none"> • 10+ years working on monitoring sustainability impacts of mining and advocacy and advisory for improving governance in the sector • Comprehensive understanding of issues along the value chain of the sector, including contract negotiation, taxation, social and environmental impact on adjacent communities, health and safety, and mining closure • Research and publishing experience focused on natural resources and democratization
9	Manager – Sustainable Business	WWF-India	Civil society organization	India	Asia (India)	<ul style="list-style-type: none"> • Leading engagement with mining sector for WWF-India to address and mitigate the sector's impact on biodiversity, including on wildlife and forests • Experience in research and analysis of mining sector in India covering diverse commodities, including preparation of reclamation and rehabilitation plans for iron ore mines • Trained in industrial chemistry and environmental science, and sustainable development
10	Senior Governance Officer	Natural Resource Governance Institute	Civil society organization	USA	Multiple (Global)	<ul style="list-style-type: none"> • 10+ years' experience working on mining sector governance issues, with a focus on resource-rich developing countries • Understanding of a wide range of public policy issues around mining, including government strategy, critical minerals, decision-making for resource extraction, local impacts of extraction, anti-corruption and due diligence • Trained in politics, philosophy, and human rights
11	Non-Executive Independent Board Director	Hyperion Metals Ltd.	Investment institution	USA	North America (USA)	<ul style="list-style-type: none"> • Experience as institutional investor, including assessment of investments on mining • ESG lead for mining organization working with critical minerals for high-tech industries

¹ Countries covered can be found here: <https://www.sarwatch.co.za/where-we-work-from/>

						<ul style="list-style-type: none"> • Experience coordinating international research and innovation labs focused on global investment structures and regional, federal and global policies
12	Senior Director of Shareholder Advocacy	Mercy Investment Services	Investment institution	USA	North America (United States)	<ul style="list-style-type: none"> • 20+ years' experience in shareholder advocacy, including 10+ focused on mining • 10+ years serving on the Interfaith Center for Corporate Responsibility board, leading working groups on supply chain and health issues • Participated in the process to develop the Global Industry Standard on Tailings Management
13	Director of Mining and DGOJP	IndustriALL Global Union	Labor	Switzerland	Multiple (Global)	<ul style="list-style-type: none"> • Coordinates work in mining and diamond, gems, ornaments, and jewelry production (DGJOP) for the approximately 70 national mining trade unions affiliated to IndustriALL Global Union • Experience in health and safety in the mining sector • Serves on boards and technical advisory bodies for standard-setting organizations, such as Initiative for Responsible Mining Assurance (IRMA), Bettercoal, Copper Mark, Responsible Minerals Initiative, Responsible Mining Foundation
14	National OSH officer	IF Metall	Labor	Sweden	Europe (Sweden)	<ul style="list-style-type: none"> • 10+ years' experience working at national level and at trade union focused on mining and other areas • Health and safety officer at a trade union that includes mining and ironworks workers and has more than 300.000 members • Experience working with international standards and tripartite working groups, especially related to occupational health and safety
15	Managing Director – Mining Shared Value	Engineers Without Borders Canada	Mediating institution	UK	Multiple (Global)	<ul style="list-style-type: none"> • Experience promoting local procurement of mining organizations in host countries, with a focus on transparency, corporate reporting, and data-informed policy, including research and creation of guidance tools • Knowledge of diverse performance and reporting standards/frameworks relevant for the mining sector • Trained in political science and development studies

16	Executive Director	The Copper Mark	Mediating institution	Switzerland	Multiple (Global)	<ul style="list-style-type: none"> • 10+ years' experience in the sector, including engagement with artisanal miners, large-scale mining companies, and smelters • Experience developing responsible mining and responsible mineral sourcing standards, including standards for supply chain due diligence for diverse commodities, including tin, tantalum, tungsten, copper, nickel, and zinc • Experience engaging with miners, mineral processors and buyers as an auditor, consultant, and convener within standard-setting organizations
17	Advisor	World Bank	Mediating institution	Canada	North America (Canada)	<ul style="list-style-type: none"> • 25+ years' experience in negotiation, development and implementation of policies and programs to address climate change, including directly within the energy and extractive sectors • Experience in the development of carbon pricing policy for mining and metals organizations • Research and advisory experience on issues related to the role of mining in low-carbon transition and sustainable development
18	Senior Manager	PwC	Mediating institution	Australia	Oceania (Australia)	<ul style="list-style-type: none"> • 15+ years' experience on topics associated with ESG/sustainability in the mining sector, including strategy, reporting and assurance • Experience advising large, mid-tier and small mining and quarrying companies • Trained in commerce, and energy and environment
19	CEO	Intelligence Nature International	Mediating institution	Ghana	Africa (various countries in Western Africa)	<ul style="list-style-type: none"> • 30+ years' experience in executive, senior management and operational leadership roles in open pit and underground gold and zinc mines for multinational companies • Experience in senior advisory for mining companies in diverse geographical locations and multilateral development institutions • Training and research in chemistry, pollution, and environment and materials
20	Senior Policy Advisor	Initiative for Responsible	Mediating institution	USA	Multiple (Global)	<ul style="list-style-type: none"> • 20+ years' experience in international law and policy, with 10+ years directly focused on mining and sustainable development

		Mining Assurance				<ul style="list-style-type: none"> • Experience reviewing mining law and policies in diverse jurisdictions, including on the Extractive Industries Transparency Initiative validation reports for countries in Africa and Asia • University lecturer on subjects related to sustainable development and legislation and policy for climate change
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60 **Next steps**

61 Following GSSB approval, the SD will confirm membership with selected candidates.

62 The Mining Working Group is anticipated to start their work in February 2022, with the exposure draft
63 expected to be released for public comment in Q4 2022. More information is presented on page 8 of
64 the [Mining Working Group Terms of reference](#).

65 Given the current restrictions for travel due to the COVID-19, there are no plans to hold an in-person
66 meeting; this may be revised in early 2022.

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