



EQUITABLE  
ORIGIN

A higher standard. A better choice.™

# EO100™ STANDARD

For Responsible Energy Development





**EQUITABLE  
ORIGIN**

---

## **EO100™ Standard**

July 2017

---

© 2017 Equitable Origin Inc. All Rights Reserved.

The EO100™ Standard is protected under copyright law, including U.S. copyright law, which provides substantial damages for unauthorized copying, adaptation, or distribution of a work of authorship. You may not copy, edit, modify, transform, adapt, publish, republish, upload, distribute, redistribute, transmit, post, broadcast, or translate the EO100™ Standard or authorize any third party to undertake such action.

You are permitted to use the EO100™ Standard for informational and internal business purposes only. You are not permitted to use the EO100™ Standard to provide services for third parties, through a service bureau or otherwise. Equitable Origin may revoke your permission to use the EO100™ Standard at any time and, if it does so, you must stop using the EO100™ Standard immediately, return to us any copy of the EO100™ Standard that you have in your possession, and destroy all electronic copies in your files and records. Use of the EO100™ Standard for any other purpose is expressly prohibited by law.

Equitable Origin may also have patents, patent applications, trademarks, copyrights, or other intellectual property rights covering the contents of the EO100™ Standard, and Equitable Origin and its licensors retain all right, title, and interest in and to such intellectual property rights. Except as expressly provided on our website ([www.equitableorigin.org](http://www.equitableorigin.org)) or in a written agreement between you and Equitable Origin, the furnishing of the EO100™ Standard does not grant you any license, express or implied, to any such patents, patent applications, trademarks, copyrights, or other intellectual property of Equitable Origin. We do grant your organization a nontransferable and nonexclusive “enterprise license” to make and distribute copies of such EO100™ Standard to other employees within your organization. All copyright notices and other proprietary notices must be retained on all such copies. You may not assign or transfer your right to use the EO100™ Standard to any third party. Any unpermitted assignment or other form of transfer of your right to use the EO100™ Standard is void.

Any breach or threatened breach of the terms governing the EO100™ Standard by you would cause irreparable damage and that, in the event of such breach or threatened breach, Equitable Origin shall have, in addition to any and all remedies at law, the right to injunctive relief, specific performance, and all other equitable relief of any kind available to Equitable Origin to prevent the violation of your obligations hereunder without the necessity of any proof of actual damages or the posting of a bond or other security. Equitable Origin has the right to seek and obtain monetary damages in addition to such equitable relief.

While Equitable Origin has made every effort to ensure that all information contained within the EO100™ Standard accurately reflects our current certification process, the EO100™ Standard is provided without warranties of any kind, whether express or implied, including, but not limited to, implied warranties of merchantability, fitness for a particular purpose, or non-infringement. Without limiting the foregoing, Equitable Origin does not warrant that the EO100™ Standard is complete or that the EO100™ Standard will meet your requirements. Equitable Origin will not be liable for any damages or injury, including but not limited to, special, indirect, incidental, or consequential damages, caused by your use of the EO100™ Standard, even if an authorized representative of Equitable Origin has been advised of the possibility of such damages.

The official language of the EO100™ Standard is English. Equitable Origin has made every effort to ensure consistency in translation; however, in the case of inconsistency between versions, reference shall default to the official language version.

EO100072017

## **TABLE OF CONTENTS**

<b>Summary of EO100™ Principles &amp; Objectives</b>	3
<b>Principles &amp; Objectives</b>	4
Principle 1: Corporate Governance, Transparency & Business Ethics	5
Principle 2: Human Rights, Social Impacts & Community Development	10
Principle 3: Indigenous Peoples' Rights	21
Principle 4: Fair Labor & Working Conditions	26
Principle 5: Climate Change, Biodiversity & Environment	34
<b>Annex I: Terms &amp; Definitions</b>	47
<b>Annex II: Normative &amp; Supporting References</b>	62
<b>Annex III: About the EO100™ Standard</b>	64

## **Summary of EO100™ Principles & Objectives**

<i>Principle 1: Corporate Governance, Transparency &amp; Business Ethics</i>	<i>Principle 2: Human Rights, Social Impacts &amp; Community Development</i>	<i>Principle 3: Indigenous Peoples' Rights</i>	<i>Principle 4: Fair Labor &amp; Working Conditions</i>	<i>Principle 5: Climate Change, Biodiversity &amp; Environment</i>
1.1 Legal Compliance	2.1 Human Rights	3.1 Free, Prior & Informed Consent (FPIC)	4.1 Labor & Working Conditions	5.1 Environmental Management & Mitigation
1.2 Financial Disclosure	2.2 Fair, Inclusive Engagement & Good Faith Consultation	3.2 Engagement & Participation	4.2 Child Labor	5.2 Emergency Preparedness & Response Planning
1.3 Bribery, Corruption, Money Laundering & Financing of Terrorism	2.3 Human Rights & Security Personnel	3.3 Cultural Impacts	4.3 Forced Labor	5.3 Energy Efficiency
	2.4 Land Rights	3.4 Use of Traditional Natural Resources	4.4 Freedom of Association & Collective Bargaining	5.4 Waste Production & Management
1.4 Management Systems	2.5 Resettlement	3.5 Culture-Based Intelligence & Traditional Knowledge	4.5 Equal Opportunities & Treatment	5.5 Remediation of Environmental Liabilities
1.5 Contractors	2.6 Uncontrolled Settlements			
1.6 Transparency & Disclosure	2.7 Community Health & Safety	3.6 Voluntary Isolation	4.6 Working Hours & Leave	5.6 Closure & Restoration
	2.8 Sustainable Community Investment		4.7 Remuneration	5.7 Greenhouse Gas Emissions
	2.9 Cultural Heritage		4.8 Workplace Grievances	5.8 Ozone Depletion
	2.10 Grievance Mechanism		4.9 Occupational Health & Safety	5.9 Biodiversity & Ecology
			4.10 Workplace Emergency Preparedness & Response Planning	5.10 Air
				5.11 Water
				5.12 Land
				5.13 Land Restoration
				5.14 Visual & Ambient Impacts

## **Principles & Objectives**

### **Principle 1: Corporate Governance, Transparency & Business Ethics**

*The goal of this Principle is to ensure:*

- Development is carried out in compliance with all applicable laws using effective management systems that ensure good governance, transparency and ethical business conduct in accordance with international and voluntary standards as listed in Annex II.

#### **Objective 1.1 Legal Compliance:**

Operator complies with applicable laws, regulations and international agreements; with national and local laws and administrative requirements, host country or production sharing agreements; and international agreements signed by the country of operation and their interpretation by international interpretive bodies. Where regional, national, and local laws are not aligned with international norms, the Operator applies the higher of the two standards.

#### **Performance Targets (PTs):**

PT 1	PT 2	PT 3
Operator shall establish a mechanism to identify and guarantee compliance with all applicable local and national legal, regulatory and administrative requirements, including regular updates and amendments to these requirements.	Operator ensures that information on relevant requirements is held and updated in a legal register or equivalent system.	Operator has attained confirmation from an independent audit that it is in compliance with all applicable local and national legal, regulatory and administrative requirements (including permits and licenses), as well as with the principles of international agreements to which the country of operation is a signatory (whether agreements have been transposed into national law or not).
Operator shall make a public and documented commitment to comply with: a) all applicable local and national legal, regulatory and administrative requirements; and" b) the principles of international agreements to which the country of operation is a signatory (whether those agreements have been transposed into national law or not).		
Operator maintains independently audited or certified financial accounts in accordance with national or international accounting standards (whichever are the more comprehensive and stringent) and these meet the requirements of the relevant government authority.		

PT 1	PT 3
Operator shall pay fees, royalties, taxes and other legally required payments according to the requirements of the host country.	Operator has attained confirmation from the relevant government authority (or agent thereof) that all legally required payments have been made.

### Objective 1.2 Financial Disclosure:

Operator discloses payments of fees, royalties, taxes and other payments required by the host country and discloses beneficial ownership.

#### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall publicly disclose what it pays for resource extraction and/or development rights on the project and proof of payment of all fees, royalties and taxes as well as all other information to be disclosed under the Extractive Industries Transparency Initiative (EITI) whether or not the host country is EITI compliant.	Operator discloses any clauses of agreements and contracts with the host country that affect the rights of communities.	Operator has attained confirmation from the relevant government authority (or agent thereof) that all legally required payments have been made.
Operator shall disclose beneficial ownership of the project.	Operator determines beneficial ownership of partner, contractor and supplier companies.	Operator only works with partner, contractor and supplier companies that disclose their beneficial owners.

### Objective 1.3 Bribery, Corruption, Money Laundering & Financing of Terrorism:

Operator does not engage in bribery and/or corruption; money laundering; financing of terrorism or of weapons; or financing of other forms of violence.

#### Performance Targets (PTs):

PT 1	PT 2
Operator shall establish a mechanism for employees, service providers, intermediaries, agents, and contractors that prohibits, prevents and combats bribery, corruption, money laundering and financing of terrorism and of other forms of violence.	Operator has established continuous and proactive monitoring mechanisms to detect, anticipate, and forestall potential cases of bribery and/or corruption, money laundering or financing of terrorism and other forms of violence.



**PT1**

Operator shall establish clear rules for interactions with all levels of the host country's government, administration and public agencies, with political parties and other officials.

Operator shall provide for protection of whistleblowers from retaliation.

**Objective 1.4 Management Systems:**

Operator implements effective social and environmental management systems including risk identification, assessment, impact management and mitigation, and monitoring and evaluation of impacts at each stage of the project life cycle.

**Performance Targets (PTs):**

PT 1	PT 2	PT 3
<p><i>Management System:</i> Operator shall incorporate all the elements (Principles, Objectives, and Performance Targets at least at the level of PT1) specified in the EO100™ Standard into its management system.</p>	<p>Operator conducts internal audits of the effectiveness of its policies and implementation on a regular basis. If audits identify ineffective policies or implementation, Operator takes action to improve accordingly.</p>	<p>Operator undergoes external audits of the effectiveness of its policies and implementation on a regular basis. If audits identify ineffective policies or implementation, Operator takes action to improve accordingly.</p>
<p>The scope of the management system shall be defined and documented and shall include all aspects of operating activities related to environment, labor, health, safety, risk management and community affairs.</p>		
PT 1	PT 2	PT 3
<p><i>Commitment:</i> Operator shall adopt a directive, memorandum of intent, or similar position statement from top management (i.e., corporate-level or country-level authority) that commits to implementing the EO100™ Standard at each stage of the project life cycle.</p>	<p><i>International Industry Standards:</i> Operator shall use international industry standards of practice and care for each stage of the project life cycle.</p>	<p>Operator investigates, analyzes or supports studies on how to improve their social and environmental practices.</p>



PT 1	PT 2	PT 3
Operator shall develop, implement, and maintain procedures to identify, access, and apply all applicable international standards regarding good practice.	Operator, to encourage and achieve continual improvement through the application of best practices, regularly sends its relevant technical personnel to pertinent training, conferences, forums and/or meetings that are widely recognized by the industry, governments and/or stakeholders.	Operator provides resources to its technical personnel so that they may document their findings, experiences and best practices; publish articles in specialized journals; and present at international conferences.
<i>Impact Assessments:</i> Operator shall conduct Environmental, Social, Economic, Cultural and Health Impact Assessments for each phase of the project establishing a baseline and using recognized international standards to identify impacts and appropriate mitigation measures at each stage of the project life cycle.	Operator's development plans, as well as the environmental and social impact assessments, shall include the participatory identification and assessment of traditional use of natural resources and priority ecosystem services by local communities (land, water, landscape, flora and fauna) during all project phases.	Operator has evaluated the impact of its local purchases on the price of local goods and equipment, and implements a purchasing policy intended to mitigate negative impacts to the local economy.
PT 1	PT 2	
<i>Secondary and Cumulative Impacts:</i> Operator shall conduct indirect, secondary and cumulative impact assessments.	Operator engages other operators in the project area to participate in the indirect and cumulative impact assessment and the corresponding plan.	
PT 1	PT 2	PT 3
<i>Monitoring:</i> Operator shall implement a comprehensive monitoring program for social impacts, including monitoring of human rights, health and engagement of workers, Indigenous Peoples and local communities; and environmental impacts, including monitoring of emissions and discharges to water, air, land and of biodiversity resources.	Monitoring and sample collection by Operator is supplemented by joint monitoring and sampling with key stakeholders.	Monitoring and sample collection by Operator is supplemented by independent monitoring and sampling by qualified third parties.
Operator shall develop opportunities to involve local communities, where present, in monitoring activities.	Operator provides opportunities for stakeholders to participate meaningfully in the indirect and cumulative impact assessment and the corresponding plan.	Where local capacity is lacking, Operator establishes capacity-building and training programs to enable key stakeholders to acquire the technical skills necessary to independently undertake monitoring and sampling.



PT1	
Operator shall report the results of monitoring activities and shall make such results publicly available in a timely manner (via appropriate disclosure methods for local communities, Indigenous Peoples and other non-technical stakeholders).	
PT 1	PT 3
<i>Risk Mitigation and Management:</i>  Operator shall manage and/or minimize, restore, and/or compensate for direct and indirect adverse health, economic, social, human rights and environmental impacts proportional to the nature and scale of such impacts and the vulnerability of affected communities.	Risk assessments and evaluations are reviewed by a professional, independent third party selected by the affected community.
Remedies shall be culturally appropriate and consistent with community expectations, host country domestic law, and international standards.	

### Objective 1.5 Contractors:

Operator ensures that contractors, subcontractors and suppliers working on and around the project site comply with all legal standards and uphold ethical, social and environmental standards in line with the requirements of the EO100™ Standard.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall have a mechanism for ensuring contractors comply with local laws and adhere to the social, ethical, labor, human rights and environmental standards contained in the EO100™ Standard.	Operator includes a provision in service contracts that requires conformity with the social, ethical, labor, human rights and environmental standards contained in the EO100™ Standard.	Operator builds the capacity of contractors to meet the social, ethical, labor, human rights and environmental standards contained in the EO100™ Standard.

### Objective 1.6 Transparency & Disclosure:

Operator provides stakeholders with free and reasonable access to information about the Operator's social and environmental policies, activities and performance.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall fully, accurately and freely disclose to public and employees all its social and environmental policies, activities and performance metrics, including quantitative metrics where feasible. Operator shall report in accordance with recognized sustainability reporting best practices, such as the Global Reporting Initiative, the Carbon Disclosure Project, and the United Nations Guiding Principles on Business and Human Rights.	Operator engages specifically with stakeholders to determine and prioritize what information to disclose and how to provide this information and details of their performance.	Operator ensures the quality and completeness of information disclosed through verification by: a) Independent third-party evaluation; and b) Obtaining stakeholder feedback. Operator demonstrates steps taken for continual improvement of information quality and disclosure practices.
Public disclosure of social, environmental, human rights and cultural risks and impacts to affected communities shall be in their local language(s) and in a reasonably accessible format throughout the life of the project.	Operator publicly reports data related to mitigation activities to a degree mutually agreed upon with affected stakeholders.	Operator reports annually via a GRI sustainability report on its human rights performance.

## Principle 2: Human Rights, Social Impacts & Community Development

*The goal of this Principle is to ensure:*

- Development is carried out in ways that recognize, respect and address the human rights of project-affected stakeholders and provide access to effective remedy in accordance with international and voluntary standards as listed in Annex II.

*Additional specific Objectives regarding the rights of Indigenous Peoples are listed under Principle 3.*

*Additional specific Objectives regarding labor rights are included under Principle 4.*

### Objective 2.1 Human Rights:

Operator implements the United Nations Guiding Principles on Business and Human Rights and respects all internationally recognized human rights within its area of impact. Where regional, national, and local laws are not aligned with international norms of human rights protection, the Operator applies the higher of the two standards.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall establish a mechanism to respect human rights in line with the UN Guiding Principles on Business and Human Rights, including a policy commitment to respect human rights; a due-diligence process to identify, prevent and mitigate adverse human rights impacts that the Operator causes or contributes to, or that the Operator is directly linked to; and a process to enable the remediation of any adverse human rights impacts.	Operator educates employees, contractors, and stakeholders on their human rights both as related to the project and in general.	Operator has identified and taken measures to mitigate risks to human rights—demonstrating performance improvement over time.
Operator shall not have been found responsible, complicit or liable in any case that involves human rights impacts in a final and affirmative legal finding after exhausting all appeals made by a properly constituted legal body operating under recognized standards of the rule of law, in any of its operations within the previous five years.	Neither Operator, nor its contractors, subcontractors, or subsidiaries or business units engaged in substantially similar lines of business, have been found guilty of a violation of human rights on any project within the previous three years.	Operator identifies risks to and takes steps to protect human rights defenders and environmental advocates.

PT 1	PT 3
If there are public human rights infringement claims within the last five years, the Operator has investigated those claims promptly, thoroughly and in good faith and has provided a fair remedy where it has been responsible for or complicit in human rights infringements.	Human rights performance has been verified by an independent third party.
In determining the appropriate form of monetary or non-monetary reparations, the Operator shall ensure that the affected stakeholder(s) are adequately informed, that the process is transparent and follows clear and consistent procedures, and that the results are predictable and fair.	

## Objective 2.2 Fair, Inclusive Engagement & Good Faith Consultation:

Operator identifies and engages honestly, frequently and collaboratively with all project-affected stakeholders through a process of fair, representative and non-discriminatory consultation. Operator allows for meaningful input into project-related decisions, practices and performance by those stakeholders before and during the full project cycle.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall establish an inclusive and accessible mechanism that directs its approach to identifying stakeholder needs and to managing stakeholder engagement activities developed in accordance with the AA1000 AccountAbility Stakeholder Engagement Standard or similar principles.	Operator has implemented mechanisms to guarantee stakeholder involvement in the planning and implementation of the socioenvironmental component of the project.	Operator provides education and training for all Operations staff and contractors who engage with stakeholders and/or make decisions affecting stakeholder engagement activities on policy, strategy and implications.
Operator's mechanism shall include public and participatory processes to identify and involve legitimate and representative stakeholders in the planning and implementation of the socio-environmental components of the project, including how the Operator identifies legitimate community representatives and how it provides for the participation of minorities and vulnerable groups.	Operator demonstrates use of a two-way process that a) Begins early and continues through project life as necessary; b) Is based on relevant, transparent, objective, meaningful and easily accessible information in a culturally appropriate local language(s) and formats understandable to stakeholders; c) Engaged those stakeholders	Operator's consultation activities result in: a) Improved stakeholder understanding and awareness of project impacts; b) Full and inclusive participation of key stakeholders; c) Clear understanding by Operator of stakeholder preferences; and d) Mutually-agreed upon

	directly affected;  d) Is free of external manipulation, interference, coercion, or intimidation; and  e) Is documented.	actions pertaining to mitigation and management of adverse project impacts and opportunities/benefits recorded in a CDA and/or BCP.
PT 1	PT 2	
Operator's mechanism shall include public and participatory processes to identify and involve legitimate and representative stakeholders in the planning and implementation of the socio-environmental components of the project, including how the Operator identifies legitimate community representatives and how it provides for the participation of minorities and vulnerable groups.	Operator supports the development of community capacity to engage in consultation and negotiation processes.	
Operator shall take steps to ensure that engagement activities do not exclude participation based on gender, social status, religious affiliation or spiritual practice, language, literacy, formal education, age or other considerations.	Operator supports the right to Free, Prior and Informed Consent (FPIC) for all communities.	
Operator shall not conduct engagement activities in a way that creates an economic barrier to the participation of affected communities.	Operator measures and publicly reports on site-level performance around management of security and human rights issues.	
PT 1		
Where stakeholder engagement is the responsibility of the host government, the Operator shall collaborate with the responsible government agency, to the extent permitted by the agency, to achieve outcomes that are consistent with the provisions of this Objective.		
If the process conducted by the government does not meet the relevant requirements of these provisions, the Operator shall conduct a complementary process and, where appropriate, identify and implement supplemental actions.		

### Objective 2.3 Human Rights & Security Personnel:

Operator complies with the Voluntary Principles on Security and Human Rights and requires that security forces providing security in the Operator's area of responsibility comply with international human rights standards and act in a manner consistent with respect for the human rights of workers, contractors, and communities. Security forces are subject to sanctions in case of non-compliance.

### Performance Targets (PTs):

<b>PT 1</b>		<b>PT 3</b>
<p><i>Risk Assessment:</i> Operator shall perform a thorough and timely risk assessment in consultation with communities to assess human rights-related security risks in accordance with the Voluntary Principles on Security and Human Rights. Assessments shall be carried out before operations begin and shall be updated regularly as needed.</p>		Operator's risk assessment protocols and mitigation measures consider and address the root causes of conflict.
<b>PT 1</b>	<b>PT 2</b>	<b>PT 3</b>
Where public security forces are used, the Operator shall establish an agreement with the government with regards to the need, strength, and type of security to be provided.	<p>Operator requires security providers to document and report all incidents of use of force.</p> <p>Operator develops project-specific use of force provisions.</p>	Operator will require that if and when private security forces are used, the company providing the security services is a signatory of the International Code of Conduct for Private Security Providers (ICoC) or is verified by a third party as having met an equivalent standard, such as the ANSI/ASIS PSC.1-2012 Management System for Quality of Private Security Operations.
In particular, the Operator shall require that use of force is permitted only in direct proportion to the nature and extent of the threat under the UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials for preventive and defensive purposes.		
<b>PT 1</b>		<b>PT 3</b>
Operator shall engage affected communities at all stages of risk assessment, security planning, and deployment of security forces.		Operator invites third parties to periodically assess its site-level performance around management of security and human rights (either as an independent exercise or as part of a periodic Human Rights Impacts Assessment) and ensures community participation in this assessment.
<b>PT 1</b>		
Operator, and its contractors, shall prohibit the deployment of their privately contracted security forces and shall discourage the government from deploying armed security forces to respond with force to civil demonstrations and protests affecting the Operator's facilities or activities. In situations where the health and safety of project personnel is in jeopardy, only the minimum force needed will be applied if persuasion or other techniques fail to defuse the situation.		



*Due Diligence:*

Operator, or its contractors, shall conduct a review of the human rights records of individuals, firms, and government forces involved in its security arrangements. Where that review identifies that an individual, firm, or public agency has been involved in human rights abuses, the Operator shall raise the matter with the security provider or with appropriate public authorities and shall require that the concerned individuals, firms, or agencies are replaced, or properly trained before they are deployed and closely monitored.

Operator's contractual relationships with security providers shall ensure that the security personnel will adhere to international norms and standards for law enforcement with regard to human rights and shall include the right to terminate any contractual relationships for non-compliance.

If the Operator is required to use public security forces, the Operator shall take all reasonable steps to remove individuals from units known for human rights abuses and shall monitor the performance of the public security forces protecting it on an ongoing basis.

*Training:*

Operator shall ensure that private security personnel at both the management and the field levels receive training on security and human rights. Operator shall make every reasonable effort to ensure that public security personnel receive training on security and human rights by communicating expectations around appropriate conduct of security personnel and supporting the availability of training resources for public security forces.

Training is conducted in accordance with the Voluntary Principles on Security and Human Rights, the International Code of Conduct for Private Security Providers and the ANSI/ASIS PSC.1-2012 Management System for Quality of Private Security Operations.

**PT 1**

*Investigation and Remediation:*

Operator shall have procedures in place for investigating, documenting and remediating alleged abuses by security personnel or, where appropriate, for referring the matter to the relevant authorities.

**PT 2**

Operator gathers project-level data on security incidents and performance of security personnel.

Operator shall not tolerate offenses by security forces that result in human rights violations and shall take immediate and appropriate action to terminate relationships with culpable security providers and notify relevant authorities. Where concerns relate to public security forces, the Operator shall undertake to bring the concerns to the attention of the highest levels of government.

**PT 1**

*Transparency:*

Operator shall disclose or encourage the relevant public authorities to disclose to the public the security arrangements for the site, including any equipment transfers and financial support, where feasible and taking into account associated security concerns.

**PT 2**

Operator makes public comprehensive information to ensure that all relevant stakeholders are engaged and informed in land negotiations, market transactions and market values.

## Objective 2.4 Land Rights:

Operator respects affected communities' socially or legally recognized entitlements to access, use and control of areas of land and related natural resources. This includes access, use, and control of lands that are subject to collective, rather than individual, ownership and customary laws.

## Performance Targets (PTs):

<b>PT 1</b>		
Before purchasing or leasing land, Operator shall consult with all affected communities, including vulnerable persons or groups such as women, the landless, and the rural poor.		
<b>PT 1</b>	<b>PT 3</b>	
Operator shall not engage in, facilitate or support forced evictions and shall strive to ensure that no coercive measures are taken to affect land use or occupancy by local people in order to obtain transfer of their property interests.	Operator works with representative institutions and public officials of affected communities and in cooperation with affected communities to develop projects and initiatives that strengthen tenure security through improved documentation and mapping of land ownership and use rights in and of the community.	
<b>PT 1</b>	<b>PT 2</b>	<b>PT 3</b>
Operator shall compensate for land use and acquisition or leasing in a timely manner and in accordance with fair market values and equitable restitution that result in the same or better livelihood levels, in the short and long term.	Operator cedes the land titles back to the community following the closure of the project.	Operator engages in multi-year restoration activities in collaboration with communities after the productive life of the project.
Operator's activities shall not prevent access to arable land, water sources and/or other natural resources essential for the wellbeing of the community.		Operator recognizes that local people are the owners or stewards of the resources on their land according to their traditional use, occupation and/or ownership and provides opportunities for benefit-sharing from natural resource extraction.

### Objective 2.5 Resettlement:

Operator strives to avoid the physical and/or economic displacement of people from areas affected by the project, and considers feasible alternative project designs to do so. Where unavoidable, Operator complies with the international standards of resettlement planning, including the IFC Performance Standards. Operator does not conduct activities in areas where Free, Prior and Informed Consent for resettlement of local communities has not been obtained.

### Performance Targets (PTs):

<b>PT 1</b>	
Operator shall assess potential for resettlement and if necessary shall develop and implement a Resettlement Action Plan in consultation with affected communities and in accordance with international standards. In the case of projects involving economic displacement only, the Operator shall develop a Livelihood Restoration Plan to compensate affected persons and/or communities in accordance with IFC Performance Standard 5.	
The Plans shall be made public and be made available in a format and language accessible to affected communities.	
Operator shall consider feasible alternative project designs to avoid the resettlement (especially involuntary resettlement) of people from areas affected by the project, including those from communally held lands and natural resources subject to traditional ownership or under customary use.	
When displacement cannot be avoided, the Operator shall obtain the FPIC of local communities and shall provide adequate compensation to help improve or restore standards of living or livelihoods of affected communities in accordance with IFC Performance Standard 5.	
Compensation standards shall be transparent and applied consistently to all communities and persons affected by the displacement.	
Operator shall ensure that costs for any agreed resettlements are not borne by the communities being resettled.	
<b>PT 1</b>	<b>PT 2</b>
Resettlements will whenever possible keep communities together and include provisions to maintain the livelihoods of those people and families being resettled.	Operator makes efforts to allow resettled people to return to their lands if the cause of resettlement ceases to exist, and if feasible
In cases of involuntary resettlement, Operator shall adhere to IFC Performance Standard 5	
Operator shall record, respond to and manage community requests for resettlement due to human health, environmental or economic impacts of the operations.	
Where resettlement is the responsibility of the host government, Operator shall collaborate with the responsible government agency, to the extent permitted by the agency, to achieve outcomes that are consistent with the objectives of the provisions of this Objective.	
If the process conducted by the government does not meet the relevant requirements of these provisions, the Operator shall conduct a complementary process and, where appropriate, identify and implement supplemental actions.	

### Objective 2.6 Uncontrolled Settlements:

Operator strives to avoid conditions that could lead to the development of uncontrolled settlements in the vicinity of the project, in accordance with local laws.

#### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall avoid activities that promote uncontrolled settlements in areas under its responsibility.	Operator develops an influx management plan in coordination with relevant local government agencies.	Operator coordinates design and management strategies with other Operators and stakeholders to control and avoid settlement.
Operator shall effectively implement design and management strategies to control settlements, and shall minimize the construction and/or opening of new access routes that facilitate settlement.		

### Objective 2.7 Community Health & Safety:

Operator promotes community health, including by monitoring indicators of community health and by communicating risks and managing incidents quickly and efficiently to avoid or minimize the risk of community exposure to health and safety hazards and the risk of impacts on ecosystem services.

#### Performance Targets (PTs):

PT 1	
Operator shall establish measures for community protection and supplemental nutrition, including provisions of fresh water, when spills or other incidents related to the project compromise a community's ability to access food or water.	
PT 1	PT 2
Operator shall establish a mechanism to identify and control risks to the health of the local community, with stakeholder involvement.	Operator has incorporated recognized industry best practices and IFC Health Impact Assessment (HIA) Guidelines during all project phases.
Operator shall monitor the health of the local community and shall identify key health indicators, including early indicators of potentially negative impacts, in participation with stakeholders, and shall measure baseline data against those indicators.	Operator provides equipment and training that allows communities to conduct data collection and monitoring on health and safety impacts.

**PT 1**

Operator shall contribute to the provision of medical services to the local community, coordinating with stakeholders as necessary.

Operator shall avoid or minimize the potential for community exposure to risks associated with operational accidents, construction hazards, environmental health impacts, hazardous materials and substances, and diseases that could result from project activities and project-related transportation.

Operator shall engage with affected communities, local government agencies, and other relevant parties, in the design of an emergency response plan that controls hazards quickly and efficiently.

**Objective 2.8 Sustainable Community Investment:**

Operator supports the development of communities where operations take place through community-led initiatives that promote sustainable improvements in the quality of life of affected communities.

**Performance Targets (PTs):**

PT 1	PT 2	PT 3
Operator shall identify and prioritize social, economic or environmental community investment programs and shall develop and implement a plan to address these opportunities over the duration of the project. The programs shall be developed with the participation of local communities through inclusive and widespread consultation and shall be in line with culturally appropriate models of sustainable development.	Operator aligns community investment programs with UN Sustainable Development Goals.	Operator can demonstrate consistent, beneficial impacts over time that contribute to the UN Sustainable Development Goals.
<i>Local Content:</i> Operator shall engage with local communities to identify and provide appropriate opportunities for employment, training and other services to communities within or adjacent to the project area.	Operator: a) Ensures transparency in the tendering process to include opportunities for the community; and b) Actively fosters the development of community subject matter experts (SMEs).	Operator works with the community to identify where infrastructure constraints limit the ability of local contractors to provide needed services, and invests in infrastructure accordingly.

PT 1		
Operator shall establish a mechanism to determine the proportion of employment opportunities available to community members, with both the Operator and its contractors. This mechanism includes an identification of the Operator's demand for labor, goods and services and the community's real and potential capacity to meet that demand.		
PT 1	PT 2	PT 3
<i>Community Development Agreements (CDAs):</i> Operator shall identify opportunities and create mechanisms to collaboratively develop Community Development Agreements (CDAs) and shall engage with community stakeholders to establish such agreements.	Operator demonstrates collaborative implementation of CDA. Opportunities for improvement have been established through joint monitoring of programs and recommendations by both community and Operator representatives. Operator supports the creation of a neutral agency for the apportioning and outlay of revenue.	Operator demonstrates that: a) CDA activities result in quantifiable improvements to (or factors leading to) improved quality of life for community members. b) It has made long-term and sustainable program contributions c) It is contributing to development of best practice guidelines on CDAs that can be adopted into legislation or used as a voluntary best practice standard within industry.
Where such agreements are in place, the Operator shall carry out the terms of the agreement in a timely, equitable and culturally appropriate manner as agreed to with affected communities.	Operator provides support to build capacity for local administration of financial resources in order to facilitate appropriate allocations in ways that minimize potential for creating conflict.	Operator supports the development of Bio-cultural Community Protocols (BCPs) to enable communities to affirm their role as the drivers of conservation and sustainable use of biodiversity in ways that support their livelihoods and traditional ways of life.
CDAs shall complement and align with local government community development plans, where they exist.	Operator fairly determines the amount of community investment in consultation with local communities and taking into consideration the cumulative impacts over the life of the project.	Operator measures social outcomes and impacts of community investment programs and communicates results to relevant stakeholders

## Objective 2.9 Cultural Heritage:

Operator preserves and protects cultural heritage from the adverse impacts of project activities, and promotes equitable sharing of benefits from the use of cultural heritage.



### Performance Targets (PTs):

PT 1
Operator shall identify cultural heritage in its development plans and environmental and social impact assessments and protect it from the adverse impacts of project activities and support preservation measures.
Operator shall not remove, significantly alter, or damage critical cultural heritage.
Where a project proposes to use the cultural heritage, including knowledge, innovations, or practices of local communities for commercial purposes, the Operator shall use a good faith negotiation process that results in a documented outcome and provides for fair and equitable sharing of benefits from commercialization of such knowledge, innovation, or practice, consistent with the local community's customs and traditions.

### Objective 2.10 Grievance Mechanism:

Operator establishes an accessible, transparent, culturally-appropriate, trustworthy and inclusive project-level grievance mechanism for individuals and communities who may be adversely impacted by development activities in line with the UN Guiding Principles on Business and Human Rights.

### Performance Targets (PTs):

PT 1	
Operator shall develop, implement, communicate and maintain a grievance mechanism to accommodate, understand, document, respond to and address complaints, comments, and expectations of stakeholders.	
Operator shall record, prioritize, verify and remediate grievances in a timely manner.	
The Operator shall establish and exercise the grievance mechanism with a view to good faith resolution of disputes through a fair and transparent process.	
The grievance mechanism shall not restrict communities’ access to judicial remedies, and any and all statutes of limitations for possible claims against the Operator shall be suspended during the grievance mechanism process.	
The grievance mechanism shall meet the effectiveness criteria for non-judicial grievance mechanisms established by the UN Guiding Principles on Business and Human Rights, shall provide for an independent arbiter with human rights expertise and shall ensure the informed participation of affected stakeholders.	
Affected communities bringing grievances shall be entitled to choose their own advocate (lawyer or advisor) to accompany and/or represent them.	
PT 1	PT 2
Proceedings of grievances shall be made available in a format and language accessible to the party or parties involved.	Operator publishes summaries of grievances, their status and ultimate resolutions.
The grievance mechanism shall be freely available and affordable to access for all interested parties.	

### Principle 3: Indigenous Peoples' Rights

*The goal of this Principle is to ensure:*

- Development is carried out in ways that recognize, respect and address the specific rights, traditions and cultural implications for Indigenous Peoples whose territory or livelihoods may be affected by the project in accordance with *international and voluntary standards as listed in Annex II.*

*Principle 3 is additional to other Principles - all of which apply to Indigenous Peoples.*

#### Objective 3.1 Free, Prior & Informed Consent (FPIC):

Operator obtains the FPIC of the affected communities of Indigenous Peoples when the project activities may affect the rights of Indigenous Peoples as established in the United Nations Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous and Tribal Peoples, and in the Constitution of the country of operation.

#### Performance Targets (PTs):

PT 1	PT 2
<p>Operator shall apply FPIC in the following situations and any others where it is required by local laws:</p> <ul style="list-style-type: none"> <li>• When a project impacts Indigenous Peoples' lands and natural resources subject to traditional ownership or under customary use;</li> <li>• When the Operator proposes to store or dispose of hazardous materials on Indigenous Peoples' land or territories;</li> <li>• When a project occasions the relocation of Indigenous Peoples from lands and natural resources subject to traditional ownership or under customary use;</li> <li>• When a project may significantly impact priority ecosystems that Indigenous Peoples may rely on for cultural, spiritual, or livelihood purposes;</li> <li>• When a project may significantly impact critical cultural heritage that is essential to the identity and or cultural, ceremonial or spiritual aspects of Indigenous Peoples' lives; or</li> <li>• When the Operator proposes to use the cultural heritage including traditional knowledge, innovations and or practices of Indigenous Peoples for commercial purposes.</li> </ul>	<p>Operator shall publicly disclose how it determines FPIC and how it has ensured that those participating in FPIC consultations are the relevant stakeholders with the authority to represent their community's interests.</p>
<p><b>PT 1</b></p> <p>Where FPIC was not obtained by the host government, prior concession holder, or by the Operator, Operator shall conduct an FPIC process before it starts project activities.</p>	

### Objective 3.2 Engagement & Participation:

Operator undertakes an inclusive process of fair, representative and non-discriminatory engagement and good faith consultation with all project- affected communities of Indigenous Peoples.

### Performance Targets (PTs):

PT 1	PT 2	
Operator shall conduct thorough stakeholder mapping or another exercise that identifies the full range of decision makers and opinion influencers in order to identify legitimate, traditional, and legal representatives.	Operator’s policy for engagement with Indigenous Peoples has been agreed upon by relevant stakeholders in the affected community.	
In all cases where stakeholder consultation takes place, the Operator shall demonstrate the participation of the legitimate, traditional and/or legal representatives of the organizational structures of directly, indirectly and potentially affected Indigenous Peoples in all project phases.	Where practicable, Operator establishes the process and outcomes of engagement with Indigenous Peoples in the form of an equitable agreement, the terms of which are clear and understood by the community and its legitimate representatives.	
Operator shall also demonstrate participation from diverse members of the community (including women and discriminated groups).		
PT 1	PT 2	PT 3
Operator shall demonstrate that a clear majority of traditional and/or legal representatives of affected Indigenous Peoples' communities are satisfied with the results of engagement activities.	Operator demonstrates the participation of the legitimate and/or legal representatives of potentially affected communities of Indigenous Peoples in all project phases.	Operator demonstrates that legitimate and/or legal representatives of affected communities of Indigenous Peoples are satisfied with the results of these procedures.
In the event of divisiveness within communities, the Operator and contractors shall make concerted efforts to include all parties, including those who may oppose their interests.		
Operator shall hold consultations and other meetings in areas that are geographically accessible to the majority of community members. When this is not possible, the Operator shall compensate participants for time and travel.		
Operator shall provide information about the project in languages that are understood by the majority of community members, and in formats that are compatible with technology available to the majority of community members.		

PT 1	PT 2
<p><i>Government Agents:</i> Where a government agency has oversight for managing Indigenous Peoples' issues, the Operator shall collaborate with the agency to the extent feasible and permitted by it, and with the communities, to achieve outcomes that are consistent with the objectives of this Principle and are compliant with government requirements.</p>	<p>Operator has developed and implemented a plan detailing the requirements and accountabilities of the government agency and Operator regarding the Provisions of Principle 3 of the EO100™ Standard.</p>

### Objective 3.3 Cultural Impacts:

Operator strives to avoid adverse impacts on cultural and natural heritage that is essential to the identity and cultural, ceremonial, or spiritual aspects of Indigenous Peoples' lives.

### Performance Targets (PTs):

PT 1	
Where a project directly or indirectly impacts cultural heritage. Operator obtains the FPIC of the affected Indigenous Peoples in accordance with best practices in established and emerging standards and norms (both international and local).	
PT 1	PT 2
If a project may significantly impact cultural heritage that is essential to the identity and/or cultural, ceremonial, or spiritual aspects of Indigenous Peoples' lives, Operator shall take steps to avoid or minimize such direct or indirect impacts.	Operator shall protect and preserve tangible and intangible cultural heritage that is part of the community's tradition.
PT 1	
If construction or operations at the project site prevent access to previously accessible cultural heritage sites that are currently being used by, or that have been used by, affected communities within living memory for long-standing cultural purposes, the Operator shall allow continued access to the cultural site or provide an alternative access route, subject to health, safety, and security considerations.	

### Objective 3.4 Use of Traditional Natural Resources:

Operator protects the traditional natural resource use by Indigenous Peoples (land, water, landscape, flora and fauna) during all project phases.

### Performance Targets (PTs):

PT 1	
Operator's development plans, as well as the environmental and social impact assessments, shall include the participatory identification and assessment of traditional use of natural resources and priority ecosystem services by Indigenous Peoples (land, water, landscape, flora and fauna) during all project phases.	
PT 1	PT 2
Operator shall protect and preserve traditional natural resources and avoid adverse impacts on those resources.	Operator, jointly with Indigenous Peoples, has implemented programs for the protection – and optimization, when necessary – of traditional resource use.

### Objective 3.5 Culture-Based Intelligence & Traditional Knowledge:

Operator respects Indigenous Peoples' right to maintain, control, protect and develop their intellectual property over their cultural heritage, traditional knowledge, and traditional cultural expressions.

### Performance Targets (PTs):

PT 1
Where a project proposes to use the cultural heritage, including traditional, intellectual and spiritual knowledge, innovations; or practices of indigenous communities for commercial purposes, the Operator shall use a good faith negotiation process that results in a documented outcome and provides for fair and equitable sharing of benefits from commercialization of such knowledge, innovation, or practice, consistent with their customs and traditions.
Where a project proposes to use the cultural heritage including knowledge, innovations, or practices of Indigenous Peoples for commercial purposes (including project-related activities), the Operator shall inform the affected communities of:
<ul style="list-style-type: none"> <li>a) Their rights under national and international law;</li> <li>b) The scope and nature of the proposed commercial development and use; and</li> <li>c) Potential consequences of such development and use.</li> </ul>
And The Operator shall also:
<ul style="list-style-type: none"> <li>d) Obtain FPIC from the affected communities of Indigenous Peoples in accordance with best practices in emerging standards and norms;</li> <li>e) Ensure fair and equitable benefits and compensation from operationally applied knowledge, innovation, or practice; and</li> <li>f) Recognize the right to intellectual property of Indigenous Peoples.</li> </ul>

### Objective 3.6 Voluntary Isolation:

Operator respects the rights of Indigenous Peoples in isolation and initial contact in accordance with the UN Guidelines on the Protection of Indigenous Peoples in Voluntary Isolation and in Initial Contact in the Amazon Basin, El Chaco, and Eastern Paraguay.

### Performance Targets (PTs):

PT 1	PT 2
Operator shall establish a mechanism to respect the rights of Indigenous Peoples in isolation and initial contact, in accordance with the principles of respect for their rights to: self-determination; to their lands territories and resources; health; participation, consultation and Free, Prior and Informed Consent (FPIC); and remaining in isolation.	Operator facilitates the creation of a consultation committee comprised of organizations with a legitimate interest in or knowledge of the Indigenous Peoples in isolation.
<b>PT 1</b>	
The mechanism shall include an environmental, health and social risk analysis and response mechanisms in case of incidental contact.	
Operator shall not conduct activities in locations where there is evidence of Indigenous Peoples in isolation. The precautionary principle is applied: If there is evidence of Indigenous Peoples in isolation, Operator immediately informs the relevant government authorities and self-imposes strict measures to respect their rights.	



## Principle 4: Fair Labor & Working Conditions

*The goal of this Principle is to ensure:*

- Development is carried out in ways that recognize and respect the rights of workers in accordance with international and voluntary standards as listed in Annex II.

*The term 'workers' includes workers of all genders, direct employees whether full or part time, as well as workers provided by, or working for, contractors and subcontractors.*

### Objective 4.1 Labor & Working Conditions:

Operator respects the rights of workers, in accordance with the International Labor Organisation's (ILO) Core Conventions, ILO Convention 155, The Occupational Safety and Health Convention (1981) and in line with the UN Guiding Principles on Business and Human Rights.

#### Performance Targets (PTs):

PT 1
Operator shall define and make publicly available in relevant local languages its employment policy. The Employment Policy addresses all issues raised in Principle 4 of the EO100™ Standard.
Operator shall provide workers with documented information that is clear and understandable, regarding their rights under national labor and employment law.
Operator shall have a mechanism for ensuring that contractors respect workers' rights and meet performance requirements equivalent to or compatible with Principle 4 of the EO100™ Standard.

### Objective 4.2 Child Labor:

Operator does not engage in or support the employment of children, in accordance with ILO Conventions 138 and 182 and ILO Recommendations 146 and 190.

#### Performance Targets (PTs):

PT 1	PT 3
Operator's employment policy shall include a clause prohibiting child labor.	Operator has established a system to monitor labor throughout its supply chain to ensure no child labor is engaged, including terminating contracts with providers that employ or are at risk or employing child labor.
The policy shall include protections for young workers, where young workers are or may be engaged in employment. The policy addresses age requirements for hazardous work.	Operator and its contractors monitor compliance with the policy. Operator demonstrates that its contractors do not employ under-age individuals.

**PT 1**

Operator demonstrates that it does not employ under-age individuals.

Operator shall apply the policy to its suppliers.

**Objective 4.3 Forced Labor:**

Operator does not use forced or compulsory labor (including bonded, indentured or prison labor), nor restricts the freedom of movement of employees in accordance with ILO Convention 29 and 105. Operator does not engage in or support human trafficking in line with the ILO Protocol to Convention 29.

**Performance Targets (PTs):**

**PT 1**

Operator's employment policy includes a clause prohibiting forced labor in any form.

**PT 3**

Operator has established a system to monitor its supply chain to ensure no forced labor is engaged, including terminating contracts with providers that employ or are at risk of employing forced labor.

**PT 1**

Operator applies the policy to its contractors and suppliers.

Operator shall not retain original copies of employees' personal documentation, nor require any form of deposit, fee, or equipment advance from employees either directly or through recruitment agencies.

**Objective 4.4 Freedom of Association & Collective Bargaining:**

Operator does not prevent workers from associating freely; engages in good faith in free collective bargaining; and adheres to collective bargaining agreements, where such agreements exist, in accordance with ILO Conventions 87, 98 and 135.

**Performance Targets (PTs):**

**PT 1**

Operator respects the rights of workers to freedom of association and collective bargaining and shall not interfere in workers' organizations.  
Operator's employment policy shall explicitly state it respects workers' rights to freedom of association and collective bargaining.

Operator shall negotiate in good faith and adhere to collective bargaining agreements where they exist.

Operator shall remain neutral in any legitimate unionizing or worker-organization effort; shall not undermine legitimate trade unions; shall not discriminate or retaliate against trade union or other workers' representatives; and shall not impose sanctions on workers organizing or participating in a legal strike.

Operator shall inform workers upon employment of any existing collective bargaining agreement and their rights. Operator shall ensure that workers' representatives have access to facilities for the purposes of communicating with employees.

#### Objective 4.5 Equal Opportunities & Treatment:

Operator provides equal opportunities and fair treatment of workers and does not practice or condone any form of discrimination in the workplace in accordance with ILO Conventions 100 and 111.

#### Performance Targets (PTs):

##### PT 1

Operator's employment policy shall state it does not practice or condone any form of discrimination in the workplace in terms of hiring, remuneration, overtime, access to training, promotion, termination or retirement based on race, ethnicity, caste, national or social origin, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, pregnancy status, physical appearance, HIV status, age, or any other applicable prohibited basis.

Operator shall provide equal opportunities to all individuals who are "Fit for Work" and shall not discriminate on the basis of factors unrelated to their ability to perform their job.

Worker committees shall have adequate gender representation.

Operator shall provide guest or migrant workers with the same benefits and protections as nationals or non-migrants.

Operator shall prohibit sexual harassment and other forms of mentally or physically abusive behavior in the workplace and in employer-provided accommodations.

Operator shall establish fair disciplinary practices and communicate its disciplinary process to all workers.

Operator shall not make deductions for disciplinary purposes except where permitted by national law and permitted by a freely negotiated collective bargaining agreement.

Operator's employment policy explicitly prohibits corporal punishment under any circumstances, as well as harsh or degrading treatment, coercion or intimidation in any circumstances.

#### Objective 4.6 Working Hours & Leave:

Operator applies normal working hours, rest days, and legally mandated leave in accordance with applicable law and ILO Conventions 1, 14, 132 and 183.

### Performance Targets (PTs):

PT 1
<p><i>Working Hours:</i> Operator shall apply normal working hours that comply with applicable law. Working hours do not exceed, on a regular basis, a maximum of 48 hours per working week.</p> <p>If overtime is required for business needs, Operator shall pay overtime to its workers according to applicable law. Overtime is voluntary and except in special circumstances (for example on fly-in, fly-out sites) is limited to a maximum of 12 hours in a week.</p>
<p><i>Leave:</i> Operator shall provide workers with all legally mandated leave, including maternity and paternity, compassionate and paid annual leave.</p> <p>Operator shall provide all employees with at least one rest day in seven consecutive working days.</p>

### Objective 4.7 Remuneration:

Operator pays workers a living wage plus associated benefits.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
<p><i>Wages:</i> Operator shall pay workers a wage based on the higher of either the applicable legal minimum wage or the prevailing industry standards, plus associated statutory benefits.</p>	<p>Operator consults with worker representatives to establish a basic needs wage and provides a living wage to all employees.</p>	<p>Operator ensures a living wage is provided to all contractors.</p>
<p>Operator shall take steps to ensure:</p> <ul style="list-style-type: none"> <li>a) Wages are sufficient to meet the basic needs of workers and provide some discretionary income;</li> <li>b) It makes payment to its workers on a regular and pre-determined basis;</li> <li>c) Payment is made by bank transfer or in cash or check form, in a manner and location convenient to the workers;</li> <li>d) All payments include a wage slip which clearly details wage rates, benefits and deductions where applicable;</li> <li>e) No deductions from wages are made without following due process;</li> <li>f) Workers are not forced to buy provisions from Operator-owned businesses or facilities;</li> <li>g) Labor-only contracting arrangements or consecutive short term contracts are not used to avoid obligations under applicable law relating to labor or social security.</li> </ul>		

**PT 1**

Operator shall retain appropriate worker documentation, including records of wage payments as well as working hours, for all workers employed, whether on a full time, part time or temporary basis.

Operator-provided housing shall be affordable or provided free of charge.

**Objective 4.8 Workplace Grievances:**

Operator establishes and communicates to all directly and indirectly employed workers its mechanisms for workplace grievance registration and investigation.

**Performance Targets (PTs):**

**PT 1**

Operator shall develop and implement an effective and transparent grievance mechanism and investigation process and shall clearly explain these to all workers.

**PT 2**

Operator's grievance mechanism and investigation process is monitored by an external and independent third party.

**PT 1**

Records of workplace grievances raised shall be treated confidentially. Operator shall formally document and investigate workplace grievances as well as Operator's response and any outcome. Investigations shall be completed in a timely fashion.

Results of grievances shall be included in Operator's management reviews and improvement plans.

Operator shall ensure contractors have access to workplace grievance mechanisms or shall require contractors to provide functionally equivalent grievance mechanisms for workers.

**Objective 4.9 Occupational Health & Safety:**

Operator respects the right to health by providing safe and healthy working conditions and access to water for directly and indirectly employed workers, in accordance with ILO Conventions 148, 155, 161, and 174, and other international standards.

**Performance Targets (PTs):**

**PT 1**

*Management System:*  
Operator shall develop and implement an occupational health, safety, and environmental management system.

**PT 2**

Operator provides workers with access to maternal, child health, reproductive and family planning services.

**PT 3**

Operator provides workers' families with access to health services.



PT 1	PT 2	PT 3
The system shall be regularly audited internally and by external accredited auditors.	There are no recordable work-related injuries within the 12 months preceding the audit.	There are no recordable work-related injuries within the 24 months preceding the audit.
<p><i>Risk Assessments:</i> Operator shall conduct risk analysis, identification, documentation and shall communicate all identified hazards and risks to workers.</p> <p>Operator shall develop and implement measures to eliminate or reduce identified hazards and risks.</p> <p>Operator shall take immediate actions to protect the safety of workers where conditions are immediately dangerous to life or health.</p> <p>Operator shall provide workers with opportunities to participate actively in all of these phases.</p>	Operator has established a formal internal system to solicit, monitor and follow up on employees' requests for additional training or professional development.	Workers' right to access on- and off-site services and to receive confidential services is stated clearly in workplace policies and posted publicly.
<b>PT 1</b>		
<p><i>Procedures:</i> Operator shall implement appropriate procedures to prevent accidents and injury to health arising from, or linked to, the course of work-related activities and operations at a facility.</p>		
<p><i>Worker Safety Equipment:</i> Operator shall provide employees and contractors with all necessary protective equipment and clothing free of charge. Operator and its contractors have implemented a program for the administration of Personal Protective Equipment (PPE), which includes criteria for its selection and acquisition, and training in its use, maintenance, storage and support for PPE procurement as needed. The PPE program complies with applicable norms including OSHA, ANSI, NIOSH, UL and/or the corresponding EU directives.</p>		
<p><i>Training:</i> Operator shall provide regular professional and technical training to workers on the occupational health, and safety management system. Training shall include basic hazard awareness, site-specific hazards, potential risks to health, safe work practices, hygiene requirements, protective equipment and clothing, emergency procedures for fire, evacuation, and natural disaster, as appropriate, and incident reporting.</p>		
<p><i>Health &amp; Safety Information:</i> Operator shall make information about health and safety available to workers in an understandable form and in appropriate languages. Material Safety Data Sheets (or equivalent necessary information) are accessible where any hazardous substances are in use, and the risks associated with use of hazardous substances are clearly communicated to all workers who use or work near them.</p>		



<b>PT 1</b>	
<p><i>Health &amp; Safety Committee or Equivalent:</i> Operator shall provide workers with a mechanism, such as a joint health and safety committee, by which they can raise and discuss health and safety issues with management and company health staff.</p>	
<p><i>Refusal to Work in Conditions Immediately Dangerous to Life or Health:</i> Operator's health &amp; safety policy and training shall include workers' right to refuse to work in conditions that are unsafe, hazardous or life threatening or go against Operator's health &amp; safety policies or code of conduct.</p>	
<p><i>Incident Reporting:</i> Operator shall maintain documentation of all health and safety incidents. Occupational accident and illness/disease recording and notification practices comply with the ILO Code for Recording and Notification of Occupational Accidents and Diseases.</p>	
<b>PT 1</b>	<b>PT 2</b>
<p><i>Worker &amp; Family Wellness:</i> Operator shall provide a safe and healthy workplace environment and ensure conditions of workplace facilities are adequate, including access to water and food safety and hygiene where food is provided.</p>	<p>Operator facilitates access to appropriate physical, mental and social well-being for employees' families.</p>
<b>PT 1</b>	
<p>If risks to mental health and wellbeing are identified through the health risk assessments or health monitoring, Operator shall consult with workers, and develop policies and programs to prevent or mitigate the identified risks. Operator shall eliminate exposures to risks that might affect reproductive health.</p>	
<b>PT 1</b>	<b>PT 2</b>
<p><i>Facilities:</i> Operator shall provide access to adequate on-site health and medical facilities, including clearly marked first aid provisions, and develops procedures for transportation of workers with more serious health concerns to adequate local hospitals or medical facilities.</p>	<p>On-site health providers are qualified to provide a range of primary care services.</p>
<b>PT 1</b>	
<p><i>Worker Accommodation:</i> Where accommodation is provided by the Operator or its contractors, Operator shall ensure safe, sanitary and healthy living conditions for workers, including access to clean water and waste disposal facilities.</p>	

#### Objective 4.10 Emergency Preparedness & Response Planning:

Operator has the capacity to respond to operational emergencies and incidents in a manner which prioritizes worker health and safety.

## Performance Targets (PTs):

PT 1
<p><i>Planning &amp; Response Training:</i> Operator shall implement a plan, has appropriate equipment, and permanent control points to respond to emergencies in compliance with national laws and international standards.</p>
<p>Operator shall hold training and drills regularly. Operator ensures workers are not put at risk by being involved in response activities.</p>
<p>Operator shall document the training, drills and performance after emergency events. Continual improvements are sought, based on disclosure to and feedback from stakeholders and responsible government agencies.</p>
<p><i>Equipment:</i> Operator shall install appropriate alarms, warning devices and fire safety mechanisms. This includes firefighting equipment; clearly marked, unlocked and unblocked emergency exits and escape routes; and emergency lighting in all facilities.</p>
<p>If security concerns are present at the project site, then Operator shall have appropriate equipment to identify and respond to security related threats.</p>
<p><i>Evacuation Plans &amp; Procedures:</i> Operator shall develop and implement procedures and evacuation plans for all reasonably foreseeable emergencies.</p>
<p>Operator shall ensure procedures and plans are accessible and clearly displayed throughout their facilities; ensure these are maintained; regularly test these procedures (including the conduct of evacuation drills), and update them periodically.</p>
<p>Operator's emergency response plans shall be developed and maintained in collaboration with potentially affected communities, workers and their representatives, and relevant agencies.</p>
<p><i>Documentation &amp; Investigation:</i> Operator shall formally document and investigate Health and Safety incidents, as well as Operator's response and any outcome from such incidents. Investigations shall include a root cause analysis and identification of corrective and preventive measures. Results of the investigation shall be included in Operator's Health and Safety reviews and process improvement plans.</p>

## Principle 5: Climate Change, Biodiversity & Environment

*The goal of this Principle is to ensure:*

- Development is carried out in ways that minimize negative impacts and maximize positive impacts on the biophysical environment and the people living in that environment throughout the project life cycle in accordance with international and voluntary standards as listed in Annex II.

### Objective 5.1: Environmental Management & Mitigation:

Operator avoids, prevents, minimizes, and reduces or offsets adverse impacts on the biophysical environment, including land, soil, water, air and biodiversity; and the people living in or otherwise directly dependent upon that environment throughout the life cycle of the project.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
<p>Operator shall define and communicate to stakeholders in relevant local languages its Environmental Policy, which has equal importance to Operator's other Business Policies.</p> <p>Environmental Policy shall address all issues raised in Principle 5 of the EO100™ Standard including, in particular, commitment to meet or exceed all relevant environmental legislation; the application of the mitigation hierarchy; the protection of air, water, land, ecosystems and ecosystems services; use of technologies and practices to minimize emissions, energy and water use, surface disturbance, and the generation of wastes; and meaningful engagement with stakeholders on potential environmental issues and impacts.</p>	<p>Operator encourages its suppliers and contractors to meet or exceed the environmental standards noted in its Environmental Policy.</p>	<p>Operator makes compliance with the environmental standards noted in its Environmental Policy a mandatory requirement for its suppliers and contractors.</p>
<p><b>PT 1</b></p> <p>Operator shall implement an Environmental Management System that complies with, is based on, or is functionally equivalent to ISO14001.</p>		

PT 1	PT 2	PT 3
<p>Operator shall demonstrate that it has prioritized avoidance and prevention of impacts over minimization and reduction; offsetting is considered only when other approaches have been demonstrated as technically or financially unfeasible.</p> <p>Where avoidance is not possible, Operator shall consider options to minimize, rehabilitate and restore areas affected by environmental impacts of the project. Offsetting is considered only when not precluded and as a last resort when other approaches have been demonstrated as technically or financially unfeasible.</p>	<p>Where avoidance is not possible, Operator minimizes, rehabilitates and restores areas affected by environmental impacts of the project.</p>	<p>Operator details factors that prevented avoidance of selected areas and resulting mitigation plans in a written report that is made publicly available.</p>

### Objective 5.2 Emergency Preparedness & Response Planning:

Operator prepares for, communicates, and demonstrates its capacity to respond to, environmental incidents, releases and emergencies.

#### Performance Targets (PTs):

PT 1	PT 2	
Operator shall implement plans, appropriate equipment, and permanent control points to respond to releases, incidents and emergencies. Plans comply with World Bank Group Environmental, Health, and Safety Guidelines or applicable national government requirements, whichever is stricter.	Operator demonstrates best practices, coordinates response plans with government entities and has a joint contingency and emergency response plan with other Operators in the area.	
PT 1		
Plans are aligned with community and worker health and safety, and address potential risks, including access to food and/or water, for nearby communities.		
Plans include mechanisms for rapid, immediate response; and a chain of command alert system.		
PT 1	PT 2	PT 3
Training and drills are held regularly, including with local communities, where relevant.	Training and drills are held regularly with stakeholder participation.	Continual improvements to the emergency preparedness plan are made based on disclosure to and feedback from stakeholders.

### Objective 5.3 Energy Efficiency:

Operator maximizes energy efficiency throughout the project life cycle.

#### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall quantify energy use and set targets for improving energy efficiency and reducing energy consumption.	Operator takes steps to reduce energy consumption at all stages of the project life cycle where relevant and feasible.	Operator maximizes the use of renewable energy as a proportion of total energy consumption.

### Objective 5.4 Waste Production & Management:

Operator minimizes the production of all kinds of waste, especially hazardous wastes, and develops and implements waste management plans to address both hazardous and non-hazardous wastes.

#### Performance Targets (PTs):

PT 1		PT 2	
Operator shall demonstrate that a comprehensive waste management plan in line with World Bank Group Environmental, Health, and Safety Guidelines or applicable national government requirements, whichever is more strict, for the handling, storage, transportation, treatment, disposal and monitoring of both hazardous and non-hazardous wastes has been developed and implemented.		Operator identifies and implements opportunities for reducing waste through beneficial reuse or recycling, input substitution or process modification.	
PT 1			
Operator shall obtain Free, Prior and Informed Consent from Indigenous Peoples for disposal of hazardous waste in their territories.			
PT 1		PT 2	PT 3
The waste management plan shall include targets and/or programs in place to reduce wastes over time by using alternative consumables, techniques or waste management technologies.		Operator establishes a goal of zero waste.	Operator demonstrates achievement of zero waste.
PT 1		PT 2	
Operator shall demonstrate regular reductions in the generation of hazardous and nonhazardous wastes (measured on a per-unit of energy basis).		Operator designs and implements the waste management plan with the participation of local communities.	

### Objective 5.5 Remediation of Environmental Liabilities:

Operator identifies and addresses pre-existing and 'orphan' environmental liabilities.

#### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall assess and inventory of pre-existing environmental liabilities.	Operator executes and manages the implementation of a plan to remediate preexisting environmental liabilities within the project area.	In consultation with affected people, Operator actively restores 'orphan' environmental liabilities outside its project area that would otherwise remain untreated. The minimum area restored exceeds 100 hectares.
<b>PT 1</b>		
Operator shall develop and implement a plan to remediate pre-existing environmental liabilities within the project area.		
Where remediation is the legal obligation of another entity, Operator shall encourage remediation and report to the appropriate authorities where those obligations are not fulfilled.		

### Objective 5.6 Closure & Restoration:

Operator plans financial provision for closure and remediation with the end goal of full restoration of land and water resources to an end state agreed upon with stakeholders, including regulators, local communities and Indigenous Peoples.

#### Performance Targets (PTs):

<b>PT 1</b>	
<i>Closure Plan:</i> Operator shall develop a closure plan as early as possible in the lifecycle of the project in collaboration with stakeholders and independent experts and updates it regularly as conditions change.	
Operator shall implement actions associated with the closure plan at appropriate times, and shall allocate the necessary funds for full implementation of decommissioning and restoration activities.	
PT 1	PT 2
<i>Financial Mechanisms for Closure and Restoration:</i> Operator, with stakeholder involvement, shall estimate the financial costs of the project's closure and restoration phase and refines estimates at least every two years; estimates are subject to independent review and verification.	Operator has established trust funds or collateral bonds for closure, restoration and indemnity, based on current independently verified estimates.
<b>PT 1</b>	
Operator shall establish trust funds or fully-funded bonds for closure, restoration and indemnity, based on current estimates.	

### Objective 5.7 Greenhouse Gas Emissions:

Operator strives to reduce production and release of greenhouse gases (GHGs) (accounting for changes in production).

#### Performance Targets (PTs):

PT 1	PT 2	PT 3
<i>Inventory of GHG Emissions:</i> Operator shall maintain an inventory of GHG emissions, which is updated annually or following material changes to equipment or processes (whichever is more frequent).	Operator accounts for, measures and reports on scope 2 GHG emissions.	Operator accounts for, measures and reports on scope 3 and life cycle GHG emissions.
PT 1	PT 2	
The methodology to measure and calculate GHG emissions shall be disclosed to stakeholders.	The methodology to measure and calculate GHG emissions is disclosed to other stakeholders in tandem with appropriate training to facilitate stakeholder understanding and engagement.	
PT 1		PT 3
Operator shall quantify and disclose CO <sub>2</sub> and CO <sub>2</sub> equivalent Scope 1 GHG emissions using established international reporting protocols such as the IPCC and CDP.		Operator achieves carbon neutrality through GHG reduction and compensation of any CO <sub>2</sub> released.
PT 1		
Operator shall set targets for reductions in GHGs in line with industry best practice.		
PT 1	PT 2	PT 3
GHG reduction plans shall include plans for climate change adaptation.	Operator conducts resilience planning and identifies potential short-term and long-term climate and environmental risks and hazards, and incorporates adaptation measures accordingly.	Where the project is expected to be or already is at risk due to climate change impacts, the Operator demonstrate the project's ability to withstand, within reason, identified climate change risks and hazards in different scenarios.

### Objective 5.8 Ozone Depletion:

Operator complies with or exceeds the requirements established by the Montreal Protocol on Substances that Deplete the Ozone Layer when using ozone-depleting substances (ODS).

#### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall maintain an inventory of ODS used, which is updated annually or following material changes to equipment or processes (whichever is the more frequent). The methodology to measure and quantities of ODS used is disclosed to regulators.	The methodology to measure ODS is disclosed to other stakeholders in tandem with appropriate training to facilitate stakeholder understanding and engagement.	Operator has eliminated the use of ODS (with the exception of “essential uses”, where no acceptable substitutes have been found).
<b>PT 1</b>		
Operator shall demonstrate regular reductions in the use of ODS (adjusted for quantity of production) and eliminate ODS in line with the Phase-out Management Plan noted in the Montreal Protocol on Substances that Deplete the Ozone Layer.		

### Objective 5.9 Biodiversity & Ecology:

Operator applies best practices in project design, construction and operation to ensure the healthy functioning of ecosystems and sustainability of natural resources affected by its activities. Operator takes actions in line with the Mitigation Hierarchy to protect the integrity of areas of High Conservation Value, Critical Habitat and any priority ecosystem services that affected communities depend upon.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall assess the significance of project-related impacts on biodiversity and ecosystem functioning, including the identification of High Conservation Value Areas (HCVAs), Critical Habitat, and priority ecosystem services potentially affected by project activities in line with IFC Performance Standard 6 Biodiversity Conservation and Sustainable Management of Living Natural Resources.	Operator implements an Ecosystem and Biodiversity Action Plan (EBAP), either separate from or integrated with a more comprehensive Environmental Management Plan (EMP) that includes clear and specific provisions to follow the mitigation hierarchy when addressing potential adverse impacts to biodiversity at all levels and ecosystem functioning. The EBAP has a clear procedure for community / stakeholder-based (participatory) monitoring to verify its effectiveness.	Operator contributes to the long-term conservation of species and the integrity of biotic communities, ecosystem processes and services through adopting a goal of ‘no net loss’ and (as appropriate) aspiring to a ‘net gain’ of biodiversity, working toward: a) Full reclamation (rehabilitation) of biodiversity addressing all impacts caused by its activities, and/or; b) Compensation in a landscape context for any significant unavoidable residual adverse impacts on biodiversity, and the direct users of biodiversity. In addition, Operator incorporates specific biodiversity conservation projects in its social, community or environmental investment programs.



PT 1	PT 2	PT 3
Operator shall minimize habitat fragmentation and degradation caused by development activities.	Operator's biodiversity and ecosystem impact assessment is independently verified by external experts.	Operator makes all internal and external assessments of ecosystem functioning and biodiversity accessible to the public.
PT 1	PT 2	
Operator shall consider impacts on rare, threatened or endangered species, including aquatic species and shall not introduce invasive species (aquatic and/or terrestrial).	Operator removes existing invasive species (aquatic and/or terrestrial).	
PT 1	PT 2	PT 3
Operator shall consider impacts on rare, threatened or endangered species, including aquatic species and shall not introduce invasive species (aquatic and/or terrestrial).	Operator removes existing invasive species (aquatic and/or terrestrial).	Operator contributes to the promotion, public awareness of, expansion, and long-term protection of HCVAs and Critical Habitat through:  a) specific biodiversity conservation projects in its social, community or environmental investment programs that establish, promote and/or contribute to the management of HCVAs and/or Critical Habitat.  b) studies, programs and/or support educational and research institutions that generate, disseminate and advocate for the protection of HCVAs and Critical Habitat.

#### Objective 5.10 Air:

Operator's activities improve or do not negatively affect the quality of air in affected airsheds and all emissions to air comply with national standards or international standards (whichever is more stringent relevant to the pollutant(s) of interest).

#### Performance Targets (PTs):

PT 1	PT 2
Operator shall gather baseline and ongoing data on air quality.	Operator works with local communities to identify and implement methods for improving local air quality and reducing non-industrial sources of air pollution.

PT 1
Operator shall ensure that the quality of air in operations' airsheds does not materially negatively affect human or ecological health and all emissions are compliant with World Bank Group Environmental, Health, and Safety Guidelines or applicable national government requirements, whichever are stricter.

### Objective 5.11 Water:

Operator's activities improve or do not negatively affect the quality and quantity of groundwater and surface water in affected terrestrial and marine areas. Discharges to water meet or exceed international standards and have no negative impacts on human health, ecosystem health and the use of water to meet social, cultural, economic and environmental needs.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall minimize its use of water.  Operator shall document and quantify water consumption and withdrawal over time, accounting for seasonal variability, and shall develop a water and wastewater management plan.	Operator implements water management plan, either separate from or integrated with a more comprehensive Environmental Management Plan (EMP) that includes clear and specific provisions to follow the mitigation hierarchy when addressing potential adverse impacts to water at all levels and ecosystem functioning. The Plan has a clear procedure for community / stakeholder-based (participatory) monitoring to verify its effectiveness.	Operator identifies projections for water use in its catchment in the long term, including reasonably foreseeable climate change impacts, and considers the implications for the sustainability of its own water needs.
Operator shall assess, document, procure, where necessary, and respect water rights and water use rights, of local and indigenous communities, both formal and informal, that are affected by the site's water use. Water use shall be sustainable relative to community use and renewable supplies.	Operator involves stakeholders in the development of water and wastewater management plans.	Operator incorporates a commitment to the right to water in its human rights policy and endorses the UN CEO Water Mandate or equivalent.
PT 1	PT 2	
Operator shall not use surface water unless approved by the relevant government permitting authority.	Operator identifies and collaborates with other water users in the catchment area and engages catchment-level governance mechanisms on its water management plan.	

PT 1	PT 2	PT 3
Operator shall reuse and recycle water to the extent possible.	Operator identifies and implements opportunities for reducing wastewater through beneficial reuse or recycling, input substitution or process modification.	Operator measures indirect water use and, if this is significant, to implement actions to reduce the impact of such indirect use, most notably in the supply chain.
PT 1	PT 2	
<p>Operator shall evaluate the need for a full-scale Environmental Flow Assessment (EFA) to define environmental flow requirements using an appropriate methodology that involves input from local stakeholders with scientific and/or traditional knowledge on desired ecological outcomes.</p> <p>Operator shall consistently meet environmental flow requirements and desired ecological outcomes.</p>	Environmental flow requirements and desired ecological outcomes are reported publicly; stakeholders have the opportunity to be trained and contribute to monitoring and verifying Operator's compliance and performance.	
PT 1	PT 2	PT 3
<p><i>Water and Wastewater Quality:</i> Operator shall gather baseline data on water and wastewater quality. The treatment of effluents and the implementation of other environmental management procedures ensure that the quality of surface water and groundwater in affected catchments and aquifers is materially unchanged by project activities and all discharged effluents are compliant with World Bank Group Environmental, Health, and Safety Guidelines or applicable national government requirements, whichever is stricter.</p>	Operator measures water quality at the point of use and at the point that water leaves the project area.	The quality of surface water and groundwater in affected catchments and aquifers is improved by project activities. (This requirement applies only to sites where natural or anthropogenic contamination of surface and/or groundwater exists.)
PT 1	PT 2	
<p><i>Sedimentation:</i> Operator shall develop and implement technical specifications and guidelines for design, engineering and construction to avoid and limit the movement of sediments into surface waters within or outside the project boundary.</p>	Operator identifies and collaborates with other water users in the catchment area and engages catchment-level governance mechanisms on its water management plan.	

### Objective 5.12 Land:

Operator minimizes deforestation or the clearance of land in line with the Mitigation Hierarchy. Operator does not conduct activities in Highly Protected Areas. Development activities in Protected Areas have no negative impacts or a net positive impact.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall conduct pre-feasibility and Feasibility Studies as well as Environmental and Social Impact Assessments (ESIA). ESIA's Include consideration of alternatives that minimize the clearance of land and quantify the amount of soil to be disturbed. Operator shall carry out a systematic approach for site selection, in consultation with affected people, with consideration of the Project Footprint.	Operator selects a project configuration that minimizes the clearance of land, habitat degradation and fragmentation, and/or prioritizes the use of land previously used. Mitigation measures have been put in place to further minimize the extant cleared area including a rolling program of restoration using native species.	In consultation with affected people, Operator actively restores 'orphan' degraded or cleared land in the project area that would otherwise remain unrestored.
Operator shall ensure project infrastructure and activities do not enter into any UNESCO World Heritage Site or adjacent buffer zones.	Operator sets goal of zero net deforestation.	Operator achieves zero net deforestation.

### Objective 5.13 Land Restoration:

Operator maximizes ongoing restoration or land is otherwise reclaimed to equivalent capability. Land capability and soil quality in uncleared areas are maintained or enhanced.

### Performance Targets (PTs):

PT 1	PT 2	PT 3
Operator shall implement appropriate measures to prevent erosion of soil and non-soil materials (such as cement and other construction materials) as part of the project design and operation.	Operator regularly monitors the quality of stored soil and soil used in restoration. Monitoring data confirm that stored and reused soils retain the necessary physical, biotic and chemical characteristics to maintain or enhance land capability.	Operator supports local development initiatives related to soil management and protection or enhancement of land capability and soil quality. Such work is defined jointly with stakeholders and implemented beyond the boundaries of the operation.

<b>PT 1</b>		<b>PT 3</b>
Operator shall implement appropriate measures to avoid and limit the movement of sediments onto land within the boundary of the project as part of the project design, engineering and construction.		None of the Infrastructure Footprint exhibits signs of erosion from any activity associated with the project.
<b>PT 1</b>	<b>PT 2</b>	<b>PT 3</b>
Operator shall use native species to minimize the area of unrestored land.	None of the project land area for which certification is sought is affected by sedimentation from activities associated with the project.	Operator helps stakeholders in the project's direct and indirect area of influence develop sedimentation prevention and management measures to address natural and anthropogenic causes of sedimentation unrelated to project activities.
Operator shall initiate restoration activities concurrently with development activities throughout the life of the project, where appropriate, in consultation with stakeholders (including local communities and Indigenous Peoples).	Restoration activities for any unrestored land are developed in consultation with stakeholders (including local communities and Indigenous Peoples) and completed within 6 months of the termination of operation/production or within 2 months of the cessation of exploration activities or, in the case of seasonal constraints, at the earliest possible opportunity.	Restoration activities for any unrestored land are developed in consultation with stakeholders (including local communities and Indigenous Peoples) and completed within 3 months of the termination of operation/production or within 1 month of the cessation of exploration activities or, in the case of seasonal constraints, at the earliest possible opportunity.
<b>PT 3</b>		
Operator identifies areas where no restoration is possible and avoids operating in areas that cannot be restored to their original state.		

#### Objective 5.14 Visual And Ambient Impacts:

Operator avoids or minimizes negative impacts of project activities on landscape features, character and aesthetics and on human and ecosystem health related to emissions of noise, vibrations, light, heat, and odors.



**Performance Targets (PTs):**

PT 1		PT 2	
<p><i>Noise:</i> Operator shall integrate noise prevention and mitigation with project design and operational activities. Exposure levels at noise-sensitive receptors comply with national or international standards, such as the World Bank Group Environmental, Health, and Safety Guidelines (whichever is more stringent). In exceptional circumstances, and in coordination with appropriate regulatory bodies, higher exposure levels may be acceptable provided the exposure is non-continuous and temporary in nature.</p>		<p>Noise levels from the project are acceptable to local communities and other affected stakeholders.</p>	
PT 2		PT 3	
<p>Operator engages with stakeholders, including local communities, to explore innovative approaches to further reduce noise pollution.</p>		<p>Operator provides quantifiable evidence that it has successfully implemented innovative approaches to reducing visual, noise, light, heat and odor pollution.</p>	
PT 1	PT 2	PT 3	
<p><i>Light:</i> Operator shall integrate light pollution prevention and mitigation methods with project design and operational activities and follow generally accepted international best practice (taking into consideration occupational health and safety and security requirements for appropriate lighting).</p>	<p>Operator engages with stakeholders, including local communities, to explore innovative approaches to further reduce light pollution.</p>	<p>Operator provides quantifiable evidence that it has successfully implemented innovative approaches to reducing light pollution.</p>	
<p><i>Heat:</i> Operator shall identify and characterize sources of excessive heat associated with the project and with which people or wildlife could come into contact.</p>	<p>Operator has implemented measures to isolate all heat sources and minimize associated risks to the community, domestic animals and wildlife.</p>	<p>Operator conducts a periodic assessment of wildlife and vegetation mortality due to excessive heat sources. If there is evidence of mortality, Operator implements mitigation measures to eliminate the risk entirely, and follow-up assessments demonstrate the elimination of mortality.</p>	

<b>PT 1</b>		
All heat sources are fenced or otherwise protected and are labeled with visible precautionary signs in local languages.		
<i>Vibration:</i> Operator shall evaluate and mitigate negative impacts of vibration caused by project activities.		
<i>Odors:</i> Operator shall identify sources of odor pollution associated with the project and with which be detected by people or wildlife.  Operator shall eliminate or substantially mitigate odor emissions associated with the project that may affect or disturb people or wildlife.		
<b>PT 1</b>	<b>PT 2</b>	<b>PT 3</b>
<i>Landscape and Visual Impacts:</i> Operator has identified the landscape resource (landscape features, character and aesthetics) and visual receivers likely to be affected by the project and their sensitivity to potential project impacts.	Operator involves stakeholders, including local communities, in landscape and aesthetic impact mitigation activities during the design phase and subsequent stages of the project.	Operator undertakes capacity building with potentially affected parties to enable them to understand and engage effectively with respect to cumulative visual impacts and related mitigation measures.
<b>PT 1</b>		
Operator shall minimize the impact on the landscape resource of project infrastructure, transport-related infrastructure, lighting, emissions and other project-related developments.		
Operator shall take particular care to avoid impacts in landscapes that have special economic, cultural, or spiritual value for local communities or Indigenous Peoples.		

## **Annex I: Terms & Definitions**

<b>Adequate compensation</b>	In the context of resettlement, adequate compensation means compensation that: (i) is based on a proper valuation that provides a fair replacement value for assets lost; (ii) is timely; (iii) covers losses caused by transitional hardships (such as crop losses, moving costs, interruption or loss of employment, lost income, among others); (iv) provides for the means to restore subsistence and income at least equivalent to pre-settlement levels; (v) is culturally appropriate; and (vi) takes account of intangible assets, especially non-monetary social and cultural assets and, particularly in the case of rural populations, of customary rights to land and natural resources. <sup>1</sup>
<b>Affected communities</b>	Communities within the project's area of influence (including associated infrastructure and facilities, transport routes, areas potentially affected by cumulative impacts, or unplanned but predictable developments) who are likely to be affected by the project, either directly or indirectly. <sup>2</sup>
<b>Airshed</b>	A part of the atmosphere over a specific region that contains its airflow and is subject to similar conditions of air pollution. <sup>3</sup>
<b>Area of influence</b>	The area that may be affected by a project; typically extending beyond the area of operation by way of direct and indirect impacts on land, air, water and ecological resources and local communities, indigenous peoples and other stakeholders.
<b>Area of operation</b>	The geographic region where an Operator has operations; this includes areas where logistical and administrative activities are realized, as well as direct energy development, production and transportation activities.
<b>Biodiversity (also called biological diversity)</b>	The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species, and of ecosystems. <sup>4</sup>
<b>Biodiversity Action Plan</b>	<i>See Ecosystem and Biodiversity Action Plan</i>

<sup>1</sup> Adapted from International Finance Corporation (IFC) Handbook for Preparing a Resettlement Action Plan: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_rap\\_wci\\_1319577659424](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_rap_wci_1319577659424); and Inter-American Development Bank Involuntary Resettlement Policy: <http://www.iadb.org/en/about-us/involuntary-resettlement,6660.html>

<sup>2</sup> Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063)

<sup>3</sup> Adapted from Environmental Geology Today by Robert L. McConnell, Daniel C. Abel; 2013

<sup>4</sup> United Nations Convention on Biological Diversity, Article 2:  
<https://www.cbd.int/convention/articles/default.shtml?a=cbd-02>



<b>Biodiversity offsets</b>	Measurable conservation outcomes resulting from actions designed to compensate for significant residual adverse biodiversity impacts arising from project development and persisting after appropriate prevention and mitigation measures have been implemented. The goal of biodiversity offsets is to achieve no net loss, or preferably a net gain, of biodiversity on the ground with respect to species composition, habitat structure and ecosystem services, including livelihood aspects. <sup>5</sup>
<b>Bribery</b>	Giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so. <sup>6</sup>
<b>Buffer zones</b>	Areas peripheral to a specific protected area, where restrictions on resource use and special development measures are undertaken in order to enhance the conservation value of the protected area. <sup>7</sup>
<b>Carbon neutrality</b>	Achieving net zero carbon emissions where the sum of greenhouse gas emissions (CO <sub>2</sub> e) produced is offset by carbon credits. <sup>8</sup>
<b>Child labor</b>	<p>Work performed by children who are under the minimum age legally specified for that kind of work, or work which, because of its detrimental nature or conditions, is considered unacceptable for children and is prohibited. Minimum ages of admission to employment and work under the ILO Minimum Age Convention No. 138 are:</p> <ul style="list-style-type: none"> <li>• <i>Basic Minimum Age:</i> The minimum age for work should not be below the age for finishing compulsory schooling, and in any case should not be below the age of 15.</li> <li>• <i>Hazardous work:</i> Any work which is likely to jeopardize children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18.</li> <li>• <i>Light work:</i> Children between the ages of 13 and 15 years old may do light work, as long as it does not threaten their health and safety, or hinder their education or vocational orientation and training.<sup>9</sup></li> </ul>
<b>Closure</b>	The point at which operations cease, infrastructure is decommissioned, the site is rehabilitated and management of the site is largely limited to monitoring.
<b>Collective Bargaining</b>	Collective bargaining is a process of negotiations between employers and the representatives of a unit of employees aimed at reaching agreements that regulate working conditions.

<sup>5</sup> Business and Biodiversity Offsets Program: <http://www.forest-trends.org/bbop/>

<sup>6</sup> United Kingdom Ministry of Justice Quick Start Guide to The Bribery Act 2010: <https://www.justice.gov.uk/downloads/legislation/bribery-act-2010-quick-start-guide.pdf>

<sup>7</sup> United Nations (UN) Environment World Conservation Monitoring Centre Biodiversity A-Z: <http://www.biodiversitya-z.org/content/buffer-zones>

<sup>8</sup> Adapted from The Carbon Trust Carbon Neutral Certification: <https://www.carbontrust.com/media/672199/carbon-trust-carbon-neutral-certification.pdf> <sup>9</sup> Adapted from United Nations World Day Against Child Labour Background: <http://www.un.org/en/events/childlabourday/background.shtml>; and ILO Minimum Age Convention No. 138: [http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C138](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138)

<b>Community Development Agreement</b>	Any negotiated agreement between industry and communities agreeing how these communities will access and benefit from development initiatives associated with the project. <sup>10</sup>
<b>Consultation</b>	A process of inclusive and culturally appropriate (tailored to the language preferences of the affected communities, their decision-making processes, and the needs of disadvantaged or vulnerable groups) two-way communication that provides stakeholders with opportunities to express their views on projects' risks, impacts and mitigation measures, and allows the Operator to consider and respond to them. Consultation should be "free" (free of external manipulation, interference or coercion, and intimidation), "prior" (with timely disclosure of information) and "informed" (relevant, understandable and accessible information), and apply to the entire project process and not to the early stages of the project alone. Consultation with indigenous peoples must address the special rights of indigenous peoples as recognized by the United Nations Declaration of the Rights of Indigenous Peoples. <sup>11</sup>
<b>Contractor</b>	A business entity which has a direct contractual relationship with the Operator to provide goods and/or services integral to and utilized for the development (design, construction, installation, operation, or maintenance) of the project.
<b>Corruption</b>	The abuse of entrusted power for private gain. <sup>12</sup>
<b>Critical habitat</b>	<p>Areas with high biodiversity value, including</p> <ul style="list-style-type: none"> <li>(i) habitat of significant importance to Critically Endangered and/or Endangered species;</li> <li>(ii) habitat of significant importance to endemic and/or restricted-range species;</li> <li>(iii) habitat supporting globally significant concentrations of migratory species and/or congregatory species;</li> <li>(iv) highly threatened and/or unique ecosystems; and/or</li> <li>(v) areas associated with key evolutionary processes.</li> </ul> <p>In this context, "Critically Endangered and/or Endangered species" is defined as listed on the International Union for the Conservation of Nature (IUCN) Red List of Threatened Species. The determination of critical habitat based on other listings is as follows:</p> <ul style="list-style-type: none"> <li>(i) If the species is listed nationally / regionally as critically endangered or endangered, in countries that have adhered to IUCN guidance, the critical habitat determination will be made on a project by project basis in consultation with competent professionals; and</li> </ul>

<sup>10</sup> Adapted from World Bank Mining Community Development Agreements

– Practical Experiences and Field Studies, June 2010:

<http://documents.worldbank.org/curated/en/697211468141279238/Mining-community-development-agreements-practical-experiences-and-field-studies>

<sup>11</sup> Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063)

<sup>12</sup> Transparency International: <http://www.transparency.org/what-is-corruption/>

<b>Critical habitat (continued)</b>	(ii) in instances where nationally or regionally listed species' categorizations do not correspond well to those of the IUCN (e.g., some countries more generally list species as "protected" or "restricted"), an assessment will be conducted to determine the rationale and purpose of the listing. In this case, the critical habitat determination will be based on such an assessment. <sup>13</sup>
<b>Cultural heritage</b>	Cultural heritage may include architectural works, groups of buildings, works of art, and archaeological sites, which are of outstanding universal value from a historical, artistic, scientific, aesthetic, ethnological or anthropological point of view. The definition of cultural heritage in the EO100™ Standard expressly incorporates natural heritage consisting of physical, geological, physiographical and biological formations, groups of such formations or natural areas, which are of outstanding universal value from the aesthetic or scientific point of view and/or which constitute the habitat of threatened species of animals and plants of outstanding universal value from the point of view of science or conservation. <sup>14</sup>
<b>Cumulative impacts</b>	Those impacts that result from the successive, incremental, and/or combined effects of an action, project, or activity when added to other historic, existing, planned, and/or reasonably anticipated future ones. <sup>15</sup>
<b>Direct workers (see also, 'Workers')</b>	Workers employed directly by the Operator.
<b>Disclosure</b>	Provide information to the public and affected communities in a readily understandable and accessible format using culturally appropriate dissemination methods. <sup>16</sup>
<b>Ecosystem</b>	A dynamic complex of plant, animal and microorganism communities and their non-living environment interacting as a functional unit. <sup>17</sup>

<sup>13</sup> IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/performance-standards/ps6](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps6)

<sup>14</sup> Adapted from the UNESCO Convention Concerning the Protection of the World Cultural and Natural Heritage: <http://whc.unesco.org/en/conventiontext/>

<sup>15</sup> Adapted from the IFC Good Practice Handbook on Cumulative Impact Assessment and Management: Guidance for the Private Sector in Emerging Markets:

[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_cumulativeimpactassessment](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_cumulativeimpactassessment)

<sup>16</sup> Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063)

<sup>17</sup> Business and Biodiversity Offsets Programme Glossary: [http://www.forest-trends.org/documents/files/doc\\_3100.pdf](http://www.forest-trends.org/documents/files/doc_3100.pdf)

<b>Ecosystem &amp; Biodiversity Action Plan</b>	A plan that addresses mitigation and management measures identified in the Environmental Impact Assessment related to biodiversity conservation designed to protect and restore threatened species, habitats, and ecosystems. <sup>18</sup>
<b>Ecosystem services (see also, 'Priority ecosystem services')</b>	Ecosystem services are the benefits that people, including businesses, derive from ecosystems. Ecosystem services are organized into four types: (i) provisioning services, which are the products people obtain from ecosystems; (ii) regulating services, which are the benefits people obtain from the regulation of ecosystem processes; (iii) cultural services, which are the nonmaterial benefits people obtain from ecosystems; and (iv) supporting services, which are the natural processes that maintain the other services. <sup>19</sup>
<b>Engagement</b>	A broad, inclusive, and continual process between a company and those potentially impacted that encompasses a range of activities and approaches, and spans the entire life of a project. <sup>20</sup>
<b>Environment</b>	Physical, biological and social surroundings in which an organization operates, including air, water, land, natural resources, flora, fauna, people and communities, and their interrelations. The definition of environment in the EO100™ Standard expressly incorporates consideration of the social environment, including such elements as the health, safety, well-being and enjoyment of rights by individuals and communities.
<b>Environmental and Social Impact Assessment (ESIA)</b>	A technical, objective interdisciplinary study that is conducted as part of the decision-making process about a project or activity, to predict environmental (including land, water, air, and biodiversity) and social (including human rights, cultural, and economic) impacts that may result from the execution of the project or project activities, including associated infrastructure, resource use (e.g. water), transportation, and local purchasing practices. Multiple Environmental and Social Impact Assessments may be conducted over the life of a project as the project proceeds from one phase to another, or to reflect changes in project specifications. <sup>21</sup>

<sup>18</sup> IFC Guidance Note 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources:  
[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/performance-standards/ps6](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps6)

<sup>19</sup> *Ibid*

<sup>20</sup> Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063)

<sup>21</sup> Adapted from the Convention on Biological Diversity, 'What is Impact Assessment?':

<https://www.cbd.int/impact/whatis.shtml>

<b>Environmental flow</b>	An environmental flow is the water regime provided within a river, wetland or coastal zone to maintain ecosystems and their benefits where there are competing water uses and where flows are regulated. <sup>22</sup>
<b>Environmental liabilities</b>	A legal obligation to make a future expenditure due to the past or ongoing manufacture, use, release, or threatened release of a particular substance, or other activities that adversely affect the environment. <sup>23</sup>
<b>EO100™ Certification Score</b>	Numeric score expressed as a percentage that measures the degree to which a project complies with the EO100™ Standard level 1 Performance Targets. Upon achieving certification, the EO100™ Certification Score is publicly disclosed for each project, allowing Operators and stakeholders to compare the performance of each certified project and encouraging Operators to innovate toward stronger and better practices.
<b>Forced labor</b>	All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. <sup>24</sup>
<b>Free, prior and informed consent (FPIC)</b>	<p>The right of Indigenous Peoples affected by activities of the extractive industries to give or withhold consent to developments extracting or disturbing natural resources in their territories. FPIC can accommodate disagreement among community members; it implies a consensus – a shared agreement – and is sympathetic to local processes of decision-making.</p> <p>The objective of FPIC is to reinforce national governments' obligation to ensure the full participation by communities in negotiating the terms of activities that affect their livelihoods and wellbeing. The process is gained through continuing consultation from the earliest phases of a project until its exit. The goal is that agreements arising from these negotiations be obligatory and binding in nature. FPIC by affected communities represents the "social license" that is critical for the legal feasibility of the project.</p>
<b>Good faith</b>	Transparent, active and honest participation in engagement using procedures and language readily understood and agreed to by all parties, considerate of the available time of the parties, with the intention of finding common ground. <sup>25</sup>
<b>Greenhouse Gases (GHGs)</b>	Greenhouse gases (GHGs) are those gases whose presence in the atmosphere contributes to the greenhouse effect. The principal GHGs include: water vapor, CO <sup>2</sup> , methane, N <sub>2</sub> O, ozone and chlorofluorocarbons.

<sup>22</sup> Dyson, M., Bergkamp, G., Scanlon, J. (eds). Flow. The Essentials of Environmental Flows. IUCN, Gland, Switzerland and Cambridge, UK: [https://www.iucn.org/backup\\_iucn/cmsdata.iucn.org/downloads/flow.pdf](https://www.iucn.org/backup_iucn/cmsdata.iucn.org/downloads/flow.pdf)

<sup>23</sup> United States (U.S.) Environmental Protection Agency (U.S. EPA), Valuing Potential Environmental Liabilities for Managerial Decision-Making (1996): <http://nepis.epa.gov/Exe/ZyPDF.cgi?Dockkey=200010E0.PDF>

<sup>24</sup> ILO Forced Labour Convention, 1930 (No. 29):

[http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C029](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029)

<sup>25</sup> Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063); and OECD Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractive Sector: <https://www.oecd.org/publications/oecd-due-diligence-guidance-for-meaningful-stakeholder-engagement-in-the-extractive-sector-9789264252462-en.htm>

<b>Grievance mechanism</b>	A process for receiving, evaluating, and addressing project-related grievances from affected communities or workers at the level of the company or the project. Often there are separate community and labor grievance mechanisms. In the context of relatively large projects, this mechanism may also address grievances against contractors and subcontractors. <sup>26</sup>
<b>Groundwater</b>	Fresh water that soaks into the soil, often from precipitation, and is stored in the pores between rocks and particles of soil. <sup>27</sup>
<b>Hazardous material</b>	Any material listed in the Basel Convention (Annex I) as a hazardous material, or exhibiting a property consistent with the hazardous characteristics identified by the Basel Convention (Annex III); and any material defined as, or considered to be, hazardous wastes by the domestic legislation of the host country.
<b>Hazardous waste</b>	See 'Hazardous material'
<b>High Conservation Value Areas (HCVAs)</b>	<p>Critical areas in a landscape, which need to be appropriately managed in order to maintain or enhance High Conservation Values (HCVs). There are 6 main types of HCV areas:</p> <ul style="list-style-type: none"> <li>• <i>HCV1</i>: Areas containing globally, regionally or nationally significant concentrations of biodiversity values (e.g. endemism, endangered species, and refuges).</li> <li>• <i>HCV2</i>: Globally, regionally or nationally significant large landscape-level areas where viable populations of most, if not all, naturally occurring species exist in natural patterns of distribution and abundance.</li> <li>• <i>HCV3</i>: Areas that are in or contain rare, threatened or endangered ecosystems.</li> <li>• <i>HCV4</i>: Areas that provide basic ecosystem services in critical situations (e.g. watershed protection, erosion control).</li> <li>• <i>HCV5</i>: Areas fundamental to meeting basic needs of local communities (e.g. subsistence, health).</li> <li>• <i>HCV6</i>: Areas critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).<sup>28</sup></li> </ul>
<b>Highly protected areas (see also, 'Protected areas')</b>	Areas that are designated UNESCO World Heritage Sites and their buffer zones; sites on a State Party's official Tentative List for World Heritage Site inscription; IUCN category I-III protected areas; IUCN category I-V marine protected areas;

<sup>26</sup> Adapted from IFC Guidance Note 1: Assessment and Management of Environmental and Social Risks and Impacts: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/performance-standards/ps1](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps1)

<sup>27</sup> Adapted from the U.S. Environmental Protection Agency: <https://www.epa.gov/sites/production/files/documents/groundwater.pdf>

<sup>28</sup> High Conservation Value (HCV) Resource Network Common Guidance for HCV Identification: <https://www.hcvnetwork.org/resources/folder.2006-09-29.6584228415>

	core areas of UNESCO biosphere reserves; and areas where there is evidence of Indigenous Peoples living in isolation. <sup>29</sup>
<b>Human rights</b>	The basic rights and freedoms that all people are entitled to regardless of nationality, sex, national or ethnic origin, race, religion, language, or other status and as defined in the Universal Declaration on Human Rights and the core human rights instruments. <sup>30</sup>
<b>Human trafficking</b>	The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation may include exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs. <sup>31</sup>
<b>ILO Core Conventions</b>	The ILO has identified eight conventions as "fundamental", covering subjects that are considered as fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation. These principles are also covered in the ILO's Declaration on Fundamental Principles and Rights at Work (1998). <sup>32</sup>

<sup>29</sup> Adapted from Institute for Responsible Mining Assurance Standard for Responsible Mining (Draft 2.0): <http://www.responsiblemining.net/irma-standard/>

<sup>30</sup> Adapted from the Office of the United Nations High Commissioner for Human Rights: <http://www.ohchr.org/EN/Issues/Pages/WhatAreHumanRights.aspx>; and: <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CoreInstruments.aspx>

<sup>31</sup> Adapted from the United Nations Convention against Transnational Organized Crime: <https://www.unodc.org/unodc/en/treaties/CTOC/index.html>

<sup>32</sup> ILO Conventions and Recommendations: <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>



<b>Indigenous Peoples</b>	<p>Indigenous communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing on those territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic identity, as the basis of their continued existence as peoples, in accordance with their own cultural patterns, social institutions and legal system. Their historical continuity may consist of the continuation, for an extended period reaching into the present of one or more of the following factors:</p> <ul style="list-style-type: none"> <li>• Occupation of ancestral lands, or at least of part of them;</li> <li>• Common ancestry with the original occupants of these lands;</li> <li>• Culture in general, or in specific manifestations (such as religion, living under a tribal system, membership of an indigenous community, dress, means of livelihood, lifestyle, etc.);</li> <li>• Language (whether used as the only language, as mother-tongue, as the habitual means of communication at home or in the family, or as the main, preferred, habitual, general or normal language);</li> <li>• Residence in certain parts of the country, or in certain regions of the world; and</li> <li>• Other relevant factors.</li> </ul> <p>On an individual basis, an indigenous person is one who belongs to these indigenous populations through self-identification as indigenous (group consciousness) and is recognized and accepted by these populations as one of its members (acceptance by the group). This preserves for these communities the sovereign right and power to decide who belongs to them, without external interference.<sup>33</sup></p>
<b>Indigenous Peoples in voluntary isolation</b>	<p>Indigenous peoples in voluntary isolation are indigenous peoples or segments of indigenous peoples who do not maintain sustained contacts with the majority non-indigenous population, and who generally reject any type of contact with persons not part of their own people. They may also be peoples or segments of peoples previously contacted and who, after intermittent contact with the non-indigenous societies, have returned to a situation of isolation and break the relations of contact that they may have had with those societies.<sup>34</sup></p>
<b>Indirect impacts</b>	<p>Impacts which are not a direct result of the project, often produced away from or as a result of a complex pathway, or caused by actions that are later in time or farther removed in distance. Indirect impacts (also sometimes referred to as secondary impacts) may include growth-inducing effects and other effects related to induced changes in the pattern of land use, population density or growth rate, and related</p>

<sup>33</sup> Working definition from the State of the World's Indigenous Peoples (2009), the UN Department of Economic and Social Affairs: [http://www.un.org/esa/socdev/unpfii/documents/SOWIP/en/SOWIP\\_web.pdf](http://www.un.org/esa/socdev/unpfii/documents/SOWIP/en/SOWIP_web.pdf)

<sup>34</sup> Inter-American Commission on Human Rights Indigenous Peoples in Voluntary Isolation and Initial Contact in the Americas: Recommendations for the Full Respect of their Human Rights (2013): <http://www.oas.org/en/iachr/indigenous/docs/pdf/report-indigenous-peoples-voluntary-isolation.pdf>



	effects on air and water and other natural systems, including ecosystems; and climate change impacts. <sup>35</sup>
<b>Indirect water use</b>	Refers to the freshwater consumption and pollution that are inactively part of products being consumed or produced. It is equal to the sum of all water used to produce products consumed by the consumer or all (non-water) inputs used by the producer. Indirect water use includes all water use that takes place within your value chain but is outside your direct control. <sup>36</sup>
<b>Indirect workers (see also, 'Workers')</b>	Workers of contractors and subcontractors.
<b>Infrastructure footprint</b>	The area within the Project Area on, over or under which there are physical structures, surface or sub-surface disturbance.
<b>International human rights</b>	See 'Human rights'.
<b>Involuntary resettlement (see also, Resettlement)</b>	Resettlement is involuntary when it occurs without the informed consent of the displaced persons or if they give their consent without having the power to refuse resettlement. <sup>37</sup>
<b>Land</b>	A delineable area of the earth's terrestrial surface, encompassing all attributes of the biosphere immediately above or below this surface, including those of the near-surface, climate, the soil and terrain forms, the surface hydrology (including shallow lakes, rivers, marshes and swamps), the near-surface sedimentary layers and associated groundwater and geohydrological reserve, the plant and animal populations, the human settlement pattern and physical results of past and present human activity (terracing, water storage or drainage structures, roads, buildings, etc.). <sup>38</sup>

<sup>35</sup> Adapted from U.S. National Environmental Policy Act, 40 CFR 1508.8: [https://energy.gov/sites/prod/files/NEPA-40CFR1500\\_1508.pdf](https://energy.gov/sites/prod/files/NEPA-40CFR1500_1508.pdf); and European Commission Guidelines for the Assessment of Indirect and Cumulative Impacts as well as Impact Interactions: <http://ec.europa.eu/environment/archives/cia/cia-studies-and-reports/pdf/guidel.pdf>

<sup>36</sup> CDP Guidance for Companies Reporting on Water on behalf of Investors & Supply Chain Members (2016): <https://www.cdp.net/Documents/Guidance/2016/CDP-2016-Water-Reporting-Guidance.pdf>

<sup>37</sup> IFC Handbook for Preparing a Resettlement Action Plan: <https://commdev.org/userfiles/ResettlementHandbook.pdf>

<sup>38</sup> Negotiating a Sustainable Future for Land. Structural and Institutional Guidelines for Land Resources Management in the 21st Century, Food and Agriculture Organization of the United Nations (FAO) / United Nations Environment Programme (UNEP) (1997)

<b>Management system</b>	A tested structure for the management and continual improvement of Operator's policies, procedures and processes applying a plan-do-check-act approach. <sup>39</sup>
<b>Material Safety Data Sheets (MSDS)</b>	A form with data regarding the properties of a particular substance intended to enhance product stewardship and workplace safety by providing workers, consumers and emergency personnel with procedures for handling or working with that substance in a safe manner. Typically, information such as physical data (melting point, boiling point, flash point, etc.), toxicity, health effects, first aid, reactivity, storage, disposal, protective equipment, and spill-handling procedures are included, although formats can vary from source to source within and between countries depending on national requirements.
<b>Mitigation hierarchy</b>	The mitigation hierarchy is defined as: <ul style="list-style-type: none"> <li>a. Avoidance: measures taken to avoid creating impacts from the outset, such as careful spatial or temporal placement of elements of infrastructure, in order to completely avoid impacts on certain components of biodiversity.</li> <li>b. Minimization: measures taken to reduce the duration, intensity and / or extent of impacts (including direct, indirect and cumulative impacts, as appropriate) that cannot be completely avoided, as far as is practically feasible.</li> <li>c. Rehabilitation / restoration: measures taken to rehabilitate degraded ecosystems or restore cleared ecosystems following exposure to impacts that cannot be completely avoided and / or minimized.</li> <li>d. Offset: measures taken to compensate for any residual significant, adverse impacts that cannot be avoided, minimized and / or rehabilitated or restored, in order to achieve no net loss or a net gain of biodiversity. Offsets can take the form of positive management interventions such as restoration of degraded habitat, arrested degradation or averted risk, protecting areas where there is imminent or projected loss of biodiversity.<sup>40</sup></li> </ul>
<b>Money laundering</b>	The conversion, transfer, concealment or disguise of property or assets, knowing that such property or assets are the proceeds of criminal activity, for the purpose of concealing or disguising the illicit origin of the property or assets or of helping the perpetrator of the criminal activity to evade the legal consequences of his or her action. <sup>41</sup>
<b>Objective [of the EO100™ Standard]</b>	A specific element or facet of the EO100™ Standard. Objectives describe a desired state or behavior on the part of Operator.
<b>Operator</b>	The entity or firm primarily responsible for energy development activities at the project during any stage of the project lifecycle, including from the time the entity establishes formal legal or financial participation in the project. The defining of 'Operator' also includes all employees, agents, contractors and subcontractors whose activities could reasonably be expected to impact the environment or people in the project area of influence.

<sup>39</sup> Adapted from The Deming Institute: <https://deming.org/management-system/pdsacycle>

<sup>40</sup> Business and Biodiversity Offsets Program: <http://www.forest-trends.org/bbop/>

<sup>41</sup> Adapted from the United Nations Convention Against Transnational Organized Crime (2000): <https://www.unodc.org/unodc/treaties/CTOC/>

<b>Orphan environmental liabilities</b>	Environmental cleanup obligations, including all work required to complete cleanup of facilities; remediation of soil and groundwater; and management and disposition of wastes, resulting from legacy environmental issues incurred prior to the current Operator's ownership of the project and where there is no legally responsible or financially viable entity to cover the costs of those obligations. <sup>42</sup>
<b>Orphan land</b>	Land area disturbed by previous project activities that has not been reclaimed.
<b>Ozone-depleting substance (ODS)</b>	Substances that destroy ozone in Earth's stratosphere, as defined in the Montreal Protocol on Substances that Deplete the Ozone Layer (Montreal Protocol). <sup>43</sup>
<b>Performance Targets [of the EO100™ Standard]</b>	Indicators for monitoring progress toward the Principles and Objectives of the EO100™ Standard. Performance Targets (PTs) under each Objective provide verifiable indicators to determine whether the project meets (PT1), exceeds (PT2) or leads (PT3) international industry best practices in social and environmental management.
<b>Personal Protective Equipment (PPE)</b>	Protective equipment selected, acquired and put at the workers' disposition, based on a risk assessment of their workstations.
<b>Precautionary principle</b>	If an action or policy has suspected risk of causing harm to the public or to the environment, in the absence of a scientific consensus that harm would not ensue, the burden of proof falls on those who would advocate taking the action.
<b>Priority ecosystem services</b>	(i) Those services on which project operations are most likely to have an impact and, therefore, which result in adverse impacts to Affected Communities; and/or (ii) those services on which the project is directly dependent for its operations (e.g., water). <sup>44</sup>
<b>Project-affected stakeholder</b>	See 'Affected Communities'.
<b>Project area</b>	The direct project area is the area of land and/or water that is under the direct control of the Operator and/or for which the Operator has legal responsibility. The indirect project area or area of influence may include associated infrastructure and facilities; transport routes; areas potentially affected by cumulative impacts, or unplanned but predictable developments; and upstream land areas or aquifer bodies contributing to the watershed in which the project is located and downstream areas affected by the project's water withdrawals or effluent.

<sup>42</sup> Adapted from the United States Department of Energy Accounting for Environmental Liabilities: <https://energy.gov/sites/prod/files/2017/04/f34/EnvironmentalLiability0417.pdf>

<sup>43</sup> The Montreal Protocol on Substances that Deplete the Ozone Layer: <http://ozone.unep.org/en/handbook-montreal-protocol-substances-deplete-ozone-layer/44>

<sup>44</sup> IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/performance-standards/ps6](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps6)

<b>Project life cycle</b>	The process of design, exploration, development and production of the project from the initial bid phase through to closure of the project and remediation of the production site after production is completed.
<b>Protected areas</b>	An area of land and / or sea especially dedicated to the protection and maintenance of biological diversity, and of natural and associated cultural resources, and managed through legal or other effective means. <sup>45</sup>
<b>Publicly available</b>	Published in a language, format and medium such that members of the interested public can reasonably be expected to locate information if they are actively seeking information of a certain type.
<b>Resettlement (see also, Involuntary resettlement)</b>	Resettlement refers both to physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or other means of livelihood) as a result of project-related land use, acquisition and/or restrictions on land use. <sup>46</sup>
<b>Scope 1,2,3 Green House Gas (GHG) Emissions</b>	<i>See the GHG Protocol Corporate Accounting and Reporting Standard<sup>47</sup></i>
<b>Secondary impacts</b>	See 'Indirect impacts'.
<b>Stakeholders (see also, Affected Communities)</b>	Stakeholders are persons, groups, or organizations who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its outcome either positively or negatively. <sup>48</sup>
<b>Stakeholder mapping</b>	The process of identifying the individuals or groups that are likely to affect or be affected by a proposed action and sorting them according to their impact on the action and the impact the action will have on them.
<b>Strategic Environmental Assessment (SEA)</b>	A formalized, systematic and comprehensive process of identifying, evaluating and incorporating environmental considerations into policies, plans, and programs at the earliest possible stage of decision-making. The SEA is typically conducted

<sup>45</sup> Business and Biodiversity Offsets Programme Glossary: [http://www.forest-trends.org/documents/files/doc\\_3100.pdf](http://www.forest-trends.org/documents/files/doc_3100.pdf)

<sup>46</sup> Adapted from IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/performance-standards/ps5](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps5)

<sup>47</sup> The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) (2004): <http://www.ghgprotocol.org/>

<sup>48</sup> Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063)

	before a corresponding Environmental and Social Impact Assessment (ESIA) is undertaken. <sup>49</sup>
<b>Surface water</b>	Surface water is naturally occurring water on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers and streams. (Fresh water underground is called groundwater and oceans are not freshwater). Fresh water sources are generally characterized by having low concentrations of dissolved salts (below 1,000 mg/l) and other total dissolved solids. <sup>50</sup>
<b>Territory</b>	In the context of Indigenous Peoples, territory is the land they directly cultivate or inhabit, including the broader territory, encompassing the total environments of the areas which they occupy or otherwise use, inclusive of natural resources, rivers, lakes and coasts. <sup>51</sup>
<b>Traditional natural resource use</b>	Production for family consumption and subsistence, and the sale of surplus or cash crops (coffee, cacao, etc.). Use of macro and microhabitats, use of water and land for subsistence and/or cultural activities, use of technology and traditional agricultural and animal husbandry techniques.
<b>Traditional or customary ownership, traditional use or other form of occupation</b>	With regards to Indigenous Peoples, traditional ownership refers to the territories where these Peoples settle and reside; in such territories these Peoples subsist off traditional and/or cultural resource management. Another form of occupation, the occupation of new territories, may arise, for example, in the event of displacement and/or cultural migrations.
<b>UNESCO Biosphere Reserves</b>	Biosphere reserves are areas comprising terrestrial, marine and coastal ecosystems, as designated by the United Nations Educational, Scientific, and Cultural Organization (UNESCO). <sup>52</sup>
<b>UNESCO World Heritage Site</b>	Site of outstanding cultural and natural value, as designated by the United Nations Educational, Scientific, and Cultural Organization (UNESCO). <sup>53</sup>
<b>Watershed</b>	The area of land from which all surface runoff and subsurface waters flow through a sequence of streams, rivers, aquifers and lakes into the sea or another outlet at a single river mouth, estuary or delta; and the area of water

<sup>49</sup> Adapted from the Convention on Biological Diversity, 'What is Impact Assessment?':

<https://www.cbd.int/impact/whatis.shtml>

<sup>50</sup> CDP Guidance for Companies Reporting on Water on behalf of Investors & Supply Chain Members (2016): <https://www.cdp.net/Documents/Guidance/2016/CDP-2016-Water-Reporting-Guidance.pdf>

<sup>51</sup> Adapted from 'Indigenous Peoples' Rights to Lands, Territories and Resources' by Brigitte Feiring, the International Land Coalition:

<http://www.landcoalition.org/sites/default/files/documents/resources/IndigenousPeoplesRightsLandTerritoriesResources.pdf>

<sup>52</sup> UNESCO Biosphere Reserves: <http://www.unesco.org/new/en/natural-sciences/environment/ecological-sciences/biosphere-reserves/>

<sup>53</sup> See UNESCO World Heritage List: <http://whc.unesco.org/en/list/>



EQUITABLE  
ORIGIN

	downstream affected by the site's discharge, including associated groundwater areas (also referred to as catchments or basins). <sup>54</sup>
<b>Wastewater</b>	Water that is of no further immediate value to the purpose for which it was used or in the pursuit of which it was produced because of its quality, quantity or time of occurrence. <sup>55</sup>
<b>Workers</b>	Includes workers of all genders, direct employees whether full or part time, as well as workers provided by, or working for, contractors and subcontractors.

---

<sup>54</sup> Based on Alliance for Water Stewardship Standard Version 1.0 definition of 'catchment': <http://a4ws.org>

<sup>55</sup> Based on Alliance for Water Stewardship Standard Version 1.0 definition of 'wastewater': <http://a4ws.org>

## **Annex II: Normative & Supporting References**

<p><i>Generally applicable to all EO100™ Principles</i></p>	<ul style="list-style-type: none"> <li>• International Finance Corporation (IFC) Performance Standards</li> <li>• Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises</li> <li>• United Nations (UN) Global Compact</li> <li>• UN Guiding Principles on Business and Human Rights</li> </ul>
<p><i>Principle 1: Corporate Governance, Transparency &amp; Business Ethics</i></p>	<ul style="list-style-type: none"> <li>• Extractives Industries Transparency Initiative (EITI)</li> <li>• United Nations Convention against Corruption</li> <li>• U.S. Foreign Corrupt Practices Act (FCPA)</li> <li>• U.K. Bribery Act</li> <li>• Global Reporting Initiative Sustainability Reporting Guidelines</li> <li>• Carbon Disclosure Project (CDP) Reporting Framework and CDP Water Reporting Framework</li> <li>• AA1000 AccountAbility Assurance Standard</li> </ul>
<p><i>Principle 2: Human Rights, Social Impacts &amp; Community Development</i></p>	<ul style="list-style-type: none"> <li>• Voluntary Principles on Security and Human Rights</li> <li>• International Code of Conduct (ICoC) for Private Security Providers</li> <li>• ANSI/ASIS PSC.1-2012 Management System for Quality of Private Security Operations</li> <li>• ISO 26000 Guidance on Social Responsibility</li> <li>• AccountAbility Stakeholder Engagement Standard</li> <li>• Universal Declaration of Human Rights</li> <li>• UN Human Rights Treaties and their Protocols, including: <ul style="list-style-type: none"> <li>○ International Covenant on Civil and Political Rights</li> <li>○ International Covenant on Economic, Social and Cultural Rights</li> <li>○ Convention on the Elimination of All Forms of Racial Discrimination</li> <li>○ Convention on the Elimination of All Forms of Discrimination against Women</li> <li>○ Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment</li> <li>○ Convention on the Rights of the Child</li> <li>○ Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</li> <li>○ Convention on the Rights of Persons with Disabilities</li> </ul> </li> </ul>
<p><i>Principle 3: Indigenous Peoples' Rights</i></p>	<ul style="list-style-type: none"> <li>• International Labor Organisation (ILO) Convention 169 Indigenous and Tribal Peoples Convention</li> <li>• UN Declaration on the Rights of Indigenous Peoples</li> <li>• UN Guidelines on Indigenous Peoples in Isolation and Initial Contact in Paraguay, Amazon &amp; Gran Chaco</li> </ul>
<p><i>Principle 4: Fair Labor &amp; Working Conditions</i></p>	<ul style="list-style-type: none"> <li>• ILO Declaration on Fundamental Principles and Rights at Work</li> <li>• ILO Core Standards including: <ul style="list-style-type: none"> <li>○ ILO Convention 29 Forced or Compulsory Labour</li> <li>○ ILO Convention 87 Freedom of Association and Protection of the Right to Organise</li> <li>○ ILO Convention 98 Right to Organise and Collective Bargaining</li> <li>○ ILO Convention 100 Equal Remuneration for Men and Women Workers for Work of Equal Value</li> </ul> </li> </ul>



EQUITABLE  
ORIGIN

	<ul style="list-style-type: none"><li>○ ILO Convention 105 Abolition of Forced Labour</li><li>○ ILO Convention 111 Discrimination (Employment and Occupation)</li><li>○ ILO Convention 138 Minimum Age</li><li>○ ILO Convention 182 Worst Forms of Child Labour</li><li>• ILO Convention Occupational Safety and Health</li><li>• OHSAS 18001 Occupational Health and Safety Management System</li></ul>
<b>Principle 5: Climate Change, Biodiversity &amp; Environment</b>	<ul style="list-style-type: none"><li>• World Bank Group Environmental, Health, and Safety Guidelines</li><li>• ISO 14001 Environmental Management Systems</li><li>• United Nations (UN) Convention on Biological Diversity</li><li>• UN Framework Convention on Climate Change</li><li>• Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal</li><li>• UN CEO Water Mandate</li><li>• PAS 2060:2014 Specification For The Demonstration Of Carbon Neutrality</li></ul>



## **Annex III: About the EO100™ Standard**

### **Background**

Equitable Origin (EO) is a nonprofit organization with a mission to partner with business, communities, and government to support transparent, sustainable and equitable energy development that creates benefits for all stakeholders.

Since 2009, EO has led a multi-stakeholder effort, bringing together energy companies and service providers, governments, indigenous communities, academics and environmental and social non-governmental organizations (NGOs) to create a system for assurance and rating—embodied in the EO100™ Standard. This Standard sets criteria for evaluating responsible social and environmental practices in energy development operations.

Our goal is a global energy sector that significantly reduces its negative social and environmental impacts and demonstrates a measurable contribution to the sustainable development of the communities affected by its activities.

Through stakeholder involvement in project planning, implementation, and monitoring, we also aim to reverse any legacy of exploitative resource extraction that does little to benefit local communities in the long term. Instead, we aim to build the capacity of local and indigenous stakeholders to participate in environmental impact monitoring and, to the degree that members of these communities desire, other aspects of development, including skilled employment for the operation itself.

### **Purpose**

Growing global demand for energy has significant implications for people and the planet. The development of energy resources has the potential for great economic opportunity and for considerable risk to the well-being of communities and ecosystems. Although much progress has been made by business and regulators to better manage risk at operations, examples of poor performance persist, as does a lack of stakeholder confidence in the sector.

The EO100™ Standard provides a framework to monitor on-the-ground performance as well as company-level policies. The EO100™ Standard confirms responsible business practices through independent verification with the option of third-party certification. This provides assurance to investors, regulators, communities and employees that energy generation or production projects are operating responsibly and that steps have been taken to ensure social and environmental impacts are addressed in order to achieve a positive overall outcome for all stakeholders.

For Operators and Project Developers considering certification to the EO100™ Standard, their commitment to the process represents:

- Corporate values of operational integrity, transparency and a willingness to work toward continual improvement;
- A well-managed operation that deploys management systems, policies and procedures to meet and exceed industry standards and regulations;
- Formal recognition of stakeholder interests and priorities—adding credibility and trust to engagement, outreach and efforts to secure a ‘Social License to Operate’;
- Demonstration of leadership and innovation in social and environmental performance.

## Scope

The EO100™ Standard applies to energy production and generation operations and related infrastructure. Mining, biofuels, nuclear energy operations are not eligible for certification but may find the Standard useful as a framework for measuring and managing risks and impacts in line with international and industry standards.

Supplementary technical addenda incorporate indicators that address specific concerns and issues related to onshore, offshore and shale oil and gas production, associated infrastructure, hydroelectric, and renewables.

The EO100™ Standard does not apply to companies as a whole; the implementation process focuses on individual project sites. Implementation of the EO100™ Standard can occur at any stage of an energy project: planning/exploration, development/installation, production/generation or closure/decommissioning.

Throughout this Standard, the term “Operator” refers to the entity or firm primarily responsible energy development activities at the project site, as well as all contractors whose activities could reasonably be expected to impact the environment or people in the area of influence.

## Performance, Measurement & Scoring

The EO100™ Standard promotes continual improvement of energy operations through project-level performance assessment and scoring. Scoring allows Operators and stakeholders to compare the performance of each project to another—encouraging Operators to innovate toward better practices and improved outcomes.

The EO100™ Standard sets three levels of Performance Targets (PTs): PT1 represents a level at which a project’s governing procedures and/or performance meets industry norms for good policy and performance; PT2 and PT3 represent, respectively, project procedures and performance that exceed (PT2) or lead (PT3) industry norms for responsible practices. For instance, leadership could take the form of an innovative solution to problems or the

voluntary extension of an Operator's responsibility beyond the boundaries of the project and/or into the supply chain.

### **Standard Development & Review**

The EO100™ Standard has been developed through a multi-stakeholder consultation process following models and guidelines established by the International Social and Environmental Accreditation and Labeling (ISEAL) Code of Good Practices for Setting Social and Environmental Standards. It also draws upon national and international laws, international business standards and practices, and international standards related to human rights, the environment and business ethics. A list of these resources can be found in Annex II: Normative & Supporting References.

The EO100™ Standard is reviewed periodically to determine whether revisions are needed, such that a review is initiated within five years or less from the date of publication of the previous version of the Standard. The next review of the EO100™ 2017 version of the Standard is due in 2022.

However, Equitable Origin may initiate a review prior to that time, based on feedback from stakeholders or as deemed necessary by the Equitable Origin Standards Board. For a full description of the standard development and revision process, please refer to EOP-101 Standard Development and Governance.

### **Grievance Mechanism**

EO encourages comments, complaints and feedback on any part of the EO100™ Standard and Assurance System at any time. Stakeholders may use the form on the EO website<sup>56</sup> to submit a comment, complaint or appeal related to the EO100™ Standard and Assurance System, EO staff or governance bodies, EO-approved Assessment Bodies or auditors, and Operators affiliated with EO. Associated procedures: EOP-203 EO Certification System Comments, Complaints & Appeals, EOP-101 Standard Development and Governance and EOP-103 Policy on Association. For more information, please contact us: [contact@equitableorigin.org](mailto:contact@equitableorigin.org)

---

<sup>56</sup> <https://www.equitableorigin.org/about-us/comments-complaints-appeals/>



EQUITABLE  
ORIGIN

A higher standard. A better choice.™

**Contact Us**

contact@equitableorigin.org  
+1 917 677 7671

www.equitableorigin.org

© 2017 Equitable Origin Inc  
All Rights Reserved

This document is copyright protected and cannot be reproduced electronically, digitally or in any other form (including photocopies) without the express written consent of Equitable Origin Inc.