

Towards Sustainable Mining

Biodiversity Conservation Management Protocol

TSM ASSESSMENT PROTOCOL

A Tool for Assessing Biodiversity Conservation Management Performance

Purpose

The purpose of the assessment protocol is to provide guidance to facilities in completing their evaluation of biodiversity conservation management against TSM indicators. The assessment protocol sets out the general expectations for biodiversity conservation management as part of the TSM initiative. This protocol supports implementation of the TSM Mining and Biodiversity Conservation Framework.

As with any assessment of a management system, professional judgment is required in assessing the degree of implementation of a system indicator and the quality of management processes and intervention. Application of this protocol will therefore require a level of expertise in auditing and systems assessment and knowledge of and experience in the practice of biodiversity conservation management, including relevant regulatory regimes and requirements. This assessment protocol provides an indicator of the level of implementation of biodiversity conservation management as part of the TSM initiative. It is not, of itself, a guarantee of the effectiveness of biodiversity conservation management activities.

Performance Indicators

Three performance indicators have been established:

1. Corporate biodiversity conservation commitment, accountability and communications
2. Mine site biodiversity conservation planning, implementation and performance
3. Biodiversity conservation reporting

1. CORPORATE BIODIVERSITY CONSERVATION COMMITMENT, ACCOUNTABILITY AND COMMUNICATIONS

Purpose:

To confirm that corporate commitment and accountabilities are in place and communicated to relevant employees to support the management of biodiversity conservation issues.

Biodiversity Conservation Commitment, Accountability and Communications ASSESSMENT CRITERIA

| LEVEL | CRITERIA |
|------------|---|
| C | No documented commitment to biodiversity conservation. |
| B | Demonstrated senior management biodiversity commitment is in place but may not be consistent with the intent of the TSM Mining and Biodiversity Conservation Framework. Plans are in place to address the gap(s) (i.e., to have the commitment approved by senior management, made consistent with the intent of the TSM Mining and Biodiversity Conservation Framework, and/or communicated to relevant employees). |
| A | Demonstrated senior management commitment, consistent with the intent of the TSM Mining and Biodiversity Conservation Framework. Commitment to biodiversity conservation has been communicated to relevant stakeholders). Roles, responsibilities and accountabilities for implementation of the commitment are clear, and resources have been assigned to support implementation of the commitment. |
| AA | Biodiversity conservation commitment and its implementation are subject to independent verification/review (internal). |
| AAA | Biodiversity conservation commitment includes a commitment to actively partner with other organizations for biodiversity conservation, and roles, responsibilities and resources have been assigned to support this commitment. |

Corporate Biodiversity Conservation Commitment, Accountability and Communications**FREQUENTLY ASKED QUESTIONS**

| # | FAQ | PAGE |
|----|---|------|
| 1 | What are good sources of guidance on biodiversity conservation? | 10 |
| 2 | Does a biodiversity conservation policy have a stand-alone document? | 10 |
| 3 | How do you integrate biodiversity conservation into corporate and mine site business planning | 10 |
| 10 | Can corporate documentation be used to demonstrate mine site commitment? | 11 |
| 12 | What is the definition of “conservation”? | 12 |
| 13 | How is “senior management” defined? | 12 |

2. MINE SITE BIODIVERSITY CONSERVATION PLANNING, IMPLEMENTATION AND PERFORMANCE

Purpose:

To confirm that effective plans and management systems are implemented at the mine site in order to manage significant biodiversity aspects and that performance relative to targets is assessed.

Mine Site Biodiversity Conservation Planning, Implementation and Performance ASSESSMENT CRITERIA

| LEVEL | CRITERIA |
|----------|--|
| C | No mine site biodiversity conservation action plan or management system is in place to manage significant biodiversity aspects. |
| B | <p>Mine site biodiversity conservation action plan or management system has been developed including:</p> <ul style="list-style-type: none"> ○ Assessment of mine site baseline data and local ecological knowledge. ○ Identification of significant biodiversity aspects. ○ Mine site monitoring of biodiversity. ○ Identify key stakeholders. <p>The biodiversity conservation action plan has been approved by mine site senior management and is under implementation.</p> <p>Mine site will not be assessed to Level A if it receives Notice of Violation from any regulatory agencies (will be defined in the FAQs) within the reporting year;</p> |

| | |
|----------|---|
| A | <p>Mine site plan or management system to manage significant biodiversity aspects is implemented. Mine site plan or management system includes, at a minimum, these elements:</p> <ul style="list-style-type: none">▪ Potential impacts/risks to biodiversity are assessed.▪ Specific objectives for significant biodiversity aspects are identified.▪ Action plans are developed and implemented to specifically address biodiversity objectives.▪ Mine site personnel have been assigned responsibility for biodiversity conservation management.▪ Biodiversity conservation awareness is included in mine site training programs for relevant personnel. <p>The mine site has consulted with and/or engaged key stakeholders (e.g., governments, indigenous people communities and conservation organizations) regarding biodiversity conservation management.</p> <p>Implementation of the mine site biodiversity conservation plan and progress towards biodiversity objectives are regularly tracked and reported to mine site senior management.</p> <p>Mine site will not be assessed to Level AA if it failed to meet all the targets set forth in the biodiversity conservation action plan (in the FAQs, definition and what to include in the BCAP will be improved).</p> |
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| | |
|-------------------|---|
| <p>AA</p> | <p>The mine site demonstrates that biodiversity conservation management is integrated into core business planning processes and tools, including:</p> <ul style="list-style-type: none"> ▪ Annual business planning process with inclusion of biodiversity conservation performance targets for the year. ▪ Annual budget process. <p>Internal audit has been conducted on biodiversity conservation management system implementation annually.</p> <p>The mine site participates with stakeholders or other biodiversity conservation organizations (local, regional or national) to support biodiversity conservation.</p> <p>All the targets set forth in the Biodiversity Conservation Action Plan have been met.</p> |
| <p>AAA</p> | <p>Biodiversity conservation management is integrated into a broader business strategy that includes at least two of the following:</p> <ul style="list-style-type: none"> ▪ Investments in research and development that enhance the industry’s understanding of and contribution to biodiversity conservation, science and traditional knowledge. ▪ Contributing to a greater scientific understanding to the protection of biodiversity. ▪ Contributing to industry or region-specific guidance documents that foster biodiversity conservation. ▪ Enhancing biodiversity in areas outside of the mine site’s property. ▪ Achieving national or regional recognition in biodiversity conservation. ▪ Conducting ecosystem service valuation. ▪ Encouraging employee volunteerism in community-based biodiversity initiatives. <p>External audit or verification has been conducted on biodiversity conservation planning, implementation and performance within the last three years.</p> |

Mine Site Biodiversity Conservation Planning, Implementation and Performance

FREQUENTLY ASKED QUESTIONS

| # | FAQ | PAGE |
|----|--|------|
| 1 | What are good sources of guidance on biodiversity conservation? | 10 |
| 3 | How do you integrate biodiversity conservation into corporate and mine site business planning? | 10 |
| 4 | What are “significant biodiversity aspects”? | 10 |
| 5 | What is a biodiversity action plan (BCAP)? | 10 |
| 6 | What types of biodiversity conservation objectives might a mine site establish? | 11 |
| 7 | What is baseline data? | 11 |
| 10 | Can corporate documentation be used to demonstrate mine site commitment? | 11 |
| 12 | What is the definition of “conservation”? | 12 |
| 13 | How is “senior management” defined? | 12 |

3. BIODIVERSITY CONSERVATION REPORTING

Purpose

To confirm that biodiversity conservation reporting is in place to inform decision-making and to communicate performance publicly. Biodiversity conservation reporting includes elements such as policy, monitoring and conservation initiatives.

Biodiversity Conservation Reporting

ASSESSMENT CRITERIA

| LEVEL | CRITERIA |
|------------|---|
| C | No reporting on biodiversity conservation occurs. |
| B | The mine site reports on biodiversity conservation to mine site senior management on a regular basis. |
| A | Reporting on biodiversity conservation occurs, including: <ul style="list-style-type: none"> ▪ Internal reporting on biodiversity conservation, which supports management decision-making processes at the mine site; and, ▪ Routine public reporting on biodiversity conservation performance. |
| AA | Internal audit has been conducted on biodiversity conservation management system implementation. |
| AAA | External audit or verification has been conducted on biodiversity conservation management reporting. |

Biodiversity Conservation Reporting

FREQUENTLY ASKED QUESTIONS

| # | FAQ | PAGE |
|-----------|---|-----------|
| 1 | What are good sources of guidance on biodiversity conservation? | 10 |
| 8 | How is biodiversity conservation externally verified or reviewed (Indicator 3)? | 11 |
| 10 | Can corporate documentation be used to demonstrate mine site commitment? | 11 |
| 12 | What is the definition of “conservation”? | 12 |
| 13 | How is “senior management” defined? | 12 |

APPENDIX 1: FREQUENTLY ASKED QUESTIONS

Protocol-Specific Guidance

1. What are good sources of guidance on biodiversity conservation?

The ICMM has produced a Good Practice Guidance Document for Mining and Biodiversity (<http://www.icmm.com/page/1182/good-practice-guidance-for-mining-and-biodiversity>)

The DENR's Biodiversity Management Bureau has produced numerous publications related to Biodiversity Conservation (<https://www.bmb.gov.ph/index.php/e-library/publications/action-plans>)

2. Does a biodiversity conservation policy have to be a stand-alone document?

No. It may be part of an overall environmental policy, so long as biodiversity conservation is explicitly addressed.

3. How do you integrate biodiversity conservation into corporate and mine site business planning?

The mine site must be able to demonstrate that biodiversity conservation management considerations are integrated within its key business management processes and practices. Key business planning processes (such as the annual business plan, annual budget, and project scoping and charter documents, Environmental Management Plan (EMP), Environmental Monitoring Plan (EMoP), Environmental Protection and Enhancement Program (EPEP), Annual Environmental Protection and Enhancement Program (AEPEP), Environmental Work Program (EWP), Mining Forest Program (MFP), National Greening Program, (NGP), & Three (3) – year Utilization Work Program) should demonstrate that biodiversity aspects are identified and considered during the planning process and that adequate budgetary provisions are made.

4. What are “significant biodiversity aspects”?

Significant biodiversity aspects are significant issues that have been identified by the mine site for specific management to meet regulatory requirements, to avoid or mitigate potential impacts on biodiversity or to address community or other stakeholder concerns. Examples include endangered and threatened species, protected areas, critical habitats (e.g., for wildlife, fish or endangered plants) or valued ecosystem components (e.g., wetlands), or ecosystem services (provision of clean water).

5. What is a biodiversity conservation action plan (BCAP)?

A biodiversity action plan is a mechanism by which the objectives for biodiversity conservation can be achieved. They can be either stand-alone plans or be incorporated in a management system. Numerous elements may be covered in the plan, dependent on the risks that have been identified. They can range from control of access to significant biodiversity areas, plans for clearing land (i.e., removal and salvage of soils and vegetation, management of land reclamation and weeds, research and development programs for better land or wildlife management, etc.).

A biodiversity conservation plan is a plan that accomplishes the following:

- Establishes baseline data, including an inventory of the distribution, abundance and status of significant biodiversity aspects (FAQ #4) within a geographic range appropriate to the mine site, claim area and adjacent areas of traditional or other community/stakeholder use, including areas potentially subject to downstream impacts (e.g., water, air).
- Contains a risk assessment procedure to determine what the possible impacts are to the key biodiversity aspects from mining activities and establishes a risk profile.
- Creates an action plan based on the risk profile on how to conserve, and, where possible, enhance the significant biodiversity aspects characterized in the baseline inventory.

6. What types of biodiversity conservation objectives might a mine site establish?

Biodiversity conservation objectives by their nature will be site specific. They should be established for significant biodiversity aspects and may be related to maintaining specific conditions or populations during operation, enhancing conditions or specific habitat, and/or the type(s) of ecosystem to which the site will be returned post-mining.

7. What is baseline data?

Baseline data is the data collected prior to the mine development to assess local biodiversity. For older, established mines, baseline data may include data from a neighboring unaffected watershed or some other location similar in nature to the mine site, while recognizing that historic mining activity may have permanently altered local biodiversity. Recognizing that typical baseline data may not be available for all facilities, sites that predate the requirement to include baseline data in their environmental assessment process may choose to use alternative approaches. For example, but not limited to, a mine site may choose to look at trends over time, or use collected data from a neighboring location.

8. How is biodiversity conservation reporting externally verified or reviewed (Indicator 3)?

The focus of the verification/review will be on the accuracy and replicability of the key biodiversity performance indicators that were publicly reported. The verification/review considers not only how the indicators are determined, but also the management and reporting systems used to ensure the indicators are consistently determined and reported over time. External verification/review is conducted by a third party.

9. For how long are internal and external verifications/reviews valid?

An annual internal audit and external verification/review that was completed within the last three (3) years meets the requirements for an internal or external verification/review as required by Level AA and Level AAA, respectively, in all indicators of the Biodiversity Conservation Management Assessment Protocol.

10. Can corporate documentation be used to demonstrate mine site commitment?

Written senior management commitment at the corporate level (e.g., a corporate policy) can only be accepted as evidence during a mine site self-assessment or TSM external verification if it is accompanied by evidence that the corporate commitment is being applied and adhered to at the mine site level. There must be evidence of a link between the corporate documentation and mine site practices. If this linkage is established, then the corporate documentation can be accepted as evidence of mine site commitment.

11. How should regional biodiversity conservation approaches be reflected within the assessment?

Where multiple facilities are operating within a single ecosystem, the company may choose to adopt a regional approach to biodiversity conservation. This could also include collaboration between different companies. In these cases, the division of roles and responsibilities between mine site personnel and regional personnel should be clearly understood and documented and supporting systems should be developed and implemented at the appropriate level. The TSM assessment should consider both mine site and regional systems when assessing performance for each mine site included within the region.

Definition of Key Terms

12. What is the definition of "conservation"?

Conservation is "The maintenance of environmental quality and resources or a particular balance among the species present in a given area. The resources may be physical (e.g., fossil fuels), biological (e.g., tropical forests), or cultural (e.g., ancient monuments). In modern

scientific usage, conservation implies sound biosphere management within given social and economic constraints, producing goods and services for humans without depleting natural

ecosystem diversity and acknowledging the naturally dynamic character of biological systems. This contrasts with the preservationist approach which, it is argued, protects species or landscapes without reference to natural change in living systems or to human requirements." (Source: Michael Allaby, *The Concise Oxford Dictionary of Ecology* [Oxford: Oxford University Press, 1994], 92.)

13. How is "senior management" defined?

For the purposes of biodiversity conservation policy, senior management refers to corporate management (CEO and/or Board). For management performance measurement, senior management refers to the corporate and/or mine site personnel with overall accountability for biodiversity conservation management.

APPENDIX 2: TSM SELF ASSESSMENT CHECKLIST

Biodiversity Conservation Management

| | | | |
|--------------|------|-----------------|--|
| Mine Name: | site | Company Name: | |
| Assessed By: | | Date Submitted: | |

| Supporting Documentation / Evidence: | |
|--------------------------------------|----------|
| NAME OF DOCUMENT | LOCATION |
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| Interviewees: | | | |
|---------------|----------|------|----------|
| NAME | POSITION | NAME | POSITION |
| | | | |
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| | QUESTION | Y | N | NA | DESCRIPTION & EVIDENCE |
|---|--|---|---|----|---|
| INDICATOR 1: CORPORATE BIODIVERSITY CONSERVATION COMMITMENT, ACCOUNTABILITY AND COMMUNICATIONS | | | | | |
| C | No documented commitment to biodiversity conservation. | | | | |
| | Is there a demonstrated senior management biodiversity commitment in place (consistent or not with the intent of the TSM Mining and Biodiversity Conservation Framework)? | | | | <ul style="list-style-type: none"> Biodiversity Management integrated in the Environmental Work Program (for Exploration) or Annual EPEP (for Operating Mines) |
| | Are there plans in place to address the gap(s)? (i.e., to have the commitment approved by senior management, made consistent with the intent of the TSM Mining and Biodiversity Conservation Framework, and communicated to relevant personnel). | | | | <ul style="list-style-type: none"> Approved Organizational Structure reflecting an office that oversees implementation of Biodiversity Management activities. |
| | <i>If you have answered "Yes" to all of the Level B questions, continue to the Level A questions. If you have not answered "Yes" to all of the Level B questions, assess the mine site as a Level C.</i> | | | | |
| Indicator 1 Level A | Is there a demonstrated senior management commitment, consistent with the intent of the TSM Mining and Biodiversity Conservation Framework? | | | | <ul style="list-style-type: none"> An existing Environment Policy that can cover Biodiversity Conservation. Biodiversity Conservation is a part of Objectives, Targets and Plans (OTPs) |
| | Has the commitment to biodiversity conservation been communicated to relevant stakeholders (i.e., employees, contractors)? | | | | <ul style="list-style-type: none"> Proof of company induction/IEC activities related to Biodiversity Conservation Management. |
| | Are roles, responsibilities and accountabilities for implementation of the commitment clear? | | | | <ul style="list-style-type: none"> Appointment letter/ Job description reflecting functions on environmental management, enhancement, and monitoring. |
| | Have resources been assigned to support implementation of the commitment? | | | | |
| | <i>If you have answered "Yes" to all of the Level A questions, continue to the Level AA questions. If you have not answered "Yes" to all of the Level A questions, assess the mine site as a Level B.</i> | | | | |
| Indicator 1 Level AA | Has an internal audit been conducted on the biodiversity conservation commitment and its implementation? | | | | <ul style="list-style-type: none"> Internal Audit procedures/ protocol for evaluating compliance to TSM-BCM Protocol is in place. |
| | Was the internal audit conducted within the last three (3) years? | | | | <ul style="list-style-type: none"> Internal Audit Report |
| | <i>If you have answered "Yes" to all of the Level AA questions, continue to the Level AAA questions. If you have not answered "Yes" to all of the Level AA questions, assess the mine site as a Level A.</i> | | | | |
| Indicator 1 Level AAA | Does the biodiversity conservation management commitment include a commitment to actively partner with other organizations for biodiversity conservation? | | | | <ul style="list-style-type: none"> Documentation of an existing partnership or joint project with NGOs, Academe, etc. for biodiversity conservation. |
| | ▪ If yes, have roles and responsibilities been assigned to support this commitment? | | | | |

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| | <ul style="list-style-type: none"> ▪ Have resources been assigned to support this commitment? | | | | <ul style="list-style-type: none"> • A Contract of partnership that stipulates the roles of parties. |
| <p><i>If you have answered "Yes" to all of the Level AAA questions, assess the mine site as a Level AAA. If you have not answered "Yes" to all of the Level AAA questions, assess the mine site as a Level AA.</i></p> | | | | | |
| <p>ASSESSED LEVEL OF PERFORMANCE FOR INDICATOR 1</p> | | | | | <p>Level: _____</p> |

| | QUESTION | Y | N | NA | DESCRIPTION & EVIDENCE |
|--|---|---|---|--|--|
| INDICATOR 2: MINE SITE BIODIVERSITY CONSERVATION PLANNING, IMPLEMENTATION AND PERFORMANCE | | | | | |
| C | No mine site plan or management system is in place to manage significant biodiversity aspects. | | | | |
| B | Has a mine site biodiversity conservation plan or management system been developed that includes: | | | | The BCAP (aligned with the approved EWP/ Annual EPEP/ Other Environmental Management Program) to include: <ul style="list-style-type: none"> Assessment of mine site baseline data and, where available, local ecological knowledge. Mine site monitoring of biodiversity. Identification of significant biodiversity aspects. Identified key stakeholders. |
| | ▪ Assessment of mine site baseline data and, where available, local ecological knowledge? | | | | |
| | ▪ Mine site monitoring of biodiversity? | | | | |
| | ▪ Identification of significant biodiversity aspects? | | | | |
| | ▪ Identification of key stakeholders? | | | | |
| | Has the plan been approved by mine site senior management? | | | | <ul style="list-style-type: none"> The BCAP is aligned with the approved EWP/ Annual EPEP/ Other Environmental Management Program. |
| Is the plan under implementation? | | | | <ul style="list-style-type: none"> Documented/ verifiable implementation of the BCAP (i.e., accomplishment reports submitted to regulatory bodies). | |
| <i>If you have answered "Yes" to all of the Level B questions, continue to the Level A questions. If you have not answered "Yes" to all of the Level B questions, assess the mine site as a Level C.</i> | | | | | |
| Indicator 2 Level A | Does the mine site plan or management system include, at a minimum, the following elements: | | | | A BCAP/ management system includes, at a minimum, the following: <ul style="list-style-type: none"> Assessment of potential impacts/risks to biodiversity Specific objectives for significant biodiversity aspects Establishment and implementation of action plans specifically to address biodiversity objectives Responsibility assigned to mine site personnel for biodiversity conservation management. Biodiversity conservation awareness is included in mine site training programs for relevant personnel. |
| | ▪ An assessment of potential impacts/risks to biodiversity? | | | | |
| | ▪ Specific objectives for significant biodiversity aspects? | | | | |
| | ▪ Action plans to specifically address biodiversity objectives? | | | | |
| | ▪ If yes, are these action plans being implemented? | | | | |
| | ▪ Responsibility assigned to mine site personnel for biodiversity conservation management? | | | | |
| | ▪ Biodiversity conservation awareness included in mine site training programs for relevant personnel? | | | | |

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| <p>Has the mine site consulted with and/or engaged key stakeholders (e.g., governments, indigenous people/communities and conservation organizations) regarding biodiversity conservation management?</p> | | | | <ul style="list-style-type: none"> • Documentation of stakeholder's participation in the BCAP formulation (i.e., attendance sheet, photos, minutes of the meeting, IEC materials). |
| <p>Is implementation of the mine site biodiversity conservation plan and progress towards biodiversity objectives regularly tracked and reported to mine site senior management?</p> | | | | <ul style="list-style-type: none"> • Biodiversity Conservation Management Plan can also be integrated in a TSM or ISO System Manual. • Implementation and monitoring of BCAP and reported to mine site senior management. • Documentation of regular management review to track compliance to BCAP, and/or biodiversity management objectives. |
| <p><i>If you have answered "Yes" to all of the Level A questions, continue to the Level AA questions. If you have not answered "Yes" to all of the Level A questions, assess the mine site as a Level B.</i></p> | | | | |

| | QUESTION | Y | N | NA | DESCRIPTION & EVIDENCE |
|---|--|---|---|----|--|
| Level AA | Can the mine site demonstrate that biodiversity conservation management is integrated into business planning processes and tools? | | | | <ul style="list-style-type: none"> Biodiversity management is part of the Key Result Area/ Key Performance Indicator/ Objectives, Targets. Plans (OTPs) of the Annual Business Plan. |
| | Do these processes and tools include integration within the following? | | | | |
| | ▪ Annual business planning process? | | | | <ul style="list-style-type: none"> Documented mine site level engagement with stakeholders (i.e., Minutes of Meeting) |
| | ▪ Annual budget process? | | | | |
| | Has an internal audit been conducted on the biodiversity conservation management system implementation? | | | | <ul style="list-style-type: none"> Internal Audit Report |
| | Was the internal audit conducted within the last three (3) years? | | | | |
| | Does the mine site participate with stakeholders or other biodiversity conservation organizations (local, regional or national) to support biodiversity conservation? | | | | <ul style="list-style-type: none"> Documentation of an existing partnership or joint project with NGOs, Academe, etc. for biodiversity conservation. |
| <p><i>If you have answered "Yes" to all of the Level AA questions, continue to the Level AAA questions. If you have not answered "Yes" to all of the Level AA questions, assess the mine site as a Level A.</i></p> | | | | | |
| Indicator 2 Level AAA | Has biodiversity conservation management been integrated into the mine site's broader business strategy that includes at least two of the following? | | | | <p>Any two of the following (evidence may include, but not limited to items in parenthesis)</p> <ul style="list-style-type: none"> Investments in research and development that enhance the industry's understanding of and contribution to biodiversity conservation, science and traditional knowledge. Contributing to a greater scientific understanding to the protection of biodiversity (i.e., proof of participation in scientific forum/ publication on biodiversity conservation initiatives). Contributing to industry or region-specific guidance documents that foster biodiversity conservation. Enhancing biodiversity in areas outside of the mine site's property (i.e., Documentation of initiatives to enhance biodiversity areas outside the project area). Achieving national or regional recognition in biodiversity conservation (i.e., Awards/ recognition received for Biodiversity Conservation initiative). Conducting ecosystem service valuation. |
| | ▪ Investments in research and development that enhance the industry's understanding of and contribution to biodiversity conservation, science and traditional knowledge? | | | | |
| | ▪ Contributing to a greater scientific understanding for the protection of biodiversity? | | | | |
| | ▪ Contributing to industry or region-specific guidance documents which foster biodiversity conservation? | | | | |
| | ▪ Enhancing biodiversity in areas outside of the mine site? | | | | |
| | ▪ Achieving national or regional recognition for biodiversity conservation? | | | | |
| | ▪ Conducting an ecosystem service valuation? | | | | |
| | ▪ Encouraging personnel volunteerism in community-based biodiversity initiatives? | | | | |

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| | | | | | <p>(i.e., Ecosystem Service valuation report conducted by a reputable institution)</p> <ul style="list-style-type: none"> • Encourage (i.e., Documentation of employee participation in community-based biodiversity initiatives. |
| <p><i>If you have answered "Yes" to all of the Level AAA questions, assess the mine site as a Level AAA. If you have not answered "Yes" to all of the Level AAA questions, assess the mine site as a Level AA.</i></p> | | | | | |
| <p>ASSESSED LEVEL OF PERFORMANCE FOR INDICATOR 2</p> | | | | | <p>Level: _____</p> |

| | QUESTION | Y | N | NA | DESCRIPTION & EVIDENCE |
|--|--|---|---|----|---|
| INDICATOR 3: BIODIVERSITY CONSERVATION REPORTING | | | | | |
| C | No reporting on biodiversity conservation occurs. | | | | |
| Indicator 3 Level B | Does the mine site report on biodiversity conservation to mine site senior management? | | | | <ul style="list-style-type: none"> • Documented report. To be included in the agenda and reported in the regular meetings at the mine site level • Submission of biodiversity conservation progress/accomplishment in annual reports. |
| | Are these reports prepared on a regular basis? | | | | |
| | <i>If you have answered "Yes" to all of the Level B questions, continue to the Level A questions. If you have not answered "Yes" to all of the Level B questions, assess the mine site as a Level C.</i> | | | | |
| Indicator 3 Level A | Does reporting on biodiversity conservation occur? | | | | <ul style="list-style-type: none"> • Documented report • To be included in the agenda and reported in the regular meetings at the mine site level and in meetings with regulatory body (i.e., MMT). • Submission of reports to applicable stakeholders. • Minutes of operations meeting indicating reference to the Biodiversity Conservation Report. |
| | If yes, does the reporting include: | | | | |
| | ▪ Internal reporting on biodiversity conservation which supports management decision-making processes at the mine site? | | | | |
| | ▪ Routine public reporting on biodiversity conservation performance? | | | | |
| <i>If you have answered "Yes" to all of the Level A questions, continue to the Level AA questions. If you have not answered "Yes" to all of the Level A questions, assess the mine site as a Level B.</i> | | | | | |
| Indicator 3 Level AA | Has an internal audit, been conducted on the biodiversity conservation management implementation? | | | | <ul style="list-style-type: none"> • Internal Audit Report |
| | Was the internal audit conducted within the last three (3) years? | | | | |
| <i>If you have answered "Yes" to all of the Level AA questions, continue to the Level AAA questions. If you have not answered "Yes" to all of the Level AA questions, assess the mine site as a Level A.</i> | | | | | |
| Indicator 3 Level AAA | Has an independent external audit or verification been conducted on the biodiversity conservation management reporting? | | | | <ul style="list-style-type: none"> • TSM Certification/ Recertification (subject to availability of external audit/ certification body) • Sustainability Report • Communications on efforts to secure feedback from COI stakeholders. • Inclusion of feedback in public reporting (Feedback mechanism) |
| | Has stakeholder's feedback on biodiversity conservation reporting been actively sought? | | | | |
| | If yes, has stakeholder's feedback been reported publicly? | | | | |

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| | <i>If you have answered "Yes" to all of the Level AAA questions, assess the mine site as a Level AAA. If you have not answered "Yes" to all of the Level AAA questions, assess the mine site as a Level AA.</i> | |
| | ASSESSED LEVEL OF PERFORMANCE FOR INDICATOR 3 | Level: _____ |

APPENDIX 3: USEFUL REFERENCES

Biodiversity Conservation Management

1. Mining Association of Canada: *Towards Sustainable Mining*
<http://www.mining.ca/site/index.php/en/towards-sustainable-mining.html>
2. Canadian Business and Biodiversity Council: *A Guide to Biodiversity Conservation for Canadian Business, 2010; Incorporating Biodiversity Considerations into the Management of Small to Medium Enterprises, 2010; Biodiversity Case Studies, Vol 1, 2010;*
<http://www.businessbiodiversity.ca/guidelines.cfm>
3. International Council for Mining and Metals, IUCN; *Integrating Mining and Biodiversity Conservation – Case studies from around the world*, 48 pages, 2004; <http://www.icmm.com/page/1155/integrating-mining-and-biodiversity-conservation-case-studies-from-around-the-world> .
4. German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety: *Corporate Biodiversity Management Handbook – A guide for practical implementation; June 2010*(64 pages);
<http://www.business-and-biodiversity.de/en/activities/biodiversity-management/handbook/>
5. North American Waterfowl Management Plan; *Corporate Wetland Conservation in Canada – Highlights from the Agriculture, Forestry, Mining and Energy sectors*, 2007 (13 case studies);
http://publications.gc.ca/collections/collection_2014/ec/CW71-9-2007-1-eng.pdf
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