



**Supporting Inclusive Resource Development (SIRD)  
East Africa  
TRAINING PROGRAM: MODULE 4  
JUNE 2019**



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# Canada's Sustainability Principles

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# History of Mining in Canada

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- Settlement and development of Canada inextricably linked to discovery and exploitation of natural resources
  - Prior to European settlement – copper and silver mined for over 500 years
  - Harvest and move – mid-1800's to mid 1900's, find and exploit resource
  - Exploration and settlement – mapping of remote areas; Cariboo and Klondike Gold Rush
  - Transportation infrastructure – between 1880 and 1920 “golden age” of railroad construction
  - Related Development – processing facilities, technology advances
  - Government – establishment of government ministries and mining legislation, aimed at improving socio-economic position of Canadians and communities
- 1987, Bruntland Report – sustainable development “meets the needs of the present without compromising the ability of future generations to meet their own needs”
- 1992, Rio Declaration on Environment and Development (the Rio Declaration).



# History of Mining in Canada Continued...

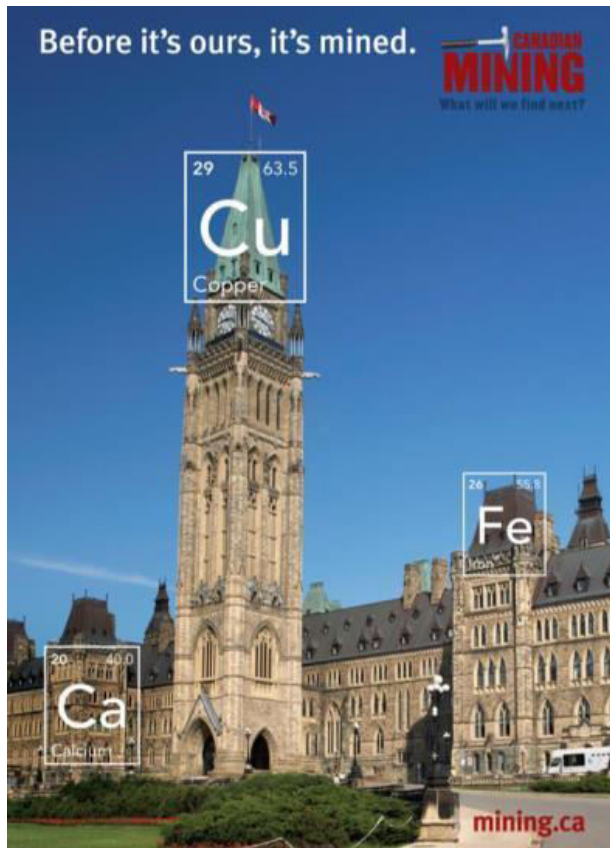
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- 1996, the federal government defined sustainable development for minerals and metals in *The Minerals and Metals Policy of the Government of Canada*.
  - Recognition that sustainable development required integration of economic, environmental and social-development must be sustainable even after the resource extraction ends
  - Social dimension of development is critical - main theme is people and how a development can contribute to their lives and their opportunities to make the present and future better.
- Women in communities are a significant group with specific concerns, in Canada and other countries around the world
  - Impacts are related to one another – substance abuse leads to strained relationships, lost job and training opportunities
  - Work opportunities can be limited to menial traditional jobs, not helpful to women or community
- Recognition that increasing women’s participation in the economy, their access to educational opportunities, and their involvement in decision-making can have a direct impact on reducing poverty and creating community



# What is the Mining Association of Canada (MAC)?

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- Members are engaged in mineral exploration, mining, smelting, refining and semi-fabrication.
- Member companies account for the vast majority of Canada's output of metals and major industrial minerals.
- Associate members comprise a wide range of services and equipment supplied to the mining industry.
- **Towards Sustainable Mining Initiative (TSM)** – stewardship, social license and encourages excellence and continuous improvement.



# What is TSM?

Established in 2004, TSM's main objective is to enable mining companies to meet society's needs for minerals, metals and energy products in the most socially, economically and environmentally responsible way.

- **Performance driven** – Includes a requirement to demonstrate measurable continual sustainability improvement
- **Accountability** – Assessments are conducted at the facility level where mining activity takes place – the only program in the world to do this in mining sector
- **Transparency** – Annual reporting against 25 indicators with independent verification every three years
- **Credibility** – Includes ongoing consultation with a national Community of Interest Advisory panel to improve industry performance and shape TSM for continual advancement



Canada was the first to develop an externally-verified performance system for mining operations. Since then, countries around the world have adopted TSM® to draw from Canada's expertise.

TSM® reflects our commitment to leaving a positive legacy where we operate. In turn, we're helping businesses and their customers be confident in how their products are made.

Learn more at: [mining.ca/responsible-sourcing](http://mining.ca/responsible-sourcing)



# TSM Guiding Principles

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## Highlights:

- Contributing to global initiatives to promote the production, use and recycling of metals and minerals in a safe and environmentally responsible manner.
- Seeking to minimize the impact of our operations on the environment and biodiversity, through all stages of development, from exploration to closure.
- Respect human rights and treat those with whom we deal fairly and with dignity.
- Respect the cultures, customs and values of people with whom our operations interact.
- Support the capability of communities to participate in opportunities provided by new mining projects and existing operations.
- Provide lasting benefits to local communities through self-sustaining programs to enhance the economic, environmental, social, educational and health care standards they enjoy.



# TSM's COI Advisory Panel

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## ***COI Advisory Panel***

Aboriginal peoples

Environmental NGO

Economic/community development

Social NGO including faith based groups

Finance/investment

International development

Labour/workplace

MAC Board of Directors

Junior Mining Company Representative

- Meets twice per year
- Work of Panel publicly available on the MAC website
- Annual COI Panel Statement published in *TSM Progress Report*





# TSM Focus Areas and Protocols

## Environmental Stewardship



Tailings Management

Biodiversity Conservation Management

Water Stewardship

## Communities & People



Aboriginal & Community Outreach

Safety & Health Management

Crisis Management & Communications Planning

Preventing Child and Forced Labour

## Energy Efficiency



Energy Use & Greenhouse Gas Emissions Management

**Developed in consultation with Community of Interest Advisory Panel**



# TSM Rating system

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	AAA	•Excellence and Leadership
	AA	•Integration into management decisions and business functions
Good Practice →	A	•Systems/processes are developed and implemented
	B	•Procedures exist but are not fully consistent or documented; systems/processes planned and being developed
	C	•No systems in place; activities tend to be reactive; procedures may exist but they are not integrated into policies and management systems



# TSM Verification System

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Self-assessment

- ◆ Annual

External verification

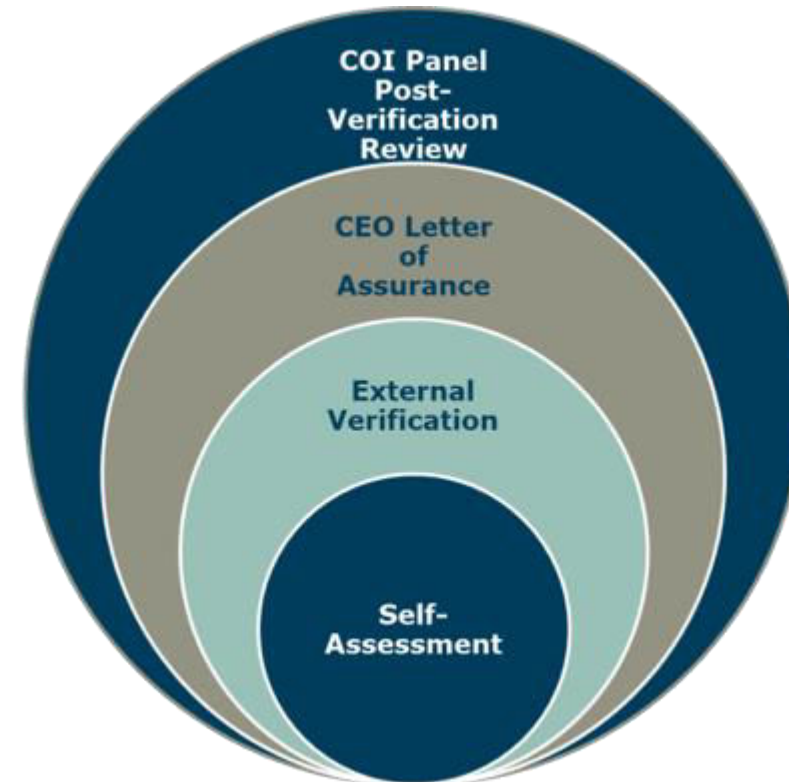
- ◆ Every three years

CEO letter of assurance

- ◆ Posted on MAC website in year of external verification

COI Panel Review

- ◆ 2 companies each year



# Global Uptake of TSM

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- MAC helps to build capacity within the global mining industry by freely sharing the TSM initiative with mining associations in other countries that need tools to improve the environmental and social performance of their mining industries.
- 2015 – The Finnish Mining Association (FinnMin) adopts TSM
- 2016 – The Argentinean Chamber of Mining Entrepreneurs (CAEM) adopts TSM
- MAC is currently engaging with other governments and associations across the globe.

# Canadian Minerals and Metals Plan (CMMP)

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- Released in March 2019, Government of Canada initiative to respond to ongoing and emerging issues in the minerals sector, raise awareness of the importance of the minerals sector and help position Canada for opportunities presented in the industry
- The Vision – Canada is the Leading Mining Nation
  - Principles include:
    - integration of sustainability – human, social, economic, and environmental
    - industry is responsible and adaptable to emerging global forces and new frontiers
    - leading science, engineering and innovation fosters responsible industry practices
    - global leadership advances Canadian interests at home and abroad
    - respect for jurisdictional authority, effective legislative and regulatory frameworks, community engagement, and partnerships are foundational.



# CMMP Approach to Achieving the Vision

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## ○ Six Strategic Directions:

1. Economic development and competitiveness
2. Advancing the participation of indigenous peoples
  1. Includes respect for Aboriginal treaties and relationships among governments, indigenous peoples, and industry
  2. Appropriate and meaningful engagement at the earliest stages of mineral projects
  3. Communities with enhanced governance, and employment and business capacity
  4. Indigenous women are more supported to participate throughout the minerals sector – eliminate barriers to employment, support sensitivity and inclusion training for frontline workers and increase women in leadership roles
3. The environment
  1. Continual reduction of environmental footprint
  2. Circular economy – mine waste transformed into useful products and environmental liability is reduced
  3. Enhanced mine closure planning and environmentally reclaimed mines sites
  4. Systemic climate change adaptation planning
4. Science, technology and innovation
5. Communities
6. Global leadership



# CMMP: Business Case for More Women in Mining

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Women are underrepresented in the mining workforce, even compared to other predominantly male sectors such as utilities and manufacturing. In scientific, technical, engineering and mathematics-related fields, 21% of Canada's professional and physical science occupations are held by women; in the mining industry, women represent only 16%.<sup>36</sup>

## THE BUSINESS CASE FOR MORE WOMEN IN MINING

Increased gender diversity in organizations is linked to better business results. A study of almost 22,000 firms across the globe has shown that a company with 30% women leaders can add up to six percentage points to its net margin, compared to other companies in the same industry. Other studies show that companies with mixed gender boards of directors financially out-perform those with all-male boards,<sup>37</sup> and that gender balance on boards brings greater stability throughout market cycles.<sup>38</sup> Research also suggests that more women in mining jobs improves health and safety outcomes, and reduces wear and tear on equipment and related costs.<sup>39</sup>

*Companies that lack diversity miss out on hiring some of the best talent and building diverse organizational skills sets.*



# Key Points

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- Accountability and transparency to regulators and communities
- Minimize the impact of mining operations on the environment and biodiversity
- Respect human rights and treat those impacted with dignity
- Support the capability of communities to participate in opportunities provided by new mining projects and existing operations.
- Development and implementation of processes and procedures to meet regulatory and approval requirements
- Respect for jurisdictional authority, effective legislative and regulatory frameworks, community engagement, and partnerships are foundational.
- Women are underrepresented in the mining industry to the detriment of the mining industry and themselves.



# Resources

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History of Mining in Canada: <http://publications.gc.ca/collections/Collection/M37-52-2003E.pdf>

Mining Association of Canada: <https://mining.ca/>

TSM 101: <https://mining.ca/wp-content/uploads/2019/02/TSM-101-A-Primer-Eng.pdf>

The Canadian Minerals and Mines Plan website: <https://www.minescanada.ca/en>

The Canadian Minerals and Metals Plan:

[https://www.nrcan.gc.ca/sites/www.nrcan.gc.ca/files/CMMP/CMMP\\_The\\_Plan-EN.pdf](https://www.nrcan.gc.ca/sites/www.nrcan.gc.ca/files/CMMP/CMMP_The_Plan-EN.pdf)

Canada Mining Innovation Council: <https://cmic-ccim.org/>





THANK YOU