

# Equitable, Diverse, and Inclusive Workplaces

## Did You Know?

**EDI** is an acronym for equity, diversity, and inclusion.

**Equity** seeks to eliminate barriers to full participation of individuals and groups in society by identifying and accommodating diverse needs.

**Diversity** is the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people.

**Inclusion** is the creation of a culture that embraces, respects, accepts, and values diversity. It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential.<sup>1</sup>

## Did You Know?

Greater emphasis on EDI at the corporate and mine-site levels leads to many benefits, including enhanced economic results, better environmental performance, greater innovation, improved safety outcomes, and strengthened community relationships.<sup>2</sup>

## What is Towards Sustainable Mining (TSM)?

A globally recognized sustainability program that helps mining companies manage their environmental and social responsibilities and evaluate and publicly report their performance.

A mandatory requirement for companies in a growing number of mining associations around the world, offering tools to drive continuous performance improvements.

## Equitable, Diverse, and Inclusive Workplaces

The *TSM Equitable, Diverse, and Inclusive Workplaces Protocol* lays out a clear set of criteria for companies to:

- **Develop a corporate strategy** for equitable, diverse, and inclusive workplaces.
- **Establish effective processes** to foster a workplace culture of equity, diversity, and inclusion and engage with relevant groups and individuals to develop and evaluate effective processes.
- **Develop an approach to information gathering and reporting** on equitable, diverse, and inclusive workplaces.

## Raising the Bar: Leading Practice in Equity, Diversity, and Inclusion

What does **good practice** look like?

- **Engaging with a cross-section of people** who bring diverse perspectives and experiences to develop and inform strategies, processes and data gathering related to equity, diversity, and inclusion, at both the corporate and facility levels.
- A **corporate strategy** that outlines internal objectives, training programs, an annual management review, and accountabilities, and that is well-communicated within the company and to relevant communities of interest.
- **Reviewing existing processes** to identify biases or barriers to equity and inclusion.

## Advancing Sustainable Development Goals

When following the Equitable, Diverse and Inclusive Workplaces Protocol, mining companies work to advance the **Sustainable Development Goals**.

- Contributing to **gender equality** by creating processes in the workplace that foster equity, diversity and inclusion.
- **Reducing inequalities** through well-informed data analysis equity, diversity and inclusion, and EDI-related training and awareness programs for all staff.

- **Developing processes** that foster workplace culture of equity, diversity, and inclusion, including training or awareness programs for staff.
- **Appropriate, well-informed and transparent data collection** related to equity, diversity, and inclusion.
- **Public reporting and ongoing monitoring and analysis** of demographic diversity.



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## Case Study: International Work Exchange Program Providing Opportunities to Women in Mining



Like many in the mining industry, **Eldorado Gold**, a company with a Canadian mine in the Val-d'Or sector (Abitibi-Témiscamingue region), is increasingly facing labour shortages at its operation. International recruitment and work exchanges, particularly focused on enhancing opportunities for women in the mining sector, are solutions being prioritized by the company to not only address workforce needs, but also to foster a diverse and inclusive work environment.

In 2022, Eldorado Gold partnered with the Artemis Project, an organization dedicated to accelerating innovation in the mining sector by building collaborations between women entrepreneurs and mining companies. Together, Eldorado Gold and the Artemis Project launched an international recruitment initiative targeted at women in mining working abroad which resulted in several women engineers from Chile joining Eldorado's Lamaque Mine team.

## Case Study: Maintaining Strong Relationships with Local Indigenous Communities

For the past 35 years, **Cameco** has been committed to building strong and enduring relationships with employees and Indigenous partner communities in northern Saskatchewan. These partners are now deeply integrated into the company's workforce, supply chain and community investment activities.

Today, Cameco is Canada's largest industrial employer of Indigenous people. About half the workers at its uranium mines and mills in northern Saskatchewan are of First Nations or Métis heritage. This commitment extends to contracting and procurement, where about 80% of the services used at Cameco's northern operations are purchased from northern-owned local businesses. Since 2004, this has totaled more than \$4.2 billion worth of business.



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