



TSM Community of Interest Panel Nomination Process

Background

An independent, national COI Panel is an essential element of TSM program governance. Each COI Panel oversees national implementation of TSM and serves as a platform to discuss and collaborate on issues of concern to communities of interest and the mining industry. This document describes the operations of the COI Panel in Canada, which may differ from other jurisdictions where TSM is implemented. The COI Panel is independently facilitated by a firm contracted by MAC.

In Canada, the COI Panel holds formal meetings twice per year to provide advice to the Mining Association of Canada (MAC) related to TSM. These meetings involve in-depth dialogue on sustainability issues of continued or emerging importance for the industry and its communities of interest. The COI Panel is involved in all elements of TSM program and policy development, and, in practice, no TSM-related decisions are considered by the MAC Board until the COI Panel is comfortable with the direction being proposed.

Another role of the COI Panel is the post-verification review process, a key component of the TSM assurance framework. Each year, the COI Panel selects two MAC members that have undergone a TSM external verification for an in-depth review of their sustainability practices and performance, as well as constructive conversations around any successes, challenges, and areas for improvement.

The Terms of Reference for the COI Panel outline the following categories:

Non-Industry (12-15 seats)	Industry (ex officio) (6 seats)
3 Indigenous Peoples	4 MAC Board
2 Environmental NGO	1 MAC President & CEO
2 Economic or community development	1 Prospectors and Developers Association
1 Social NGO (including faith-based)	
1 Finance or investment	
1 International development	
1 Labour or workplace	
1 Customer of mined materials	
<i>Optional: Up to 3 subject matter experts</i>	

The role of ex-officio members is to listen and actively participate in the dialogue, but they do not take part in decision-making. Industry members are expected to serve at least two years.

Panel members usually serve in their personal capacity and not as representatives of the organizations with which they are affiliated, with the exception of the three Indigenous Peoples seats, who are nominated by their respective national organizations. They serve three-year terms, which can be renewed once. Up to three experts may be sought to fill gaps in The Panel, may, from time-to-time, invite subject matter experts who have knowledge on topics of emerging relevance to TSM to join for one or more meetings on an as needed basis. **Panel Renewal Process**

The COI Panel is responsible for its own renewal, including the nomination, review, and selection process for new panel members. In practice, this process involves the following steps:



Step 1) Convene the Panel Renewal Working Group

Each year, the Panel Facilitator seeks three non-industry and one industry representative from the COI Panel to form a Panel Renewal Working Group. The industry representative serves as an advisor to the group. This group meets to identify any anticipated changes in panel membership for the following year. For example, if a member's term is ending, if a member leaves unexpectedly, or if the Working Group would like to fill an expert role.

Step 2) Issue a Call for Nominations

If a need for renewal is identified, MAC drafts a call for nominations, which is reviewed and approved by the Panel Renewal Working Group. The call for nominations is then published on the MAC website and social media, shared with MAC members and the COI Panel for further distribution, and shared directly with organizations relevant to the category under renewal. The duration of the nomination period is about two months, though can be extended if an insufficient number of nominations is received. See examples of recent calls for nominations in **Attachment 1** and **Attachment 2**.

Exception: In the case of the Indigenous peoples category, Canada's three national Indigenous organizations appoint their representatives to the COI Panel.

Step 3) Select a New Member of the COI Panel

Once nominations have been received, the Panel Renewal Working Group reviews applications and select a subset of candidates for interviews. The Panel Facilitator organizes the interviews, and the Working Group leads the interviews and subsequent deliberations.

As outlined in the Terms of Reference, the following criteria are considered during the selection process. The Panel Renewal Working Group reflects on whether the candidate would:

- Be a clear fit in one of the categories outlined above.
- Be well-respected in among their communities of interest in their domain of expertise.
- Demonstrate commitment to open and constructive engagement.
- Be able to devote time and effort to participate in the work of the COI Panel.
- Bring diversity to the COI Panel (e.g., regional, international, gender, youth, language)
- Be knowledgeable about the mining industry and sustainable development.

Following the interviews, the Working Group deliberates to achieve consensus on a nominee and then recommends the nominee to the full COI Panel. COI Panel, with advice from the MAC Board representatives, will review and approve the Call for Nominations and the recommendations of the Working Group, making the decision on which candidates to invite to join the COI Panel

Step 4) Integrate New COI Panel Member

Once the new COI Panel member is approved, the following activities take place to ensure their effective integration:

- A formal letter and briefing package with information and training materials on TSM.
- A call with the President & CEO of MAC to discuss TSM and the role of the COI Panel.
- A call with the independent Panel Facilitator to discuss COI Panel operations.
- Assignment of an existing COI Panel as a mentor to share experiences and offer support.



Attachment 1 – Example Nomination Form (Finance and Investment)

Call for Nominations to the Community of Interest Panel

Category: Finance and Investment

Overview

The Mining Association of Canada (MAC) is seeking nominations for candidates to participate in its [Towards Sustainable Mining](#) (TSM) Community of Interest Panel (COI Panel).

TSM is MAC's commitment to responsible mining. Mandatory for all MAC members, TSM requires the assessment, independent verification, and public reporting of 34 distinct performance indicators that address eight areas of social and environmental performance. In recent years, mining associations around the world have adopted TSM. See tsminitiative.com for more information.

The COI Panel, along with the MAC Board of Directors, governs the design and implementation of the TSM program and serves as an important forum for dialogue between MAC and its communities of interest in Canada.

The COI Panel's objectives are to:

- Identify current and emerging priorities for the mining sector
- Receive information from MAC on industry performance and issues raised by communities of interest, including through community-level engagement processes undertaken by member companies
- Provide a space for rich and well-informed national dialogue and a forum for MAC and its members to discuss industry approaches and seek advice
- Advise and encourage MAC and its members to improve their environmental, social, and economic performance
- Advise MAC on the ongoing development and implementation of TSM and review TSM performance results
- Contribute to the understanding of TSM among MAC communities of interest and support the goals and achievements of TSM

The COI Panel includes 12-15 respected individuals representing key communities of interest for Canada's mining sector. Representatives from MAC's Board of Directors and a representative of the Prospectors and Developers Association of Canada also participate in the COI Panel on an ex-officio basis.

The COI Panel meets twice per year, with one meeting often near a mine site. There are also volunteer opportunities for COI Panel members to participate in specific working groups between meetings. More information on the COI Panel is available at: <https://mining.ca/towards-sustainable-mining/community-interest-advisory-panel/>



Criteria

The COI Panel is currently seeking nominations for the Finance and Investment category. The successful candidate will demonstrate:

- Experience and understanding of the opportunities, challenges, and emerging priorities for the finance and investment sector, including in relation to the mining industry
- Access to perspectives from within the finance and investment sector with regards to the mining industry
- Awareness of current expectations and emerging priorities related to environmental, social, and governance (ESG) investing
- Commitment to open and constructive engagement
- Ability to devote time and effort to participate in the work of the COI Panel

Members of the COI Panel:

- Participate on an individual basis and do not represent any organization.
- Bring their own expertise and knowledge, as well as the perspectives of relevant communities of interest.
- Are respected and credible within their respective communities of interest.
- Serve as authoritative voices on the COI Panel.
- Communicate within their networks on issues of relevance to the COI Panel.

Application process

Candidates can be nominated by a third party or submit their own nomination. If you or someone you know is interested in applying to this position, please complete and submit the attached nomination form along with a current CV to: tsm@mining.ca

The deadline for nominating candidates is March 26, 2023.

The Panel nomination committee, comprised of both industry and non-industry Panel members, is responsible for recommending new Panel members to the MAC Board. A representative from the committee will contact a subset of candidates for an interview process. The successful candidate will be informed of their selection in June 2023 and will be expected to participate in a meeting of the Panel in early October 2023.



MAC COMMUNITY OF INTEREST PANEL NOMINATION FORM

Nominee: [Candidate's full name]	Category of nomination: Finance and Investment
Affiliated Organization: [Candidate's Affiliation] <i>Note that this is for background information only. Members of the Panel participate on an individual basis and do not represent any organization.</i>	Role/Title: [Candidate's role/title at affiliated organization]
Nominee's contact information: E-mail: Phone:	Nominee's place of residence: City/Town: Province/Territory:
Please briefly describe why you believe this candidate would be suitable:	
The Panel seeks to reflect diverse experiences and perspectives among its members. Please feel free to comment on any qualities or characteristics that you think would be of interest to the Panel: <i>For example: geographic representation, gender, age, language, etc.</i>	
Nominated By: [Full name]	Contact information: E-mail: Phone:
Is the nominee aware of this nomination?	Is the nominee's CV attached? [A CV will be required to assess the candidacy of the nominee. It can also be supplied directly by the nominee.]



Attachment 2 – Example Nomination Form (Economic and Community Development)

Community of Interest Panel Category: Economic and Community Development

Overview

The Mining Association of Canada (MAC) is seeking nominations for candidates to participate in its [Towards Sustainable Mining](#) (TSM) Community of Interest Panel (COI Panel).

TSM is MAC's commitment to responsible mining. Mandatory for all MAC members, TSM requires the assessment, independent verification, and public reporting of 30 distinct performance indicators that address eight areas of social and environmental performance. In recent years, mining associations around the world have adopted TSM; interest in and recognition for the program continues to grow.

The COI Panel, along with the MAC Board of Directors, governs the design and implementation of the TSM program and serves as an important forum for dialogue between MAC and its communities of interest in Canada. The Panel's objectives are to:

- Identify current and emerging priorities for the mining sector
- Receive feedback from MAC on industry performance and issues raised by communities of interest, including through community-level engagement processes undertaken by member companies.
- Provide a space for rich and well-informed national dialogue and a space for MAC and its members to discuss industry approaches and seek advice.
- Advise and encourage MAC and its members to improve their environmental, social, and economic performance.
- Advise MAC on the ongoing development and implementation of TSM and review TSM implementation results.
- Contribute to the understanding of TSM among MAC communities of interest and support the goals and achievements of TSM.

The Panel includes 12-15 respected individuals representing key communities of interest for Canada's mining sector. Representatives from MAC's Board of Directors and a representative of the Prospectors and Developers Association of Canada also participate in the Panel on an ex-officio basis.

The Panel meets twice per year, with one meeting often near a mine site. There are also opportunities for Panel members to participate in working groups with specific purposes between meetings. More information on the Panel is available at: <https://mining.ca/towards-sustainable-mining/community-interest-advisory-panel/>



Criteria

The Panel is currently seeking nominations for the Economic and Community Development category. The successful candidate will demonstrate:

- Experience and understanding of the opportunities, challenges, and emerging priorities for economic and social development in mining communities
- Access to perspectives from economic and community development organizations operating in mining communities
- Commitment to open and constructive engagement
- Ability to devote time and effort to participate in the work of the Panel

Members of the Panel participate on an individual basis and do not represent any organization. They bring their own expertise and knowledge, as well as the perspectives of relevant communities of interest. Members are respected and credible within their respective communities of interest. They serve as authoritative voices on the Panel and communicate with their communities on issues of relevance to the Panel.

Application process

Candidates can be nominated by a third party or submit their own nomination. If you or someone you know is interested in applying to this position, please complete and submit the attached nomination form along with a current CV to:

Katherine Gosselin
Director, Towards Sustainable Mining
Mining Association of Canada
kgosselin@mining.ca

The extended deadline for nominating candidates is September 2, 2022

The Panel nomination committee, comprised of both industry and non-industry Panel members, is responsible for recommending new Panel members to the MAC Board. A representative from the committee will contact a subset of candidates for an interview process. The successful candidate will be informed of their selection in September 2022 and will be expected to participate in a meeting of the Panel from October 3-5, 2022.



MAC COMMUNITY OF INTEREST PANEL NOMINATION FORM

Nominee: [Candidate's full name]	Category of nomination: Economic and Community Development
Affiliated Organization: [Candidate's Affiliation] <i>Note that this is for background information only. Members of the Panel participate on an individual basis and do not represent any organization.</i>	Role/Title: [Candidate's role/title at affiliated organization]
Nominee's contact information: E-mail: Phone:	Nominee's place of residence: City/Town: Province/Territory:
Please briefly describe why you believe this candidate would be suitable:	
The Panel seeks to reflect diverse experiences and perspectives among its members. Please feel free to comment on any qualities or characteristics that you think would be of interest to the Panel: <i>For example: geographic representation, gender, age, language, etc.</i>	
Nominated By: [Full name]	Contact information: E-mail: Phone:
Is the nominee aware of this nomination?	Is the nominee's CV attached? [A CV will be required to assess the candidacy of the nominee. It can also be supplied directly by the nominee.]