

## DATA DEFICIT

To be discussed

### What we have achieved

- Reviewed documents including :
  - Bloomberg Gender Index
  - Annual Report
  - Global Compact GRI Standards
  - Standard Gender Requirements (Gold Mining Requirements)
  - EITI reporting standards
- Summary of metrics

Source	Metrics	Relevance
EITI Standard Requirement 6.3d	The information should be disaggregated by <b><u>gender and, when available, further disaggregated by company and occupational level</u></b>	
EITI Report 2017 Page 5	Philippines 2017 EITI Report also provides gender-disaggregated data – gender distribution of leadership positions in miners’ association - Records employees indigeneity (cover societal issues that affects a person’s vulnerability to the negative impacts of extraction)	
Page 5 – International Council on Mining and Metals and EITI	Gender reporting on hiring, parental leave, training, remuneration and governance (how many women are represented on the board and hold executive positions, and how many women are employed in the rest of the company)	
Rio Tinto sustainability report	Employees by employment type <ul style="list-style-type: none"> <li>• Executive management</li> <li>• Senior Management</li> <li>• Regular employees</li> <li>• Students/Interns</li> </ul>	
EITI Data Disclosures (Page 14) (Local Procurement Reporting Policies)	Data disclosures draws on existing resources on local content <ol style="list-style-type: none"> <li>1. Percentage of spend with women-owned business suppliers</li> <li>2. Percentage of all suppliers who qualify as women owned businesses</li> <li>3. Average contract size for women owned businesses</li> </ol>	

**Source**

**Metrics**

**Relevance**

Newmont ESG  
Data  
GRI Standards  
disclosures  
405-I \*

- Workforce Diversity and Inclusion by country by Gender
- Employee gender breakout (Number of employee category)
  - Senior Leadership
  - People Manager
  - Individual Contributors
  - Operators and Maintainers
  - Total employees

**Source****Metrics****Relevance**

BHP GRI 401  
SDG 5

Employees by category and diversity (By gender, by age group)

- Senior leaders
- Managers
- Supervisory and professional
- Operators and general support

Employment by category (Gender %, Region %)

- Full Time
- Part Time
- Fixed term full time
- Fixed term part time
- Casual

Turnover and new hires (By Gender, Age group)

- Employee (new hires)

Employee regular performance discussion record

By gender

- Parental leave
- Due to return
- Return to work
- Return rate

Employee regular performance discussion (By Gender)

- Region

## DATA DEFICIT

### Data Deficit

#### Capturing Metrics

##### Metrics Used (Example)

- Employees by employment type
- Executive management
- Senior Management
- Regular employees
- Students/Interns

##### Source of publication

Rio Tinto Sustainability Report

#### Challenges / Gaps

- Data required refreshing
- Lack of transparency
- Lack of detail breakdown

#### Case Study of pulling together Data

## DATA DEFICIT

To look for

- No information on female tenurship (avg) in a mining company
- LGBT participation in the company - proxy for diversity “capturing of minority sentiment”
- Lack of ethnicity background – “confidential”

WGGEA – policy around inclusion and diversity – do you have a policy  
Regulatory or proactive policies by the organisation –