

Indicator Categories

Assessment of each company will take into account the nature, scope, and effectiveness of any programs and practices the company is implementing.

A. Employment (20%)

Does company have stated targets and goals (qualitative or quantitative) for the recruitment, hiring, retention, and advancement (skills training, paid educational leave, co-op programs) of Aboriginal employees?

Does company have transparent reporting and evidence of (preferably in % form) of recruitment, hiring, retention, and advancement (skills training, paid educational leave, co-op programs) of Aboriginal employees?

B. Business Development (20%)

Does company have a buy local first policy to support local Aboriginal associates, suppliers and partners communicated through transparent reporting and backed up with evidence?

Does company have policies and programs in place to support the diversification of the local Aboriginal economy through investments, loans, training, scholarships and grants to make it more resilient and lay the foundations for post-extraction economy?

C. Community Relations (20%)

Does company have a policy, goals, transparent reporting and track record of consulting with Aboriginal communities throughout the extractive process? This includes the planning phase, entering, operation, and exit.

If so, have there been indications in the news media of contraventions of this policy? Please assess the last 2 years (look at the notes of the Annual Report for legal issues in company's MD&A, and CNW).

Does company use a neutral third party to assess impact on the local community of the extractive process?

Does company have a policy and track record of supporting preservation of local indigenous

culture (traditional languages, art, cultural structures)?

D. Environmental Impact (20%)

Does company have a stated long-term plan that is sufficiently financed for applying an integrated and preventative environmental strategy for the extraction process? This includes, but is not limited to, clean-up and remediation during operations and upon exiting the extraction site, minimizing resource use, and addressing animal migratory routes.

Does this plan/policy meet or exceed regulatory requirements?

Does company use a neutral third party to assess environmental risk of the extractive site?

Have there been any environmental health impacts on local Aboriginal community from company's operations? (current or outstanding legal actions in company's MD&A, news reports from major media)

E. Governance (20%)

Does the company offer any form of revenue, equity or profit sharing to the Aboriginal community and/or local employees?

What per cent of local managers and executives are from the Aboriginal community? (if company doesn't report, assume the worst)

Has the company run afoul of Aboriginal governments because of its operation on disputed land or otherwise unclear land claims?

Do local Aboriginal stakeholders have significant say in big decisions regarding the company's activities in their community?

Is company's annual or sustainability report verified by a third party?