



Fosterville Gold Mine

# Social Responsibility Strategy



**AGNICO EAGLE**  
FOSTERVILLE

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# Fosterville Gold Mine Social Responsibility Strategy

The Fosterville Gold Mine Social Responsibility Strategy positions the organisation to continue to grow a positive legacy in the communities in which it operates.

The Social Responsibility Strategy guides ongoing investment into communities through sponsorship, donations, scholarships and an existing grants program.

The Five Pillars of Social Responsibility provides a guideline to determine which organisations or projects Fosterville Gold Mine will contribute to or partner with, while maintaining a balanced, diverse and equitable program.

The ambition of Fosterville Gold Mine is to ensure every interaction with communities and with stakeholders is positive and aligned with the organisation's values.



# Our Five Pillars

Our responsibility towards the community and environment in which we operate.

A commitment to making a positive and lasting impact.

Essential for operational and financial success.



## Social

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## Sustainability

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## Community

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## Education

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## Economic Development

# Purpose Of Our Five Pillars

This guidebook has been developed as a resource which outlines the governance of the Social Responsibility Strategy. It describes the purpose of each pillar, the local issues the pillar aims to address, and the impact Fosterville Gold Mine seeks to achieve within its local communities.

The guidebook also provides a practical matrix to evaluate the impact of Fosterville Gold Mine’s contribution, using indicators of success against each pillar’s goal.



## Social

The purpose of the Social Pillar is to enhance social relationships, diversity, healthcare and wellbeing.



## Sustainability

The purpose of the Sustainability Pillar is to support the restoration and improvement of our local cultural heritage, environment and biodiversity, and promote responsible custodianship of the landscape.



## Community

The purpose of the Community Pillar is to support communities to build upon their capacity in people, place and buildings.



## Education

The purpose of the Education Pillar is to improve education & training pathways to generate future opportunities.



## Economic Development

The Economic Development Pillar is to enhance capacity of our region to grow business, employment and innovation for long-term prosperity.

# Social



**The purpose of the Social Pillar is to enhance social relationships, diversity, healthcare and wellbeing.**

- Disengaged youth
- Access to education and funding
- Access to health and wellbeing services
- Access to services and inclusion for those with a disability
- In-equality in the regions
- Lack of community diversity
- Cross cultural awareness
- Mental health

## GOAL

- To improve the quality of life and wellbeing of community members.
- To improve diversity within the community.
- To reduce inequality by improving access to education, funding and community services.
- To improve the connection with disengaged youth.

## INDICATOR OF SUCCESS

- Feedback from community demonstrating improvement in wellbeing.
- Studies indicating improvement in health and wellbeing in region.
- Evidence of community needs and demands are being met.
- Improved access to essential resources and/or facilities within the community.
- Feedback from community demonstrating improvement in diversity.
- Evidence of increased support within community for diversity.
- Feedback from community demonstrating improvement in wellbeing.
- Improved access to education and essential resources and/or facilities within the community.
- Evidence of increased use of anti-poverty programs.
- Evidence of increased school attendance.
- Evidence of increase attendance to support or educational programs for youth.

## CRITERIA

- Diversity
- Wellbeing
- Activity
- Belonging
- Helping
- Relationships
- Health
- Services
- Trust

# Sustainability



The purpose of the Sustainability Pillar is to support the restoration and improvement of our local cultural heritage, environment and biodiversity, and promote responsible custodianship of the landscape.

- Waste generation, recycling and storage
- Water – access to, usage, conservation
- Climate Change
- Rare species and biodiversity conservation
- Cultural heritage preservation - Indigenous and European
- Lack of green spaces in towns and urban areas

## GOAL

- To improve the quality and impact of sustainability projects undertaken in our region.
- To create new relationships within businesses or organisations in our region that protects the environment/biodiversity.
- To promote and support responsible restoration and custodianship of the land.
- To support programs on adapting to change due to climate change.
- To improve support for protection of our cultural heritage.

## INDICATOR OF SUCCESS

- Demonstrated increased or maintained capacity or reach of sustainability initiative as a result of investment.
- Feedback from community demonstrating the success of the projects.
- Evidence that environment/biodiversity has improved or is improving through restoration or protection projects.
- Studies indicate improvement in or maintained health of the land.
- Evidence of increased custodianship of the land by surrounding communities.
- Demonstrated increased capacity of communities to adapt to climate change.
- Evidence of increased support within the community for preservation and acceptance of cultural heritage.

## CRITERIA

- Outcomes can be measured
- Build the capacity of people
- Tangible
- Sustainable practices
- Restoration and resilience
- Leaving a legacy for future generations

# Community



The purpose of the Community Pillar is to support communities to build upon their capacity in people, place and buildings. The local issues Fosterville Gold Mine are seeking to address under its Social Responsibility Pillar Community include:

- Regional and rural community's lack of infrastructure
- Lack of leadership
- Reduction in community participation
- Lack of community networks
- Lack of belonging
- Lack of events to bring people together
- Reducing and/or disjointed populations

## GOAL

- To create or enable community action in response to community challenges.
- To create or strengthen community groups capacity to hold local events.
- To improve the quantity and quality of infrastructure and resources in rural regions.
- To create new relationships within the communities in our region.
- To create new relationships between Fosterville Gold Mine and communities.

## INDICATOR OF SUCCESS

- Evidence of contribution and action are aligned and people are working together for collective impact.
- Evidence of increased collective action or contribution within community.
- The number of and nature of community lead events are increasing or maintained.
- Feedback from community demonstrating improvement in infrastructure.
- Evidence of community needs and demands are being met.
- Relationships are built and maintained.
- Evidence that community members act collectively.
- Community recognises Fosterville Gold Mine's contribution.
- Employee recognition of and/or connection to community projects.

## CRITERIA

- Participation
- Togetherness
- Resilience
- Adopt and evolving to change
- Self determination
- Belonging
- Community leading community
- Community links



# Education



The purpose of the Education Pillar is to improve education & training pathways to generate future opportunities. The local issues Fosterville Gold Mine are seeking to address under its Social Responsibility Pillar Education include:

- Barriers to ‘further education’ – financial and spatial
- Skill shortages within the mining industry STEAM fields and trades
- Lack of awareness of mining as a future career option
- Lack of STEAM and literacy skills in general
- Preparing for the future of work
- Lack of teachers, especially kindergarten teachers

## GOAL

- To create understanding or reasons to improve education and training pathways.
- To support programs that improves STEAM and/or literacy skills.
- To improve the quantity and quality of teachers in regional areas.
- To improve awareness of careers within mining industry.
- To support programs that improves students’ retention rates in lower socio-economic groups.

## INDICATOR OF SUCCESS

- Communities and or individuals are identifying, leading or supporting others access education opportunities.
- Participation in education or training has increased from before the initiative took place.
- The number of people engaged in literacy and/or STEAM studies increases or is maintained.
- Increase or maintain number of STEAM programs in the region.
- Evidence of educational needs and demands of rural communities are being met.
- Feedback from community that quality and quantity of teachers has increased.
- Feedback or evidence that awareness around opportunities in the mining industry is increasing.
- Evidence that retention rates are higher than before the program began.

## CRITERIA

- Accessible
- Opportunity
- Remove barriers
- Skill shortages
- Linked to STEAM
- Linked to literacy

# Economic Development



The purpose of the Economic and Development Pillar is to enhance capacity of our region to grow business, employment and innovation for long-term prosperity. The local issues Fosterville Gold Mine are seeking to address under its Social Responsibility Economic Development include:

- Alternative industry development
- Long term positive legacy
- Small business opportunities in regional towns
- Adoption of new technology and innovation
- Lack of small business opportunities in regional towns
- Reduction in regional social enterprises
- Lack of Start-ups

## GOAL

- Problems and/or opportunities are self-identified by local communities and a local solution/s is created to generate economic development.
- To support programs that have long-term economic benefits to the community and leave a positive legacy.
- To improve the quantity and quality of small business opportunities in the regional areas.
- To improve and enhance adoption of technological solutions and innovation based business or solutions for community issues.

## INDICATOR OF SUCCESS

- The outcome of the initiative identifies or results in further opportunities for economic development.
- Evidence that new businesses or projects are initiated.
- Feedback programs are assisting with economic growth in the regions.
- Evidence that economic growth is self-sustaining and will provide a positive legacy.
- Evidence that small business opportunities have increased.
- Feedback from businesses in regional areas of improvements in opportunities.
- Feedback or evidence that innovation and technological businesses or solutions are increasing.
- Evidence that technology and innovation are being accepted or adopted into existing businesses.

## CRITERIA

- Builds long-term capacity
- Linkages
- Preference to local business
- Self-sustaining
- Self-generating
- Invest into future idea
- Start up businesses
- Building long term economic capacity

# Evaluation Template

**Project Name:** Name

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**Partnership Description:** What is the partnership providing to the partner or project?

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**Partner Name:** Name

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**Pillar or Pillars:** Which pillar or pillars does the partnership belong to?

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**Local Issues Addressing:** What are the issues the project is aiming to address in the community?

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## Pillar

Social / Sustainability / Community / Education / Economic Development

### GOAL

- Goal under the pillar that is being achieved

### INDICATOR OF SUCCESS

- Indicator that the goal is being achieved

### CRITERIA

- Evidence the project is achieving the goal – from partner feedback, community feedback, data collected, reported evidence.



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