



EQUITABLE
ORIGIN

EO100™ STANDARD

A higher standard. A better choice.™

For Responsible Energy Development





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EO100™ Standard

July 2017

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Summary of EO100™ Principles & Objectives

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Principles & Objectives

Principle 1: Corporate Governance, Transparency & Business Ethics

The goal of this Principle is to ensure:

- Development is carried out in compliance with all applicable laws using effective management systems that ensure good governance, transparency and ethical business conduct in accordance with international and voluntary standards as listed in Annex II.

Objective 1.1 Legal Compliance:

Operator complies with applicable laws, regulations and international agreements; with national and local laws and administrative requirements, host country or production sharing agreements; and international agreements signed by the country of operation and their interpretation by international interpretive bodies. Where regional, national, and local laws are not aligned with international norms, the Operator applies the higher of the two standards.

Objective 1.2 Financial Disclosure:

Operator discloses payments of fees, royalties, taxes and other payments required by the host country and discloses beneficial ownership.

Objective 1.3 Bribery, Corruption, Money Laundering & Financing of Terrorism:

Operator does not engage in bribery and/or corruption; money laundering; financing of terrorism or of weapons; or financing of other forms of violence.

Objective 1.4 Management Systems:

Operator implements effective social and environmental management systems including risk identification, assessment, impact management and mitigation, and monitoring and evaluation of impacts at each stage of the project life cycle.

Objective 1.5 Contractors:

Operator ensures that contractors, subcontractors and suppliers working on and around the project site comply with all legal standards and uphold ethical, social and environmental standards in line with the requirements of the EO100™ Standard.

Objective 1.6 Transparency & Disclosure:

Operator provides stakeholders with free and reasonable access to information about the Operator's social and environmental policies, activities and performance.



Principle 2: Human Rights, Social Impacts & Community Development

The goal of this Principle is to ensure:

- Development is carried out in ways that recognize, respect and address the human rights of project-affected stakeholders and provide access to effective remedy in accordance with international and voluntary standards as listed in Annex II.

Additional specific Objectives regarding the rights of Indigenous Peoples are listed under Principle 3. Additional specific Objectives regarding labor rights are included under Principle 4.

Objective 2.1 Human Rights:

Operator implements the United Nations Guiding Principles on Business and Human Rights and respects all internationally recognized human rights within its area of impact. Where regional, national, and local laws are not aligned with international norms of human rights protection, the Operator applies the higher of the two standards.

Objective 2.2 Fair, Inclusive Engagement & Good Faith Consultation:

Operator identifies and engages honestly, frequently and collaboratively with all project-affected stakeholders through a process of fair, representative and non-discriminatory consultation. Operator allows for meaningful input into project-related decisions, practices and performance by those stakeholders before and during the full project cycle.

Objective 2.3 Human Rights & Security Personnel: Operator complies with the Voluntary Principles on Security and Human Rights and requires that security forces providing security in the Operator's area of responsibility comply with international human rights standards and act in a manner consistent with respect for the human rights of workers, contractors, and communities. Security forces are subject to sanctions in case of non-compliance.

Objective 2.4 Land Rights: Operator respects affected communities' socially or legally recognized entitlements to access, use and control of areas of land and related natural resources. This includes access, use, and control of lands that are subject to collective, rather than individual, ownership and customary laws.

Objective 2.5 Resettlement: Operator strives to avoid the physical and/or economic displacement of people from areas affected by the project, and considers feasible alternative project designs to do so. Where unavoidable, Operator complies with the international standards of resettlement planning, including the IFC Performance Standards. Operator does not conduct activities in areas where Free, Prior and Informed Consent for resettlement of local communities has not been obtained.



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Objective 2.6 Uncontrolled Settlements: Operator strives to avoid conditions that could lead to the development of uncontrolled settlements in the vicinity of the project, in accordance with local laws.

Objective 2.7 Community Health & Safety: Operator promotes community health, including by monitoring indicators of community health and by communicating risks and managing incidents quickly and efficiently to avoid or minimize the risk of community exposure to health and safety hazards and the risk of impacts on ecosystem services.

Objective 2.8 Sustainable Community Investment: Operator supports the development of communities where operations take place through community-led initiatives that promote sustainable improvements in the quality of life of affected communities.

Objective 2.9 Cultural Heritage: Operator preserves and protects cultural heritage from the adverse impacts of project activities, and promotes equitable sharing of benefits from the use of cultural heritage.

Objective 2.10 Grievance Mechanism: Operator establishes an accessible, transparent, culturally-appropriate, trustworthy and inclusive project-level grievance mechanism for individuals and communities who may be adversely impacted by development activities in line with the UN Guiding Principles on Business and Human Rights.



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Principle 3: Indigenous Peoples' Rights

The goal of this Principle is to ensure:

- *Development is carried out in ways that recognize, respect and address the specific rights, traditions and cultural implications for Indigenous Peoples whose territory or livelihoods may be affected by the project in accordance with international and voluntary standards as listed in Annex II.*

Principle 3 is additional to other Principles - all of which apply to Indigenous Peoples.

Objective 3.1 Free, Prior & Informed Consent (FPIC): Operator obtains the FPIC of the affected communities of Indigenous Peoples when the project activities may affect the rights of Indigenous Peoples as established in the United Nations Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous and Tribal Peoples, and in the Constitution of the country of operation.

Objective 3.2 Engagement & Participation: Operator undertakes an inclusive process of fair, representative and non-discriminatory engagement and good faith consultation with all project-affected communities of Indigenous Peoples.

Objective 3.3 Cultural Impacts: Operator strives to avoid adverse impacts on cultural and natural heritage that is essential to the identity and cultural, ceremonial, or spiritual aspects of Indigenous Peoples' lives.

Objective 3.4 Use of Traditional Natural Resources: Operator protects the traditional natural resource use by Indigenous Peoples (land, water, landscape, flora and fauna) during all project phases.

Objective 3.5 Culture-Based Intelligence & Traditional Knowledge: Operator respects Indigenous Peoples' right to maintain, control, protect and develop their intellectual property over their cultural heritage, traditional knowledge, and traditional cultural expressions.

Objective 3.6 Voluntary Isolation: Operator respects the rights of Indigenous Peoples in isolation and initial contact in accordance with the UN Guidelines on the Protection of Indigenous Peoples in Voluntary Isolation and in Initial Contact in the Amazon Basin, El Chaco, and Eastern Paraguay.



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Principle 4: Fair Labor & Working Conditions

The goal of this Principle is to ensure:

- Development is carried out in ways that recognize and respect the rights of workers in accordance with international and voluntary standards as listed in Annex II.

The term 'workers' includes workers of all genders, direct employees whether full or part time, as well as workers provided by, or working for, contractors and subcontractors.

Objective 4.1 Labor & Working Conditions: Operator respects the rights of workers, in accordance with the International Labor Organisation's (ILO) Core Conventions, ILO Convention 155, The Occupational Safety and Health Convention (1981) and in line with the UN Guiding Principles on Business and Human Rights.

Objective 4.2 Child Labor: Operator does not engage in or support the employment of children, in accordance with ILO Conventions 138 and 182 and ILO Recommendations 146 and 190.

Objective 4.3 Forced Labor: Operator does not use forced or compulsory labor (including bonded, indentured or prison labor), nor restricts the freedom of movement of employees in accordance with ILO Convention 29 and 105. Operator does not engage in or support human trafficking in line with the ILO Protocol to Convention 29.

Objective 4.4 Freedom of Association & Collective Bargaining: Operator does not prevent workers from associating freely; engages in good faith in free collective bargaining; and adheres to collective bargaining agreements, where such agreements exist, in accordance with ILO Conventions 87, 98 and 135.

Objective 4.5 Equal Opportunities & Treatment: Operator provides equal opportunities and fair treatment of workers and does not practice or condone any form of discrimination in the workplace in accordance with ILO Conventions 100 and 111.

Objective 4.6 Working Hours & Leave: Operator applies normal working hours, rest days, and legally mandated leave in accordance with applicable law and ILO Conventions 1, 14, 132 and 183.

Objective 4.7 Remuneration: Operator pays workers a living wage plus associated benefits.

Objective 4.8 Workplace Grievances: Operator establishes and communicates to all directly and indirectly employed workers its mechanisms for workplace grievance registration and investigation.



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Objective 4.9 Occupational Health & Safety: Operator respects the right to health by providing safe and healthy working conditions and access to water for directly and indirectly employed workers, in accordance with ILO Conventions 148, 155, 161, and 174, and other international standards.

Objective 4.10 Emergency Preparedness & Response Planning: Operator has the capacity to respond to operational emergencies and incidents in a manner which prioritizes worker health and safety.



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Principle 5: Climate Change, Biodiversity & Environment

The goal of this Principle is to ensure:

- Development is carried out in ways that minimize negative impacts and maximize positive impacts on the biophysical environment and the people living in that environment throughout the project life cycle in accordance with international and voluntary standards as listed in Annex II.

Objective 5.1: Environmental Management & Mitigation: Operator avoids, prevents, minimizes, and reduces or offsets adverse impacts on the biophysical environment, including land, soil, water, air and biodiversity; and the people living in or otherwise directly dependent upon that environment throughout the life cycle of the project.

Objective 5.2 Emergency Preparedness & Response Planning: Operator prepares for, communicates, and demonstrates its capacity to respond to, environmental incidents, releases and emergencies.

Objective 5.3 Energy Efficiency: Operator maximizes energy efficiency throughout the project life cycle.

Objective 5.4 Waste Production & Management: Operator minimizes the production of all kinds of waste, especially hazardous wastes, and develops and implements waste management plans to address both hazardous and non-hazardous wastes.

Objective 5.5 Remediation of Environmental Liabilities: Operator identifies and addresses pre-existing and 'orphan' environmental liabilities.

Objective 5.6 Closure & Restoration: Operator plans financial provision for closure and remediation with the end goal of full restoration of land and water resources to an end state agreed upon with stakeholders, including regulators, local communities and Indigenous Peoples.

Objective 5.7 Greenhouse Gas Emissions: Operator strives to reduce production and release of greenhouse gases (GHGs) (accounting for changes in production).

Objective 5.8 Ozone Depletion: Operator complies with or exceeds the requirements established by the Montreal Protocol on Substances that Deplete the Ozone Layer when using ozone-depleting substances (ODS).

Objective 5.9 Biodiversity & Ecology: Operator applies best practices in project design, construction and operation to ensure the healthy functioning of ecosystems and sustainability of natural resources affected by its activities. Operator takes actions in line with the Mitigation



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Hierarchy to protect the integrity of areas of High Conservation Value, Critical Habitat and any priority ecosystem services that affected communities depend upon.

Objective 5.10 Air: Operator's activities improve or do not negatively affect the quality of air in affected airsheds and all emissions to air comply with national standards or international standards (whichever is more stringent relevant to the pollutant(s) of interest).

Objective 5.11 Water: Operator's activities improve or do not negatively affect the quality and quantity of groundwater and surface water in affected terrestrial and marine areas. Discharges to water meet or exceed international standards and have no negative impacts on human health, ecosystem health and the use of water to meet social, cultural, economic and environmental needs.

Objective 5.12 Land: Operator minimizes deforestation or the clearance of land in line with the Mitigation Hierarchy. Operator does not conduct activities in Highly Protected Areas. Development activities in Protected Areas have no negative impacts or a net positive impact.

Objective 5.13 Land Restoration: Operator maximizes ongoing restoration or land is otherwise reclaimed to equivalent capability. Land capability and soil quality in uncleared areas are maintained or enhanced.

Objective 5.14 Visual And Ambient Impacts: Operator avoids or minimizes negative impacts of project activities on landscape features, character and aesthetics and on human and ecosystem health related to emissions of noise, vibrations, light, heat, and odors.



Annex I: Terms & Definitions

Adequate compensation	In the context of resettlement, adequate compensation means compensation that: (i) is based on a proper valuation that provides a fair replacement value for assets lost; (ii) is timely; (iii) covers losses caused by transitional hardships (such as crop losses, moving costs, interruption or loss of employment, lost income, among others); (iv) provides for the means to restore subsistence and income at least equivalent to pre-settlement levels; (v) is culturally appropriate; and (vi) takes account of intangible assets, especially non-monetary social and cultural assets and, particularly in the case of rural populations, of customary rights to land and natural resources. ¹
Affected communities	Communities within the project’s area of influence (including associated infrastructure and facilities, transport routes, areas potentially affected by cumulative impacts, or unplanned but predictable developments) who are likely to be affected by the project, either directly or indirectly. ²
Airshed	A part of the atmosphere over a specific region that contains its airflow and is subject to similar conditions of air pollution. ³
Area of influence	The area that may be affected by a project; typically extending beyond the area of operation by way of direct and indirect impacts on land, air, water and ecological resources and local communities, indigenous peoples and other stakeholders.
Area of operation	The geographic region where an Operator has operations; this includes areas where logistical and administrative activities are realized, as well as direct energy development, production and transportation activities.
Biodiversity (also called biological diversity)	The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species, and of ecosystems. ⁴
Biodiversity Action Plan	<i>See Ecosystem and Biodiversity Action Plan</i>

¹ Adapted from International Finance Corporation (IFC) Handbook for Preparing a Resettlement Action Plan: <https://commdev.org/userfiles/ResettlementHandbook.pdf>; and Inter-American Development Bank Involuntary Resettlement Policy: <http://www.iadb.org/en/about-us/involuntary-resettlement,6660.html>

² Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets: http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/knowledge+products/publications/publications_handbook_stakeholderengagement_wci_1319577185063

³ Adapted from Environmental Geology Today by By Robert L. McConnell, Daniel C. Abel; 2013

⁴ United Nations Convention on Biological Diversity, Article 2: <https://www.cbd.int/convention/articles/default.shtml?a=cbd-02>



Biodiversity offsets	Measurable conservation outcomes resulting from actions designed to compensate for significant residual adverse biodiversity impacts arising from project development and persisting after appropriate prevention and mitigation measures have been implemented. The goal of biodiversity offsets is to achieve no net loss, or preferably a net gain, of biodiversity on the ground with respect to species composition, habitat structure and ecosystem services, including livelihood aspects. ⁵
Bribery	Giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so. ⁶
Buffer zones	Areas peripheral to a specific protected area, where restrictions on resource use and special development measures are undertaken in order to enhance the conservation value of the protected area. ⁷
Carbon neutrality	Achieving net zero carbon emissions where the sum of greenhouse gas emissions (CO ₂ e) produced is offset by carbon credits. ⁸
Child labor	Work performed by children who are under the minimum age legally specified for that kind of work, or work which, because of its detrimental nature or conditions, is considered unacceptable for children and is prohibited. Minimum ages of admission to employment and work under the ILO Minimum Age Convention No. 138 are: <ul style="list-style-type: none"> • <i>Basic Minimum Age:</i> The minimum age for work should not be below the age for finishing compulsory schooling, and in any case should not be below the age of 15. • <i>Hazardous work:</i> Any work which is likely to jeopardize children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18. • <i>Light work:</i> Children between the ages of 13 and 15 years old may do light work, as long as it does not threaten their health and safety, or hinder their education or vocational orientation and training.⁹
Closure	The point at which operations cease, infrastructure is decommissioned, the site is rehabilitated and management of the site is largely limited to monitoring.
Collective Bargaining	Collective bargaining is a process of negotiations between employers and the representatives of a unit of employees aimed at reaching agreements that regulate working conditions.

⁵ Business and Biodiversity Offsets Program: <http://www.forest-trends.org/bbop/>

⁶ United Kingdom Ministry of Justice Quick Start Guide to The Bribery Act 2010: <https://www.justice.gov.uk/downloads/legislation/bribery-act-2010-quick-start-guide.pdf>

⁷ United Nations (UN) Environment World Conservation Monitoring Centre Biodiversity A-Z: <http://www.biodiversitya-z.org/content/buffer-zones>

⁸ Adapted from The Carbon Trust Carbon Neutral Certification: <https://www.carbontrust.com/media/672199/carbon-trust-carbon-neutral-certification.pdf>

⁹ Adapted from United Nations World Day Against Child Labour Background: <http://www.un.org/en/events/childlabourday/background.shtml>; and ILO Minimum Age Convention No. 138: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138



Community Development Agreement	Any negotiated agreement between industry and communities agreeing how these communities will access and benefit from development initiatives associated with the project. ¹⁰
Consultation	A process of inclusive and culturally appropriate (tailored to the language preferences of the affected communities, their decision-making processes, and the needs of disadvantaged or vulnerable groups) two-way communication that provides stakeholders with opportunities to express their views on projects' risks, impacts and mitigation measures, and allows the Operator to consider and respond to them. Consultation should be "free" (free of external manipulation, interference or coercion, and intimidation), "prior" (with timely disclosure of information) and "informed" (relevant, understandable and accessible information), and apply to the entire project process and not to the early stages of the project alone. Consultation with indigenous peoples must address the special rights of indigenous peoples as recognized by the United Nations Declaration of the Rights of Indigenous Peoples. ¹¹
Contractor	A business entity which has a direct contractual relationship with the Operator to provide goods and/or services integral to and utilized for the development (design, construction, installation, operation, or maintenance) of the project.
Corruption	The abuse of entrusted power for private gain. ¹²
Critical habitat	<p>Areas with high biodiversity value, including</p> <ul style="list-style-type: none"> (i) habitat of significant importance to Critically Endangered and/or Endangered species; (ii) habitat of significant importance to endemic and/or restricted-range species; (iii) habitat supporting globally significant concentrations of migratory species and/or congregatory species; (iv) highly threatened and/or unique ecosystems; and/or (v) areas associated with key evolutionary processes. <p>In this context, "Critically Endangered and/or Endangered species" is defined as listed on the International Union for the Conservation of Nature (IUCN) Red List of Threatened Species. The determination of critical habitat based on other listings is as follows:</p> <ul style="list-style-type: none"> (i) If the species is listed nationally / regionally as critically endangered or endangered, in countries that have adhered to IUCN guidance, the critical habitat determination will be made on a project by project basis in consultation with competent professionals; and

¹⁰ Adapted from World Bank Mining Community Development Agreements

– Practical Experiences and Field Studies, June 2010:

<http://documents.worldbank.org/curated/en/697211468141279238/Mining-community-development-agreements-practical-experiences-and-field-studies>

¹¹ Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/know

¹² Transparency International: <http://www.transparency.org/what-is-corruption/>



Critical habitat (continued)	(ii) in instances where nationally or regionally listed species' categorizations do not correspond well to those of the IUCN (e.g., some countries more generally list species as "protected" or "restricted"), an assessment will be conducted to determine the rationale and purpose of the listing. In this case, the critical habitat determination will be based on such an assessment. ¹³
Cultural heritage	Cultural heritage may include architectural works, groups of buildings, works of art, and archaeological sites, which are of outstanding universal value from a historical, artistic, scientific, aesthetic, ethnological or anthropological point of view. The definition of cultural heritage in the EO100™ Standard expressly incorporates natural heritage consisting of physical, geological, physiographical and biological formations, groups of such formations or natural areas, which are of outstanding universal value from the aesthetic or scientific point of view and/or which constitute the habitat of threatened species of animals and plants of outstanding universal value from the point of view of science or conservation. ¹⁴
Cumulative impacts	Those impacts that result from the successive, incremental, and/or combined effects of an action, project, or activity when added to other historic, existing, planned, and/or reasonably anticipated future ones. ¹⁵
Direct workers (see also, 'Workers')	Workers employed directly by the Operator.
Disclosure	Provide information to the public and affected communities in a readily understandable and accessible format using culturally appropriate dissemination methods. ¹⁶
Ecosystem	A dynamic complex of plant, animal and microorganism communities and their non-living environment interacting as a functional unit. ¹⁷

¹³ IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources:

http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Our+Approach/Risk+Management/Performance+Standards/

¹⁴ Adapted from the UNESCO Convention Concerning

the Protection of the World Cultural and Natural Heritage: <http://whc.unesco.org/en/conventiontext/>

¹⁵ Adapted from the IFC Good Practice Handbook on Cumulative Impact Assessment and Management: Guidance for the Private Sector in Emerging Markets:

https://www.ifc.org/wps/wcm/connect/3aebf50041c11f8383ba8700caa2aa08/IFC_GoodPracticeHandbook_CumulativelyImpactAssessment.pdf?MOD=AJPERES

¹⁶ Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:

http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/know

¹⁷ Business and Biodiversity Offsets Programme Glossary: http://www.forest-trends.org/documents/files/doc_3100.pdf



Ecosystem & Biodiversity Action Plan	A plan that addresses mitigation and management measures identified in the Environmental Impact Assessment related to biodiversity conservation designed to protect and restore threatened species, habitats, and ecosystems. ¹⁸
Ecosystem services (see also, 'Priority ecosystem services')	Ecosystem services are the benefits that people, including businesses, derive from ecosystems. Ecosystem services are organized into four types: (i) provisioning services, which are the products people obtain from ecosystems; (ii) regulating services, which are the benefits people obtain from the regulation of ecosystem processes; (iii) cultural services, which are the nonmaterial benefits people obtain from ecosystems; and (iv) supporting services, which are the natural processes that maintain the other services. ¹⁹
Engagement	A broad, inclusive, and continual process between a company and those potentially impacted that encompasses a range of activities and approaches, and spans the entire life of a project. ²⁰
Environment	Physical, biological and social surroundings in which an organization operates, including air, water, land, natural resources, flora, fauna, people and communities, and their interrelations. The definition of environment in the EO100™ Standard expressly incorporates consideration of the social environment, including such elements as the health, safety, well-being and enjoyment of rights by individuals and communities.
Environmental and Social Impact Assessment (ESIA)	A technical, objective interdisciplinary study that is conducted as part of the decision-making process about a project or activity, to predict environmental (including land, water, air, and biodiversity) and social (including human rights, cultural, and economic) impacts that may result from the execution of the project or project activities, including associated infrastructure, resource use (e.g. water), transportation, and local purchasing practices. Multiple Environmental and Social Impact Assessments may be conducted over the life of a project as the project proceeds from one phase to another, or to reflect changes in project specifications. ²¹

¹⁸ IFC Guidance Note 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources:
http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Our+Approach/Risk+Management/Performance+Sta

¹⁹ IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources:
http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Our+Approach/Risk+Management/Performance+Sta

²⁰ Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets:
http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/know

²¹ Adapted from the Convention on Biological Diversity, 'What is Impact Assessment?':
<https://www.cbd.int/impact/whatis.shtml>



Environmental flow	An environmental flow is the water regime provided within a river, wetland or coastal zone to maintain ecosystems and their benefits where there are competing water uses and where flows are regulated. ²²
Environmental liabilities	A legal obligation to make a future expenditure due to the past or ongoing manufacture, use, release, or threatened release of a particular substance, or other activities that adversely affect the environment. ²³
EO100™ Certification Score	Numeric score expressed as a percentage that measures the degree to which a project complies with the EO100™ Standard level 1 Performance Targets. Upon achieving certification, the EO100™ Certification Score is publicly disclosed for each project, allowing Operators and stakeholders to compare the performance of each certified project and encouraging Operators to innovate toward stronger and better practices.
Forced labor	All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. ²⁴
Free, prior and informed consent (FPIC)	<p>The right of Indigenous Peoples affected by activities of the extractive industries to give or withhold consent to developments extracting or disturbing natural resources in their territories. FPIC can accommodate disagreement among community members; it implies a consensus – a shared agreement – and is sympathetic to local processes of decision-making.</p> <p>The objective of FPIC is to reinforce national governments’ obligation to ensure the full participation by communities in negotiating the terms of activities that affect their livelihoods and wellbeing. The process is gained through continuing consultation from the earliest phases of a project until its exit. The goal is that agreements arising from these negotiations be obligatory and binding in nature. FPIC by affected communities represents the “social license” that is critical for the legal feasibility of the project.</p>
Good faith	Transparent, active and honest participation in engagement using procedures and language readily understood and agreed to by all parties, considerate of the available time of the parties, with the intention of finding common ground. ²⁵
Greenhouse Gases (GHGs)	Greenhouse gases (GHGs) are those gases whose presence in the atmosphere contributes to the greenhouse effect. The principal GHGs include: water vapor, CO ² , methane, N ₂ O, ozone and chlorofluorocarbons.

²² Dyson, M., Bergkamp, G., Scanlon, J. (eds). Flow. The Essentials of Environmental Flows. IUCN, Gland, Switzerland and Cambridge, UK: https://www.iucn.org/backup_iucn/cmsdata.iucn.org/downloads/flow.pdf

²³ United States (U.S.) Environmental Protection Agency (U.S. EPA), Valuing Potential Environmental Liabilities for Managerial Decision-Making (1996): <http://nepis.epa.gov/Exe/ZyPDF.cgi?Dockey=200010E0.PDF>

²⁴ ILO Forced Labour Convention, 1930 (No. 29): http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029

²⁵ Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets: http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/know; and OECD Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractive Sector: http://www.oecd-ilibrary.org/governance/oecd-due-diligence-guidance-for-meaningful-stakeholder-engagement-in-the-extractive-sector_9789264252462-en



Grievance mechanism	A process for receiving, evaluating, and addressing project-related grievances from affected communities or workers at the level of the company or the project. Often there are separate community and labor grievance mechanisms. In the context of relatively large projects, this mechanism may also address grievances against contractors and subcontractors. ²⁶
Groundwater	Fresh water that soaks into the soil, often from precipitation, and is stored in the pores between rocks and particles of soil. ²⁷
Hazardous material	Any material listed in the Basel Convention (Annex I) as a hazardous material, or exhibiting a property consistent with the hazardous characteristics identified by the Basel Convention (Annex III); and any material defined as, or considered to be, hazardous wastes by the domestic legislation of the host country.
Hazardous waste	See 'Hazardous material'
High Conservation Value Areas (HCVAs)	<p>Critical areas in a landscape, which need to be appropriately managed in order to maintain or enhance High Conservation Values (HCVs). There are 6 main types of HCV areas:</p> <ul style="list-style-type: none"> • <i>HCV1</i>: Areas containing globally, regionally or nationally significant concentrations of biodiversity values (e.g. endemism, endangered species, and refuges). • <i>HCV2</i>: Globally, regionally or nationally significant large landscape-level areas where viable populations of most, if not all, naturally occurring species exist in natural patterns of distribution and abundance. • <i>HCV3</i>: Areas that are in or contain rare, threatened or endangered ecosystems. • <i>HCV4</i>: Areas that provide basic ecosystem services in critical situations (e.g. watershed protection, erosion control). • <i>HCV5</i>: Areas fundamental to meeting basic needs of local communities (e.g. subsistence, health). • <i>HCV6</i>: Areas critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).²⁸
Highly protected areas (see also, 'Protected areas')	Areas that are designated UNESCO World Heritage Sites and their buffer zones; sites on a State Party's official Tentative List for World Heritage Site inscription; IUCN category I-III protected areas; IUCN category I-V marine protected areas;

²⁶ Adapted from IFC Guidance Note 1: Assessment and Management of Environmental and Social Risks and Impacts:
http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Our+Approach/Risk+Management/Performance+Sta

²⁷ Adapted from the U.S. Environmental Protection Agency:
<https://www.epa.gov/sites/production/files/documents/groundwater.pdf>

²⁸ High Conservation Value (HCV) Resource Network Common Guidance for HCV Identification:
<https://www.hcvnetwork.org/resources/folder.2006-09-29.6584228415>



	core areas of UNESCO biosphere reserves; and areas where there is evidence of Indigenous Peoples living in isolation. ²⁹
Human rights	The basic rights and freedoms that all people are entitled to regardless of nationality, sex, national or ethnic origin, race, religion, language, or other status and as defined in the Universal Declaration on Human Rights and the core human rights instruments. ³⁰
Human trafficking	The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation may include exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs. ³¹
ILO Core Conventions	The ILO has identified eight conventions as "fundamental", covering subjects that are considered as fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation. These principles are also covered in the ILO's Declaration on Fundamental Principles and Rights at Work (1998). ³²

²⁹ Adapted from Institute for Responsible Mining Assurance Standard for Responsible Mining (Draft 2.0):

<http://www.responsiblemining.net/irma-standard/>

³⁰ Adapted from the Office of the United Nations High Commissioner for Human Rights:

<http://www.ohchr.org/EN/Issues/Pages/WhatAreHumanRights.aspx>; and:

<http://www.ohchr.org/EN/ProfessionalInterest/Pages/CoreInstruments.aspx>

³¹ Adapted from the United Nations Convention against Transnational Organized Crime:

<https://www.unodc.org/unodc/en/treaties/CTOC/index.html>

³² ILO Conventions and Recommendations: <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>



Indigenous Peoples	<p>Indigenous communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing on those territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic identity, as the basis of their continued existence as peoples, in accordance with their own cultural patterns, social institutions and legal system. Their historical continuity may consist of the continuation, for an extended period reaching into the present of one or more of the following factors:</p> <ul style="list-style-type: none">• Occupation of ancestral lands, or at least of part of them;• Common ancestry with the original occupants of these lands;• Culture in general, or in specific manifestations (such as religion, living under a tribal system, membership of an indigenous community, dress, means of livelihood, lifestyle, etc.);• Language (whether used as the only language, as mother-tongue, as the habitual means of communication at home or in the family, or as the main, preferred, habitual, general or normal language);• Residence in certain parts of the country, or in certain regions of the world; and• Other relevant factors. <p>On an individual basis, an indigenous person is one who belongs to these indigenous populations through self-identification as indigenous (group consciousness) and is recognized and accepted by these populations as one of its members (acceptance by the group). This preserves for these communities the sovereign right and power to decide who belongs to them, without external interference.³³</p>
Indigenous Peoples in voluntary isolation	<p>Indigenous peoples in voluntary isolation are indigenous peoples or segments of indigenous peoples who do not maintain sustained contacts with the majority non-indigenous population, and who generally reject any type of contact with persons not part of their own people. They may also be peoples or segments of peoples previously contacted and who, after intermittent contact with the non-indigenous societies, have returned to a situation of isolation and break the relations of contact that they may have had with those societies.³⁴</p>
Indirect impacts	<p>Impacts which are not a direct result of the project, often produced away from or as a result of a complex pathway, or caused by actions that are later in time or farther removed in distance. Indirect impacts (also sometimes referred to as secondary impacts) may include growth-inducing effects and other effects related to induced changes in the pattern of land use, population density or growth rate, and related</p>

³³ Working definition from the State of the World's Indigenous Peoples (2009), the UN Department of Economic and Social Affairs: http://www.un.org/esa/socdev/unpfii/documents/SOWIP/en/SOWIP_web.pdf

³⁴ Inter-American Commission on Human Rights Indigenous Peoples in Voluntary Isolation and Initial Contact in the Americas: Recommendations for the Full Respect of their Human Rights (2013): <http://www.oas.org/en/iachr/indigenous/docs/pdf/report-indigenous-peoples-voluntary-isolation.pdf>



	effects on air and water and other natural systems, including ecosystems; and climate change impacts. ³⁵
Indirect water use	Refers to the freshwater consumption and pollution that are inactively part of products being consumed or produced. It is equal to the sum of all water used to produce products consumed by the consumer or all (non-water) inputs used by the producer. Indirect water use includes all water use that takes place within your value chain but is outside your direct control. ³⁶
Indirect workers (see also, 'Workers')	Workers of contractors and subcontractors.
Infrastructure footprint	The area within the Project Area on, over or under which there are physical structures, surface or sub-surface disturbance.
International human rights	See 'Human rights'.
Involuntary resettlement (see also, Resettlement)	Resettlement is involuntary when it occurs without the informed consent of the displaced persons or if they give their consent without having the power to refuse resettlement. ³⁷
Land	A delineable area of the earth's terrestrial surface, encompassing all attributes of the biosphere immediately above or below this surface, including those of the near-surface, climate, the soil and terrain forms, the surface hydrology (including shallow lakes, rivers, marshes and swamps), the near-surface sedimentary layers and associated groundwater and geohydrological reserve, the plant and animal populations, the human settlement pattern and physical results of past and present human activity (terracing, water storage or drainage structures, roads, buildings, etc.). ³⁸

³⁵ Adapted from U.S. National Environmental Policy Act, 40 CFR 1508.8: https://energy.gov/sites/prod/files/NEPA-40CFR1500_1508.pdf; and European Commission Guidelines for the Assessment of Indirect and Cumulative Impacts as well as Impact Interactions: <http://ec.europa.eu/environment/archives/eia/eia-studies-and-reports/pdf/guidel.pdf>

³⁶ CDP Guidance for Companies Reporting on Water on behalf of Investors & Supply Chain Members (2016): <https://www.cdp.net/Documents/Guidance/2016/CDP-2016-Water-Reporting-Guidance.pdf>

³⁷ IFC Handbook for Preparing a Resettlement Action Plan: <https://commdev.org/userfiles/ResettlementHandbook.pdf>

³⁸ Negotiating a Sustainable Future for Land. Structural and Institutional Guidelines for Land Resources Management in the 21st Century, Food and Agriculture Organization of the United Nations (FAO) / United Nations Environment Programme (UNEP) (1997)



Management system	A tested structure for the management and continual improvement of Operator’s policies, procedures and processes applying a plan-do -check-act approach. ³⁹
Material Safety Data Sheets (MSDS)	A form with data regarding the properties of a particular substance intended to enhance product stewardship and workplace safety by providing workers, consumers and emergency personnel with procedures for handling or working with that substance in a safe manner. Typically, information such as physical data (melting point, boiling point, flash point, etc.), toxicity, health effects, first aid, reactivity, storage, disposal, protective equipment, and spill-handling procedures are included, although formats can vary from source to source within and between countries depending on national requirements.
Mitigation hierarchy	The mitigation hierarchy is defined as: <ul style="list-style-type: none"> a. Avoidance: measures taken to avoid creating impacts from the outset, such as careful spatial or temporal placement of elements of infrastructure, in order to completely avoid impacts on certain components of biodiversity. b. Minimization: measures taken to reduce the duration, intensity and / or extent of impacts (including direct, indirect and cumulative impacts, as appropriate) that cannot be completely avoided, as far as is practically feasible. c. Rehabilitation / restoration: measures taken to rehabilitate degraded ecosystems or restore cleared ecosystems following exposure to impacts that cannot be completely avoided and / or minimized. d. Offset: measures taken to compensate for any residual significant, adverse impacts that cannot be avoided, minimized and / or rehabilitated or restored, in order to achieve no net loss or a net gain of biodiversity. Offsets can take the form of positive management interventions such as restoration of degraded habitat, arrested degradation or averted risk, protecting areas where there is imminent or projected loss of biodiversity.⁴⁰
Money laundering	The conversion, transfer, concealment or disguise of property or assets, knowing that such property or assets are the proceeds of criminal activity, for the purpose of concealing or disguising the illicit origin of the property or assets or of helping the perpetrator of the criminal activity to evade the legal consequences of his or her action. ⁴¹
Objective [of the EO100™ Standard]	A specific element or facet of the EO100™ Standard. Objectives describe a desired state or behavior on the part of Operator.
Operator	The entity or firm primarily responsible for energy development activities at the project during any stage of the project lifecycle, including from the time the entity establishes formal legal or financial participation in the project. The defining of 'Operator' also includes all employees, agents, contractors and subcontractors whose activities could reasonably be expected to impact the environment or people in the project area of influence.

³⁹ Adapted from The Deming Institute: <https://deming.org/management-system/pdsacycle>

⁴⁰ Business and Biodiversity Offsets Program: <http://www.forest-trends.org/bbop/>

⁴¹ Adapted from the United Nations Convention Against Transnational Organized Crime (2000): <https://www.unodc.org/unodc/treaties/CTOC/>



Orphan environmental liabilities	Environmental cleanup obligations, including all work required to complete cleanup of facilities; remediation of soil and groundwater; and management and disposition of wastes, resulting from legacy environmental issues incurred prior to the current Operator's ownership of the project and where there is no legally responsible or financially viable entity to cover the costs of those obligations. ⁴²
Orphan land	Land area disturbed by previous project activities that has not been reclaimed.
Ozone-depleting substance (ODS)	Substances that destroy ozone in Earth's stratosphere, as defined in the Montreal Protocol on Substances that Deplete the Ozone Layer (Montreal Protocol). ⁴³
Performance Targets [of the EO100™ Standard]	Indicators for monitoring progress toward the Principles and Objectives of the EO100™ Standard. Performance Targets (PTs) under each Objective provide verifiable indicators to determine whether the project meets (PT1), exceeds (PT2) or leads (PT3) international industry best practices in social and environmental management.
Personal Protective Equipment (PPE)	Protective equipment selected, acquired and put at the workers' disposition, based on a risk assessment of their workstations.
Precautionary principle	If an action or policy has suspected risk of causing harm to the public or to the environment, in the absence of a scientific consensus that harm would not ensue, the burden of proof falls on those who would advocate taking the action.
Priority ecosystem services	(i) Those services on which project operations are most likely to have an impact and, therefore, which result in adverse impacts to Affected Communities; and/or (ii) those services on which the project is directly dependent for its operations (e.g., water). ⁴⁴
Project-affected stakeholder	See 'Affected Communities'.
Project area	The direct project area is the area of land and/or water that is under the direct control of the Operator and/or for which the Operator has legal responsibility. The indirect project area or area of influence may include associated infrastructure and facilities; transport routes; areas potentially affected by cumulative impacts, or unplanned but predictable developments; and upstream land areas or aquifer bodies contributing to the watershed in which the project is located and downstream areas affected by the project's water withdrawals or effluent.

⁴² Adapted from the United States Department of Energy Accounting for Environmental Liabilities: <https://energy.gov/sites/prod/files/2017/04/f34/EnvironmentalLiability0417.pdf>

⁴³ The Montreal Protocol on Substances that Deplete the Ozone Layer: <http://ozone.unep.org/en/handbook-montreal-protocol-substances-deplete-ozone-layer/44>

⁴⁴ IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources: http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Our+Approach/Risk+Management/Performance+Sta



Project life cycle	The process of design, exploration, development and production of the project from the initial bid phase through to closure of the project and remediation of the production site after production is completed.
Protected areas	An area of land and / or sea especially dedicated to the protection and maintenance of biological diversity, and of natural and associated cultural resources, and managed through legal or other effective means. ⁴⁵
Publicly available	Published in a language, format and medium such that members of the interested public can reasonably be expected to locate information if they are actively seeking information of a certain type.
Resettlement (see also, Involuntary resettlement)	Resettlement refers both to physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or other means of livelihood) as a result of project-related land use, acquisition and/or restrictions on land use. ⁴⁶
Scope 1,2,3 Green House Gas (GHG) Emissions	See the <i>GHG Protocol Corporate Accounting and Reporting Standard</i> ⁴⁷
Secondary impacts	See 'Indirect impacts'.
Stakeholders (see also, Affected Communities)	Stakeholders are persons, groups, or organizations who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its outcome either positively or negatively. ⁴⁸
Stakeholder mapping	The process of identifying the individuals or groups that are likely to affect or be affected by a proposed action and sorting them according to their impact on the action and the impact the action will have on them.
Strategic Environmental Assessment (SEA)	A formalized, systematic and comprehensive process of identifying, evaluating and incorporating environmental considerations into policies, plans, and programs at the earliest possible stage of decision-making. The SEA is typically conducted

⁴⁵ Business and Biodiversity Offsets Programme Glossary: http://www.forest-trends.org/documents/files/doc_3100.pdf

⁴⁶ Adapted from IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement: http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Our+Approach/Risk+Management/Performance+Standards/

⁴⁷ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) (2004): <http://www.ghgprotocol.org/>

⁴⁸ Adapted from IFC Handbook on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets: http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/knowledge+products/publications/publications_handbook_stakeholderengagement_wci_1319577185063



	before a corresponding Environmental and Social Impact Assessment (ESIA) is undertaken. ⁴⁹
Surface water	Surface water is naturally occurring water on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers and streams. (Fresh water underground is called groundwater and oceans are not freshwater). Fresh water sources are generally characterized by having low concentrations of dissolved salts (below 1,000 mg/l) and other total dissolved solids. ⁵⁰
Territory	In the context of Indigenous Peoples, territory is the land they directly cultivate or inhabit, including the broader territory, encompassing the total environments of the areas which they occupy or otherwise use, inclusive of natural resources, rivers, lakes and coasts. ⁵¹
Traditional natural resource use	Production for family consumption and subsistence, and the sale of surplus or cash crops (coffee, cacao, etc.). Use of macro and microhabitats, use of water and land for subsistence and/or cultural activities, use of technology and traditional agricultural and animal husbandry techniques.
Traditional or customary ownership, traditional use or other form of occupation	With regards to Indigenous Peoples, traditional ownership refers to the territories where these Peoples settle and reside; in such territories these Peoples subsist off traditional and/or cultural resource management. Another form of occupation, the occupation of new territories, may arise, for example, in the event of displacement and/or cultural migrations.
UNESCO Biosphere Reserves	Biosphere reserves are areas comprising terrestrial, marine and coastal ecosystems, as designated by the United Nations Educational, Scientific, and Cultural Organization (UNESCO). ⁵²
UNESCO World Heritage Site	Site of outstanding cultural and natural value, as designated by the United Nations Educational, Scientific, and Cultural Organization (UNESCO). ⁵³
Watershed	The area of land from which all surface runoff and subsurface waters flow through a sequence of streams, rivers, aquifers and lakes into the sea or another outlet at a single river mouth, estuary or delta; and the area of water

⁴⁹ Adapted from the Convention on Biological Diversity, 'What is Impact Assessment?':

<https://www.cbd.int/impact/whatis.shtml>

⁵⁰ CDP Guidance for Companies Reporting on Water on behalf of Investors & Supply Chain Members (2016):

<https://www.cdp.net/Documents/Guidance/2016/CDP-2016-Water-Reporting-Guidance.pdf>

⁵¹ Adapted from 'Indigenous Peoples' Rights to Lands, Territories and Resources' by Brigitte Feiring, the International Land Coalition:

<http://www.landcoalition.org/sites/default/files/documents/resources/IndigenousPeoplesRightsLandTerritoriesResources.pdf>

⁵² UNESCO Biosphere Reserves: <http://www.unesco.org/new/en/natural-sciences/environment/ecological-sciences/biosphere-reserves/>

⁵³ See UNESCO World Heritage List: <http://whc.unesco.org/en/list/>



	downstream affected by the site's discharge, including associated groundwater areas (also referred to as catchments or basins). ⁵⁴
Wastewater	Water that is of no further immediate value to the purpose for which it was used or in the pursuit of which it was produced because of its quality, quantity or time of occurrence. ⁵⁵
Workers	Includes workers of all genders, direct employees whether full or part time, as well as workers provided by, or working for, contractors and subcontractors.

⁵⁴ Based on Alliance for Water Stewardship Standard Version 1.0 definition of 'catchment': <http://a4ws.org>

⁵⁵ Based on Alliance for Water Stewardship Standard Version 1.0 definition of 'wastewater': <http://a4ws.org>



Annex II: Normative & Supporting References

<p><i>Generally applicable to all EO100™ Principles</i></p>	<ul style="list-style-type: none"> • International Finance Corporation (IFC) Performance Standards • Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises • United Nations (UN) Global Compact • UN Guiding Principles on Business and Human Rights
<p>Principle 1: Corporate Governance, Transparency & Business Ethics</p>	<ul style="list-style-type: none"> • Extractives Industries Transparency Initiative (EITI) • United Nations Convention against Corruption • U.S. Foreign Corrupt Practices Act (FCPA) • U.K. Bribery Act • Global Reporting Initiative Sustainability Reporting Guidelines • Carbon Disclosure Project (CDP) Reporting Framework and CDP Water Reporting Framework • AA1000 AccountAbility Assurance Standard
<p>Principle 2: Human Rights, Social Impacts & Community Development</p>	<ul style="list-style-type: none"> • Voluntary Principles on Security and Human Rights • International Code of Conduct (ICoC) for Private Security Providers • ANSI/ASIS PSC.1-2012 Management System for Quality of Private Security Operations • ISO 26000 Guidance on Social Responsibility • AccountAbility Stakeholder Engagement Standard • Universal Declaration of Human Rights • UN Human Rights Treaties and their Protocols, including: <ul style="list-style-type: none"> ○ International Covenant on Civil and Political Rights ○ International Covenant on Economic, Social and Cultural Rights ○ Convention on the Elimination of All Forms of Racial Discrimination ○ Convention on the Elimination of All Forms of Discrimination against Women ○ Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment ○ Convention on the Rights of the Child ○ Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families ○ Convention on the Rights of Persons with Disabilities
<p>Principle 3: Indigenous Peoples' Rights</p>	<ul style="list-style-type: none"> • International Labor Organisation (ILO) Convention 169 Indigenous and Tribal Peoples Convention • UN Declaration on the Rights of Indigenous Peoples • UN Guidelines on Indigenous Peoples in Isolation and Initial Contact in Paraguay, Amazon & Gran Chaco
<p>Principle 4: Fair Labor & Working Conditions</p>	<ul style="list-style-type: none"> • ILO Declaration on Fundamental Principles and Rights at Work • ILO Core Standards including: <ul style="list-style-type: none"> ○ ILO Convention 29 Forced or Compulsory Labour ○ ILO Convention 87 Freedom of Association and Protection of the Right to Organise ○ ILO Convention 98 Right to Organise and Collective Bargaining ○ ILO Convention 100 Equal Remuneration for Men and Women Workers for Work of Equal Value



	<ul style="list-style-type: none">○ ILO Convention 105 Abolition of Forced Labour○ ILO Convention 111 Discrimination (Employment and Occupation)○ ILO Convention 138 Minimum Age○ ILO Convention 182 Worst Forms of Child Labour● ILO Convention Occupational Safety and Health● OHSAS 18001 Occupational Health and Safety Management System
<i>Principle 5:</i> Climate Change, Biodiversity & Environment	<ul style="list-style-type: none">● World Bank Group Environmental, Health, and Safety Guidelines● ISO 14001 Environmental Management Systems● United Nations (UN) Convention on Biological Diversity● UN Framework Convention on Climate Change● Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal● UN CEO Water Mandate● PAS 2060:2014 Specification For The Demonstration Of Carbon Neutrality



EQUITABLE
ORIGIN

Annex III: About the EO100™ Standard

Background

Equitable Origin (EO) is a nonprofit organization with a mission to partner with business, communities, and government to support transparent, sustainable and equitable energy development that creates benefits for all stakeholders.

Since 2009, EO has led a multi-stakeholder effort, bringing together energy companies and service providers, governments, indigenous communities, academics and environmental and social non-governmental organizations (NGOs) to create a system for assurance and rating—embodied in the EO100™ Standard. This Standard sets criteria for evaluating responsible social and environmental practices in energy development operations.

Our goal is a global energy sector that significantly reduces its negative social and environmental impacts and demonstrates a measurable contribution to the sustainable development of the communities affected by its activities.

Through stakeholder involvement in project planning, implementation, and monitoring, we also aim to reverse any legacy of exploitative resource extraction that does little to benefit local communities in the long term. Instead, we aim to build the capacity of local and indigenous stakeholders to participate in environmental impact monitoring and, to the degree that members of these communities desire, other aspects of development, including skilled employment for the operation itself.

Purpose

Growing global demand for energy has significant implications for people and the planet. The development of energy resources has the potential for great economic opportunity and for considerable risk to the well-being of communities and ecosystems. Although much progress has been made by business and regulators to better manage risk at operations, examples of poor performance persist, as does a lack of stakeholder confidence in the sector.

The EO100™ Standard provides a framework to monitor on-the-ground performance as well as company-level policies. The EO100™ Standard confirms responsible business practices through independent verification with the option of third-party certification. This provides assurance to investors, regulators, communities and employees that energy generation or production projects are operating responsibly and that steps have been



taken to ensure social and environmental impacts are addressed in order to achieve a positive overall outcome for all stakeholders.

For Operators and Project Developers considering certification to the EO100™ Standard, their commitment to the process represents:

- Corporate values of operational integrity, transparency and a willingness to work toward continual improvement;
- A well-managed operation that deploys management systems, policies and procedures to meet and exceed industry standards and regulations;
- Formal recognition of stakeholder interests and priorities—adding credibility and trust to engagement, outreach and efforts to secure a ‘Social License to Operate’;
- Demonstration of leadership and innovation in social and environmental performance.

Scope

The EO100™ Standard applies to energy production and generation operations and related infrastructure. Mining, biofuels, nuclear energy operations are not eligible for certification but may find the Standard useful as a framework for measuring and managing risks and impacts in line with international and industry standards.

Supplementary technical addenda incorporate indicators that address specific concerns and issues related to onshore, offshore and shale oil and gas production, associated infrastructure, hydroelectric, and renewables.

The EO100™ Standard does not apply to companies as a whole; the implementation process focuses on individual project sites. Implementation of the EO100™ Standard can occur at any stage of an energy project: planning/exploration, development/installation, production/generation or closure/decommissioning.

Throughout this Standard, the term “Operator” refers to the entity or firm primarily responsible energy development activities at the project site, as well as all contractors whose activities could reasonably be expected to impact the environment or people in the area of influence.

Performance, Measurement & Scoring

The EO100™ Standard promotes continual improvement of energy operations through project-level performance assessment and scoring. Scoring allows Operators and stakeholders to compare the performance of each project to another—encouraging Operators to innovate toward better practices and improved outcomes.



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The EO100™ Standard sets three levels of Performance Targets (PTs): PT1 represents a level at which a project's governing procedures and/or performance meets industry norms for good policy and performance; PT2 and PT3 represent, respectively, project procedures and performance that exceed (PT2) or lead (PT3) industry norms for responsible practices. For instance, leadership could take the form of an innovative solution to problems or the voluntary extension of an Operator's responsibility beyond the boundaries of the project and/or into the supply chain.

Standard Development & Review

The EO100™ Standard has been developed through a multi-stakeholder consultation process following models and guidelines established by the International Social and Environmental Accreditation and Labeling (ISEAL) Code of Good Practices for Setting Social and Environmental Standards. It also draws upon national and international laws, international business standards and practices, and international standards related to human rights, the environment and business ethics. A list of these resources can be found in Annex II: Normative & Supporting References.

The EO100™ Standard is reviewed periodically to determine whether revisions are needed, such that a review is initiated within five years or less from the date of publication of the previous version of the Standard. The next review of the EO100™ 2017 version of the Standard is due in 2022.

However, Equitable Origin may initiate a review prior to that time, based on feedback from stakeholders or as deemed necessary by the Equitable Origin Standards Board. For a full description of the standard development and revision process, please refer to EOP-101 Standard Development and Governance.

Grievance Mechanism

EO encourages comments, complaints and feedback on any part of the EO100™ Standard and Assurance System at any time. Stakeholders may use the form on the EO website⁵⁶ to submit a comment, complaint or appeal related to the EO100™ Standard and Assurance System, EO staff or governance bodies, EO-approved Assessment Bodies or auditors, and Operators affiliated with EO. Associated procedures: EOP-203 EO Certification System Comments, Complaints & Appeals, EOP-101 Standard Development and Governance and EOP-103 Policy on Association. For more information, please contact us: contact@equitableorigin.org

⁵⁶ <https://www.equitableorigin.org/about-us/comments-complaints-appeals/>



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