



ESG GAP ANALYSIS TEMPLATE

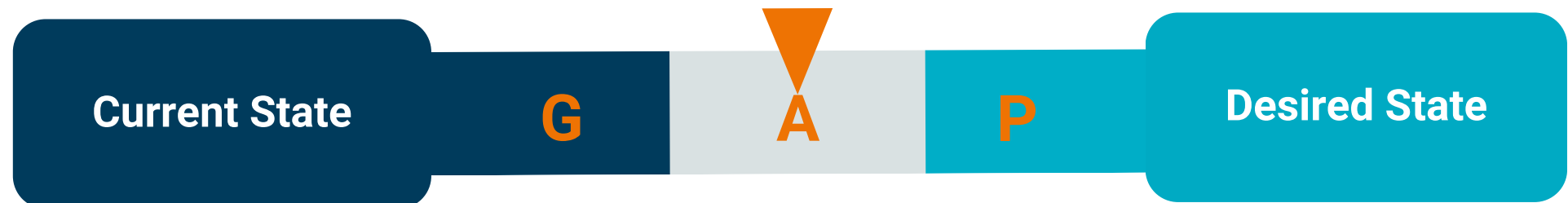
Based on material from the **ESG & Social Responsibility Professional Certificate**

For full details visit www.ausimm.com/courses/professional-certificates/esg-and-social-responsibility



Your current preparedness on an ESG-related matter compared with the desired state, the dimensions that require addressing, and the steps you might take to close the gap.

ESG GAP ANALYSIS



Key steps to bridge gap

Action plan

ESG GAP ANALYSIS TEMPLATE

	Current State	Desired State	Gap	Actions to Close Gap
What	What happens now to control the identified material risk?	What degree of control should there be in place?	What is the gap and what difference will better control make?	What actions are needed to address the control gap?
Where	Where (location/ department) is there confusion?	Where should control be managed and owned?	Where will any changes occur and understanding differ?	Where will the actions be managed and owned?
When	Frequency of current controls and review?	Frequency of new controls and review?	When are the changes needed and what is realistic?	Target dates for implementing each action
Who	Who understands and is accountable for current controls?	Who will be accountable for the future controls?	Who can contribute to designing control changes to close the gap?	Who will be accountable for implementing actions?
How	How does the current situation need to change?	How will the changes be resourced?	How will the new arrangement improve the control gap?	How will change management occur?

ESG DIMENSIONS

Components of ESG broken down into economic, governance, social and environmental dimensions, so you can identify areas that require addressing and the steps you might take to close the gap.

Economic dimension	Not addressed	Partly addressed	Addressed	Comment
Local employment				
Local enterprise linkages				
Technology transfer Energy profile				
Infrastructure partnering				
Local investment				
Equitable distribution of wealth				
Taxes and other payments accountability				
Research and development (R&D) support				

Governance dimension	Not addressed	Partly addressed	Addressed	Comment
Transparency and reporting				
Record keeping and data security				
Commercial and partnership arrangements				
Supply chain standards				
Consumer protection				
Anti-corruption, -bribery and -competition				
Legal compliance				
Corporate governance				
Risk management systems				
ESG management systems				
Environmental/Social Impact Assessment				
Human rights due diligence				
Ethical considerations				
Asset and cyber-security				

Environmental dimension	Not addressed	Partly addressed	Addressed	Comment
Air emissions				
Noise and vibration				
Wastes, discharges and contaminants				
Surface and groundwater use & impacts				
Land, soil and agriculture impacts				
Rare, endangered and protected fauna				
Native vegetation				
Protected areas and habitats				
Climate adaption and weather events				
Pollution controls				

Social dimension	Not addressed	Partly addressed	Addressed	Comment
Labour rights and fair wages				
Skills development				
Workplace and public health				
Workplace safety				
Public safety, human rights and security				
Non-discrimination and no harassment				
Stakeholder engagement				
Local compensation and benefits				
Indigenous and ethnic minority rights				
Gender				
Resettlement In-migration				

ESG & Social Responsibility



PROFESSIONAL CERTIFICATE

Learn how to minimise ESG-related harm and maximise value to resource enterprises, affected stakeholders and broader society by enrolling in an ESG Course.

Designed for asset-level front-line leaders, consultants and corporate and investment-related professionals across all mining functions, this course provides a comprehensive understanding of global ESG standards and their real world application in the mining sector.

"I am so glad that I decided to complete this program. It was informative, challenging and very relevant to my role now and in the future. The value that these learnings have provided will assist with making our business more competitive and knowledgeable."

Christine Morris - Director Strategy & Performance,
Komatsu (Participant, Oct 2023 intake)

Visit www.ausimm.com/courses/professional-certificates/esg-and-social-responsibility/

Through virtual live classrooms, with recordings available, you will:

- Explore real world examples of enterprise ESG governance control systems and procedures.
- Learn how to bridge the ESG expectations and the vital Environment and Social Performance requirements that drive resource sector enterprises towards a sustainable future.
- Become skilled in defining and actively participating in
- ESG-related risk assessments, materiality evaluations and gap analyses.

ENROL NOW

