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For more information on Fairmount Minerals' 2009 Corporate Social Responsibility report, please contact Kristin Lewis at sustainability@fairmountminerals.com.



Report Parameters

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Since 2007, Fairmount Minerals has published an annual report detailing the organization's goals and performance in sustainable development.

The 2009 Corporate Social Responsibility report is available in a comprehensive web version and an 8-page print version, which readers may request by contacting sustainability@fairmountminerals.com.

The performance data in this report are from calendar year 2009 and cover Fairmount Minerals' global operations, including subsidiaries, unless stated otherwise. Improvements in data collection and conversion methods for energy data in 2009 changed the 2008 reported greenhouse gas emissions and electricity and liquid propane usage data. Comparisons between 2009 and 2008 data in this report include the amended 2008 figures. In addition, we were unable to report on total weight of emissions from ozone-depleting substances in previous reports. We provide updated 2008 and 2009 totals in this report.

Fairmount Minerals follows the Global Reporting Initiative (GRI) G3 Guidelines in our reporting practices. To help our stakeholders easily recognize the extent to which we have applied the G3 Guidelines in the preparation of our report, Fairmount Minerals self-declares an application level. Our 2009 report aligns with GRI application **level A**, which is GRI verified.

We use the G3 principles for reporting to ensure the quality of our report.

REPORT APPLICATION LEVELS

	C	C+	B	B+	A	A+	
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report on all criteria listed for level C plus: 1.2 3.9 - 3.13 4.5 - 4.13, 4.16 - 4.17	Report on all criteria listed for level B plus: 1.2 3.9 - 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally assured	Same as requirement for Level B	Report Externally assured
	G3 Profile Management Approach Disclosures OUTPUT	Not Required	Management approach disclosures for each indicator category	Management approach disclosures for each indicator category	Report Externally assured	Management approach disclosures for each indicator category	Report Externally assured
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 performance indicators, including at least one from each of: Economic, Social and Environmental	Report on a minimum of 20 performance indicators, including at least one from each of: Economic, Environmental, Human Rights, Labor, Society, Product Responsibility	Report on a minimum of 20 performance indicators, including at least one from each of: Economic, Environmental, Human Rights, Labor, Society, Product Responsibility	Report Externally assured	Report on each core G3 and sector supplement* indicator with due regard to the materiality principle either: a) Reporting on the indicator or b) Explaining the reason for omission	Report Externally assured

Materiality & Stakeholder Inclusiveness: Fairmount Minerals engages our primary stakeholders through open houses, organization

summits, community advisory councils, and ongoing communications initiatives to identify our strengths and build upon them in shaping our strategic mission and designing company initiatives. We report on the sustainability activities and performance that we believe reflects the stated needs and interests of our key stakeholder groups.

Sustainability Context & Completeness: The data and information contained within this report pertain to our environmental, social and economic impacts. We continue to improve our reporting process to more fully address a range of sustainability opportunities relevant to Fairmount Minerals and our stakeholders.

Balance: Fairmount Minerals practices transparency in reporting by sharing progress updates on all sustainable development goal areas. We present favorable and unfavorable results equally and share objective evaluations of our performance.

Comparability & Timeliness: Our report, which is published annually in April, follows the G3 Guidelines and includes a GRI Content Index.

Accuracy & Reliability: Fairmount Minerals' senior management has reviewed and approved this report.

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Stakeholder Engagement



One meeting, one conversation — sometimes just listening makes all the difference in the world. Fairmount Minerals seeks opportunities to engage with our stakeholders to better understand their perspectives on important issues relating to our sustainability performance and goals. By listening to our stakeholders, we learn about the things we are doing well and the areas we have opportunities for improvement. Oftentimes, our stakeholder engagement practices uncover unique and effective ideas for enhancing our performance.

In 2009, our stakeholder engagement practices focused primarily on using technology to connect in efficient and environmentally responsible ways. Our online 2008 Corporate Social Responsibility report once again featured a reader survey, which helped us to understand the kinds of information most helpful and interesting to our stakeholders. We also launched an internal web and video conferencing system that enables all Fairmount Minerals locations to communicate with one another. This system allows our various sustainable development team members to meet more frequently without requiring travel.

Open Houses and Health Fairs



We conducted open houses and health fairs at every Fairmount Minerals location in 2009. These events give us an opportunity to invite community members into our facilities and provide them with information about our general operations and sustainability initiatives. At the same time, our neighbors have a chance to ask questions and share their feedback on issues of importance to them. School tours also comprise a major portion of our stakeholder engagement efforts. Students ranging from elementary to post-secondary visit our facilities to learn about safe mining practices and environmental education.

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GRI Content Index

1. Strategy and Analysis

PROFILE DISCLOSURE	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
1.1	Statement from the most senior decision-maker of the organization	Letter from Chuck	Statement of Continuing Support
1.2	Description of key impacts, risks, and opportunities.	Strategy and Analysis	Statement of Continuing Support

2. Organizational Profile

PROFILE DISCLOSURE	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
2.1	Name of the organization.	Organization Profile	No specific COP element
2.2	Primary brands, products, and/or services.	Organization Profile	No specific COP element
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Organization Profile	No specific COP element
2.4	Location of organization's headquarters.	Organization Profile	No specific COP element
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Organization Profile	No specific COP element
2.6	Nature of ownership and legal form.	Organization Profile	No specific COP element
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Organization Profile	No specific COP element
2.8	Scale of the reporting organization.	Organization Profile	No specific COP element
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Organization Profile	No specific COP element
2.10	Awards received in the reporting period.	Collaborations	No specific COP element

3. Report Parameters

PROFILE DISCLOSURE	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Report Parameters	No specific COP element
3.2	Date of most recent previous report (if any).	Report Parameters	No specific COP element
3.3	Reporting cycle (annual, biennial, etc.)	Report Parameters	No specific COP element

3.4	Contact point for questions regarding the report or its contents.	Report Parameters	No specific COP element
3.5	Process for defining report content.	Report Parameters	No specific COP element
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Report Parameters	No specific COP element
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Report Parameters	No specific COP element
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Report Parameters	No specific COP element
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Report Parameters	No specific COP element
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Report Parameters	No specific COP element
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Report Parameters	No specific COP element
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Content Index	No specific COP element
3.13	Policy and current practice with regard to seeking external assurance for the report.	We did not seek external assurance for this report.	No specific COP element

4. Governance, Commitments, and Engagement

PROFILE DISCLOSURE	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance	Actions taken to implement Principles 1-10
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Bill Conway, Chairman of the Fairmount Minerals Board of Directors, is not an executive officer.	Actions taken to implement Principles 1-10
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Governance	Actions taken to implement Principles 1-10
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Stakeholder Engagement	Actions taken to implement Principles 1-10
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	As a private company, Fairmount Minerals does not disclose any specific financial information, including sales, revenue, salary and bonus compensation. All	Actions taken to implement Principles 1-10

Fairmount Minerals non-union employees are eligible for bonus compensation based on business metrics and the completion of our annual Bold Goals for sustainable development.

4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Governance	Actions taken to implement Principles 1-10
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Governance	Actions taken to implement Principles 1-10
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Mission and Principles	Actions taken to implement Principles 1-10
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Letter from Chuck	Actions taken to implement Principles 1-10
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	2009 Performance	Actions taken to implement Principles 1-10
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Strategy and Analysis	Actions taken to implement Principle 7
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Collaborations	Actions taken to implement Principles 1-10
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Collaborations	Actions taken to implement Principles 1-10
4.14	List of stakeholder groups engaged by the organization.	Stakeholder Engagement	Sharing the COP with the Company's stakeholders
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement	Sharing the COP with the Company's stakeholders
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder Engagement	Sharing the COP with the Company's stakeholders
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Stakeholder Engagement	Sharing the COP with the Company's stakeholders

Economic

PERFORMANCE INDICATOR	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
DMA EC	Disclosure on Management Approach	Prosperity, 2010 Bold Goals	Actions taken to implement Principles 1, 4, 6, and 7
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained	Prosperity	No specific COP element

earnings, and payments to capital providers and governments.

EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Strategy and Analysis	Actions taken to implement Principle 7
EC3	Coverage of the organization's defined benefit plan obligations.	Exceptional Workplace	No specific COP element
EC4	Significant financial assistance received from government.	We do not receive significant financial assistance from local or federal governments.	No specific COP element
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	We do not track this information.	Outcomes from implementing Principle 1
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	We do not currently track this information, but we plan to make local procurement an element of our sustainable supply chain practices in the long-term.	No specific COP element
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	While we do not have a specific policy relative to local hiring practices, the majority of our production employees and plant management are residents of the local communities in which our facilities are located.	Actions taken and outcomes from implementing Principle 6
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Community Investment	No specific COP element
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Prosperity	No specific COP element

Environmental

PERFORMANCE INDICATOR	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
DMA EN	Disclosure on Management Approach	Planet, 2010 Bold Goals	Actions taken to implement Principles 7, 8 and 9
EN1	Materials used by weight or volume.	Total acreage utilized by our mining operations are reported in Land Restoration & Biodiversity.	Outcomes from implementing Principle 8
EN2	Percentage of materials used that are recycled input materials.	Because the majority of our input materials come directly from the materials we mine, we have not calculated the percentage of recycled materials we purchase. In the	Outcomes from implementing Principles 8 and 9

next year, we intend to calculate the percentage of packaging materials that are made from recycled content.

EN3	Direct energy consumption by primary energy source.	Energy and Climate Change	Outcomes from implementing Principle 8
EN4	Indirect energy consumption by primary source.	Energy and Climate Change	Outcomes from implementing Principle 8
EN5	Energy saved due to conservation and efficiency improvements.	Energy and Climate Change	Outcomes from implementing Principles 8 and 9
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	New Products and Markets	Actions taken to implement Principles 8 and 9
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Energy and Climate Change	Actions taken to implement Principles 8 and 9
EN8	Total water withdrawal by source.	Water Conservation	Outcomes from implementing Principle 8
EN9	Water sources significantly affected by withdrawal of water.	Water Conservation	Outcomes from implementing Principle 8
EN10	Percentage and total volume of water recycled and reused.	Water Conservation	Outcomes from implementing Principles 8 and 9
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Land Restoration and Biodiversity	Outcomes from implementing Principle 8
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Land Restoration and Biodiversity	Outcomes from implementing Principle 8
EN13	Habitats protected or restored.	Land Restoration and Biodiversity	Outcomes from implementing Principle 8
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Land Restoration and Biodiversity	Actions taken to implement Principle 8
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Land Restoration and Biodiversity	
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Land Restoration and Biodiversity	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Our stakeholder engagement process deemed this level of detail immaterial to our report.	Outcomes from implementing Principle 8
EN16	Total direct and indirect greenhouse gas emissions by weight.	Energy and Climate Change	Outcomes from implementing Principle 8
EN17	Other relevant indirect greenhouse gas emissions by weight.	Energy and Climate Change	Outcomes from implementing Principle 8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Energy and Climate Change	Actions taken and outcomes from implementing Principles 7, 8 and 9
EN19	Emissions of ozone-depleting substances (ODS) by weight.	In 2008, our ODS emissions resulting from leaked HCFC-22 (R-22) totaled 100 pounds (lbs). We had two	Outcomes from implementing Principle 8

separate R-22 leaks totaling 240 lbs. in 2009.

EN20	NOx, SOx, and other significant air emissions by type and weight.	Air Quality	Outcomes from implementing Principle 8
EN21	Total water discharge by quality and destination.	Water Conservation	Outcomes from implementing Principle 8
EN22	Total weight of waste by type and disposal method.	Reduce, Reuse, Recycle	Outcomes from implementing Principle 8
EN23	Total number and volume of significant spills.	We do not have any significant spills to report.	Outcomes from implementing Principle 8
MM3	Total amounts of overburden, rock, tailings, and sludges presenting potential hazards.	We do not track this information.	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	While we do not currently track this information, we will begin to review relevant hazardous waste practices once we implement our waste tracking system in the near future.	Outcomes from implementing Principle 8
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Water Conservation	Outcomes from implementing Principle 8
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	New Products and Markets	Actions taken to implement Principles 7, 8 and 9
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Reduce, Reuse, Recycle	Outcomes from implementing Principles 8 and 9
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	We comply with all environmental laws and regulations.	Outcomes from implementing Principle 8
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Energy and Climate Change	Outcomes from implementing Principle 8
EN30	Total environmental protection expenditures and investments by type.	We do not track this information.	Actions taken and outcomes from implementing Principles 7, 8 and 9

Social: Labor Practices and Decent Work

PERFORMANCE INDICATOR	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
DMA LA	Disclosure on Management Approach	People, 2010 Bold Goals	Actions taken to implement Principles 1, 3 and 6
LA1	Total workforce by employment type, employment contract, and region.	Organization Profile	No specific COP element
LA2	Total number and rate of employee turnover by age group, gender, and region.	We report a total employee retention rate in the Exceptional Workplace section of the report, but have not chosen to divide it out by age group, gender or region based on the	Outcomes from implementing Principle 6

complexity of the data generation and the apparent satisfaction of our stakeholders with our current level of reporting.

LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Exceptional Workplace	No specific COP element
LA4	Percentage of employees covered by collective bargaining agreements.	Labor Practices and Human Rights	Outcomes from implementing Principles 1 and 3
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	We follow the minimum notice periods specified by the WARN Act whenever applicable.	Outcomes from implementing Principle 3
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Safety	Outcomes from implementing Principle 1
MM4	Number of strikes and lockouts exceeding one week's duration, by country.	We do not have any strikes or lockouts to report.	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Safety	Outcomes from implementing Principle 1
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Health and Wellness	Actions taken to implement Principle 1
LA9	Health and safety topics covered in formal agreements with trade unions.	Safety	Actions taken to implement Principle 1
LA10	Average hours of training per year per employee by employee category.	Although we do not currently track all types of training provided to our employees, we can report that, on average, every Fairmount employee received 8 hours of safety training in 2009. As our tracking systems improve in the long-term, we will provide more detailed information on employee training.	No specific COP element
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Training and Development	No specific COP element
LA12	Percentage of employees receiving regular performance and career development reviews.	Training and Development	No specific COP element
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Labor Practices and Human Rights	Outcomes from implementing Principles 1 and 6
LA14	Ratio of basic salary of men to women by employee	As a private	Outcomes from implementing

category.

company, Fairmount Minerals does not disclose any specific financial information, including sales, revenue, salary and bonus compensation.

Principles 1 and 6

Social: Human Rights

PERFORMANCE INDICATOR	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
DMA HR	Disclosure on Management Approach	People, 2010 Bold Goals	Actions taken to implement Principles 1, 2, 3, 4, 5, and 6
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Sustainable Supply Chain	Outcomes from implementing Principles 1, 2, 3, 4, 5, and 6
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Sustainable Supply Chain	Actions taken and outcomes from implementing Principles 1, 2, 3, 4, 5, and 6
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Labor Practices and Human Rights	Outcomes from implementing Principles 1, 2, 3, 4, 5, and 6
HR4	Total number of incidents of discrimination and actions taken.	We do not have any incidents of discrimination to report.	Actions taken and outcomes from implementing Principles 1, 2 and 6
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Labor Practices and Human Rights	Actions taken to implement Principles 1, 2 and 3
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites	We do not operate on or adjacent to Indigenous Peoples' territories.	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Labor Practices and Human Rights	Actions taken to implement Principles 1, 2 and 5
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Labor Practices and Human Rights	Actions taken to implement Principles 1, 2 and 4
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	We do not employ security personnel.	Outcomes from implementing Principles 1 and 2
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	We do not have any incidents to report.	Actions taken and outcomes from implementing Principles 1 and 2

Social: Society

PERFORMANCE INDICATOR	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
DMA SO	Disclosure on Management Approach	People, 2010 Bold Goals	Actions taken to implement Principle 10
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	2009 Performance, Prosperity	No specific COP element

MM6 A	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	We do not have any disputes related to land use to report.	
MM6 B	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and their outcomes.	Stakeholder Engagement	
MM7	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.	We do not operate any artisanal or small-scale mines.	
MM8	List sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	We have not participated in community resettlements.	
MM9	Number and percentage of operations with closure plans.	Land Restoration and Biodiversity	
MM10	Significant incidents involving communities in which grievance mechanisms have been invoked to address them together with their outcomes.	Stakeholder Engagement	
MM11	Number and description of incidents affecting employees, communities, or the environment in which emergency preparedness procedures were activated.	We do not have any incidents to report.	
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Labor Practices and Human Rights	Outcomes from implementing Principle 10
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Labor Practices and Human Rights	Outcomes from implementing Principle 10
SO4	Actions taken in response to incidents of corruption.	We do not have any incidents to report.	Actions taken to implement Principle 10
SO5	Public policy positions and participation in public policy development and lobbying.	Collaborations	Actions taken to implement Principles 1-10
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	We do not have any political contributions to report.	Outcomes from implementing Principle 10
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	We do not have any legal issues to report.	No specific COP element
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	We comply with all relevant laws and regulations.	No specific COP element

Social: Product Responsibility

PERFORMANCE INDICATOR	DESCRIPTION	2009 REPORT	UN GLOBAL COMPACT COP ELEMENT
DMA PR	Disclosure on Management Approach	Property, Planet, 2010 Bold Goals	Actions taken to implement Principles 1 and 8
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	New Products and Markets	Actions taken and outcomes from implementing Principle 1
MM12	Programmes and progress relating to materials stewardship.	Sustainable Supply Chain	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	We comply with all product regulations and voluntary codes.	Outcomes from implementing Principle 1

PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	New Products and Markets	Actions taken and outcomes from implementing Principle 8
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	We comply with all regulations and voluntary codes concerning product and service information and labeling.	Outcomes from implementing Principle 8
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Stakeholder Engagement	No specific COP element
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Labor Practices and Human Rights	No specific COP element
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	We comply with all regulations and voluntary codes concerning marketing communications.	No specific COP element
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	We do not have any breaches of customer privacy or data to report.	Outcomes from implementing Principle 1
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	We comply with all laws and regulations concerning the provision and use of products and services.	No specific COP element