

## GLOSSARY OF TERMS AND REFERENCES RELATED TO ENVIRONMENTAL & SOCIAL:

<b>Artisanal and small-scale miners</b>	Mining by individuals, families or groups that is labor intensive and mainly without use of machines or automated devices.
<b>Biomass</b>	General term for living or dead organic material that can be used as fuels to produce electricity or heat. Examples of biomass include wood and agricultural residue, waste from humans, and certain types of crops.
<b>Circular economy</b>	A solution framework meant to address global challenges like climate change, based on design principles focused on eliminating waste, circulating products and materials, and regenerating nature. An important aspect of this framework involves maintaining the value of a product or material, prioritizing maintenance or reuse activities over remanufacturing or recycling. <a href="#">See Ellen MacArthur Foundation</a>
<b>Climate adaptation</b>	Process of adjustment to actual or expected climate and associated effects, to reduce harm or exploit opportunities.
<b>Diversity and inclusion</b>	Diversity refers to representation of various genders, races, nationalities and identities within a company. Inclusion focuses on how well the perspectives, contributions, and presence of different groups or individuals are genuinely involved, valued, and joined together within the company.
<b>Environmental targets</b>	Performance requirement that needs to be set and achieved to meet broader environmental goals. In terms of climate change, an example of this includes net-zero targets by 2050 although environmental targets may cover water, chemicals, pollution, and recycled products among other areas.
<b>Geothermal</b>	Type of renewable energy whereby heat is taken from within the earth to warm water or buildings or generate electricity.
<b>Green hydrogen</b>	Type of hydrogen that is produced using renewable energy such as solar.
<b>Employee-Sponsored Child Care</b>	When a business provides help and resources, financial or other, to their employees to assist in locating and paying for Child Care.
<b>Job sharing</b>	At least two employees working part-time but performing the duties associated with a single, full-time position.
<b>LCA and Product Life cycle</b>	Collection and evaluation of the inputs, outputs and potential environmental impacts (e.g., GHG emissions) of a product or service, occurring through the life cycle. Stages to be evaluated typically include material acquisition and pre-processing, production, distribution and storage, use, and end-of-life.
<b>Reclaimed</b>	Product or material that is used for the same or another purpose, without requiring any processing or alteration.
<b>Recycling</b>	Processing of a product or component into more basic materials, which are then transformed into new products.
<b>Renewable Energy</b>	Forms of energy that are naturally replenished and virtually inexhaustible, typically emitting fewer GHG emissions compared to other energy sources. Common examples of such renewable energy sources include biomass (e.g., wood and biogas), hydropower, geothermal, wind, solar, and certain types of hydrogen.

<b>Repurposed</b>	Variant of reclaimed, where a product or material is used for another purpose.
<b>Scopes 1, 2, and 3 GHG Emissions</b>	<p>Scope 1 Emissions represent a company's direct GHG emissions or emissions from owned or controlled emission sources.</p> <p>Scope 2 Emissions arise from the generation of electricity, heating, or steam purchased and consumed by the company.</p> <p>Scope 3 Emissions represent all other GHGs occurring across the company's value chain from sources not owned or controlled by the company.</p> <p><a href="#">See GHG Protocol.</a></p>
<b>Social impact programs</b>	Programs designed to drive positive change for individuals and communities, addressing areas such as social injustice.
<b>Sustainable Development Goals</b>	Goals adopted by the United Nations Member States acting as a call to action by countries, as well as public and private sectors, and providing blueprint to address global challenges such as climate change, inequality, and poverty.
<b>Targeted recruitment</b>	Approach used to focus recruiting efforts on specific audience based on factors such as skillsets, experience, or demographics.
<b>Upward mobility</b>	Company initiatives that provide for employees to advance into new roles and new career opportunities as well as better compensation.
<b>Water risk</b>	Probability of a company, for example, experiencing a harmful water-related event as result of water scarcity, pollution, poor infrastructure, or climate change.
<b>Water-stress area:</b>	An area where demand for water exceeds its availability over a certain period or water quality is poor, restricting use.