



Social and economic development summary

February 2022

Sustainable Mining Plan

OUR GLOBAL SUSTAINABILITY PILLARS



TRUSTED
CORPORATE LEADER



THRIVING COMMUNITIES



HEALTHY ENVIRONMENT

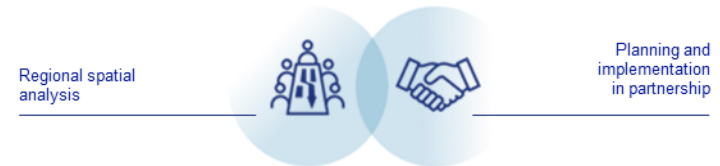
TAILORED 5-YEAR SITE PLANS

All sites and key Grip functions. Flexible and integrated response to Group, business unit and local priorities

GLOBAL STRETCH GOALS



COLLABORATIVE REGIONAL DEVELOPMENT



CRITICAL FOUNDATIONS

LEADERSHIP
AND CULTURE

ZERO
HARM

HUMAN
RIGHTS

INCLUSION
AND DIVERSITY

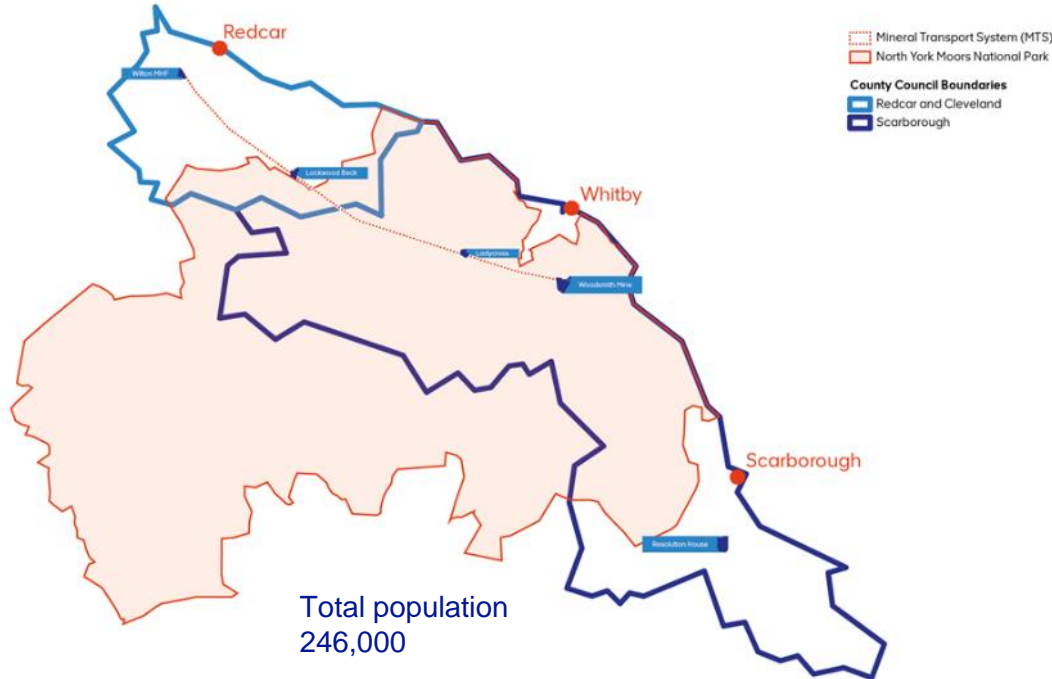
GROUP STANDARDS
AND PROCESSES

COMPLIANCE WITH LEGAL
REQUIREMENTS

PARTNERSHIP AND ENGAGEMENT

PARTNERSHIP AND ENGAGEMENT

Local socio-economic context



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Baseline Studies

- Collaborative Regional Development: PA Consulting
- Education: Skyblue Research
- Health: London School of Hygiene and Tropical Medicine

Issues and challenges

- Low job and business density
- Low paid, low skilled, part-time jobs
- Ageing population, outward migration of young people
- Low levels of investment, R&D and FDI
- Pockets of significant deprivation
- Low levels of skills and attainment
- Outcome gap for disadvantaged students
- Poor health

Social and Economic Development programme



EDUCATION

Equip disadvantaged students to achieve their potential

Promote STEM careers

- 3-year pilots in six schools – engage 150 students
- + Whole school approach
- STEM resources

2021

- Funded 60 laptops
- Outdoor adventure equipment
- Mentoring programme
- STEM games
- Cyberfirst



LIVELIHOODS

Create jobs and connect people to opportunities

- Support growth of key sectors
- Business support
- Training and support
- Woodsmith opportunities

2021

- 15 new enterprises
- Lobster Hatchery
- Cyber study & apprentices
- Care leavers programme
- Wheels to work
- Business support programme



HEALTH

Promote healthy lives and wellbeing

- Health issues – mental health, substance misuse, NCDs
- Social determinants
- Link projects to other strands

2021

- Youth Shack



NEIGHBOURHOODS

Improve the quality of lives of our closest neighbours

- Community environment and facilities close to mine site, Lockwood and Ladycross
- Eastfield and Dormanstown

2021

- 25+ Skills for Work projects
- Funding village halls & events
- Launched Signal tool