

About Centerra

Centerra Gold, a Canadian-based gold mining and exploration company, is engaged in the operation, exploration, development and acquisition of gold properties worldwide. Centerra currently has operational gold and copper mines in the Kyrgyz Republic, Turkey, and Canada.



Responsibilities & Outcomes

As an ESG Communications and Strategy Co-op Student, I assisted the Security, Sustainability & Environment team of Centerra Gold in daily tasks and month-long projects to accomplish company-wide ESG and sustainability tasks and initiatives. These initiatives are essential to creating a strong ESG program, serving both internal and external stakeholders.

- **Edited, proofread, and strategically reviewed** Executive and Board-facing materials, including quarterly environmental and social summaries, Diversity and Inclusion strategy, Climate Change Strategy, and Tailings Safety Disclosure.
- **Composed 13 case studies** of Centerra's global site's community and environmental initiatives and compiled into a submission for the World Gold Council's report "Sustainable Development Goals: The Contribution Made by Gold and Gold Mining".
- **Developed and drafted two company-wide policies**, Biodiversity Policy and Strategic Community Investment Policy.
- **Researched and collected data** from technical reports, annual reports, management plans, environmental/social impact assessments, and global site teams for Centerra's second CDP Forests Questionnaire.
- **Assessed** Centerra's current **social media** presence, audited five industry peers, and developed a six-month social media content calendar for LinkedIn.
- **Design and generate copy** for an internal Employee ESG Handbook by conducting industry research, strategically presenting the benefits and industry context of ESG to employees, outlining Centerra's ESG vision, current performance and employee responsibilities to establish a company-wide understanding of and commitment to ESG.

STANDOUT MOMENT: Presenting a new human rights and modern slavery training proposal to the Vice President, Chief Human Resources Officer.



How can a strong ESG program benefit a mining company?

Company Benefits

- ✓ Discover **strategic opportunities**
- ✓ Improve long-term **competitive advantage**
- ✓ **Enhance reputation** and public brand
- ✓ **Retain and engage** employees
- ✓ Increase **productivity and profitability**
- ✓ Reduce **operating** and compliance costs
- ✓ Minimize regulatory and **legal interventions**
- ✓ **Enhance adaptability**
- ✓ Mitigate and **manage risks**

Teams can also team can identify, analyze, and improve existing processes and procedures to **optimize performance, meet best practice standards, and improve quality** through consistency. ESG metrics will give teams **insight into trends, risks, areas for continuous improvement**, overall contributing to informed decision-making capabilities.



Key Learnings & Challenges

As a member of the corporate team, it's crucial to have a **good relationship with the technical and on-site environmental and social teams**. Go above and beyond to understand the material, collect all the data possible, and exhaust every resource before going to these teams for help.

Monitoring, tracking, measuring and **collecting data** is a **meticulous, complicated, and time consuming** endeavour. Expect that not all teams will have comparable data, and allow for ample time to implement internal measuring methods. Consider outsourcing to aid in measurements.