



Inaugural
Sustainability
Report 2021



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Introduction

ABOUT THIS REPORT

We are excited to announce that this marks the first Sustainability Report for SOOP Strategies Inc., where commitments to our business, stakeholders and planet are demonstrated through our operations, services, policies and goals. This report was prepared in accordance with select disclosures and guidance from the Sustainability Standards Accounting Board (SASB), Professional and Commercial Services Standards, along with the Global Reporting Initiative (GRI) Standards and custom designed metrics.

ABOUT SOOP

Highlights:

Over **75 years** of combined experience in mining and sustainability



9 years in operation



Team of **6 specialists**



Experience in **11 countries** where SOOP projects have been deployed (Canada, USA, Ecuador, Brazil, Namibia, Burkina Faso, Australia, Tanzania, Madagascar, New Caledonia, Peru)



3 locations (Toronto, Vancouver, and Mexico)



7 client sustainability reports to date



1 ESG Discovery Process® a unique process for identifying our clients' sustainability baselines



3 research projects in mining and sustainability



4 projects that include outreach/engagement to our clients' investors



3 strategic plans for sustainability



1 academic course for sustainability at Master's Degree level (Queen's University, Department of Engineering)



About SOOP Founder and CEO, Sabrina Dias

Published with Wiley publishing house "*Integrating Sustainability Into Major Projects: Best Practices and Tools for Project Teams*" (2020)



Awarded **CIM's Excellence in Sustainable Development Award (2021)**



Distinguished speaker at industry and professional associations and guest lecturer at prestigious universities including **Queen's University (Department of Engineering and Applied Science), University of Arizona, University of Toronto, University of Waterloo** and **Schulich School of Business**





SOOP Strategies Inc.¹ ("SOOP"), was created with the objective to support the mineral resource development industry through the delivery of intelligent sustainability performance solutions. SOOP strives to work in partnership with companies in the extractive industry to facilitate in its transition to a space where sustainability is elevated and integrated into business planning. SOOP works towards this by helping industry players actualize concrete performance results when integrating ESG (Environmental, Social and Governance) into their business, delivering solutions for improved scores with ratings agencies, assisting in the attraction of new investors and building on clients' environmental stewardship and societal contribution that is strategic and lasting.

¹ The organisation was created in 2013 as 'SDC Associates' and rebranded to 'SOOP Strategies' in 2016.

What's In A Name?



SOOP is a play on the word 'soup'. Just as soups come in a multitude of types and flavours, so our company, SOOP, brings many customized unique flavours (solutions) to our clients. To achieve those unique flavours, we must recognize that sustainability is different for each of our clients and our services and solutions are structured to reflect that. Like soup, each client is different – different people and personalities, different corporate cultures and different ideas and issues related to ESG - so we treat each client relationship as unique and create custom built solutions and services for them.

Our Logo: The comment bubble conveys the many conversations and significant amount of stakeholder engagement we undertake through our journey with our clients, right from the first proposal/scoping when we chat with them to understand their concerns and needs, all the way to outreach and interviewing with their stakeholders to learn insights that help us build the most effective solution possible for them. The logo can also be seen as an upside-down onion to play with the soup idea.

Sabrina Dias, Founder and CEO says, "Like a chef who takes pride in the food they prepare, when asked how I want my clients to feel when working with us, my response is that I want them to take comfort in the fact that they are in good hands, that we will always bring our best to the job to find the best solution for them and we'll always 'have their back'."



Mission Statement

We partner with clients to advance sustainability through the creation and transformation of their business strategies and reporting.

Our Vision

We envision a resource development sector that values sustainability so that it is strategically integrated throughout businesses and operations – just like health and safety is.





LETTER TO OUR STAKEHOLDERS FROM THE CEO



Dear Reader,

I am proud to welcome you to the inaugural Sustainability Report for SOOP Strategies Inc.

I started this company in 2013 as a way of doing business in the mining and exploration sector that aligned with my values and ethics.

An important part of that was to show the world that we at SOOP Strategies hold ourselves to the same high standards of sustainability that we teach our clients. Hence this report.

In the following pages, you will see examples of our commitment to sustainability, ESG (Environment, Social and Governance), DEI (Diversity, Equity and Inclusion) and respect and kindness in all that we do. These are cornerstones of SOOP as a company and woven like a thread through our actions.

I am very proud to lead the SOOP team. We are small but mighty. We bring deep experience in mining and sustainability and take great pride in creating solutions that are customized for each client. We happily go the extra mile, are joyful as we do so and like to think outside the box so that our solutions set us apart.

Our goal is to be at the forefront of sustainability, to constantly be innovative and to incorporate our best and creative ideas in helping our clients learn and adopt good sustainability practices.

We do this by creating solutions that are specifically tailored to your needs, as individual as your company. From our own unique ESG Discovery Process® to research and sustainability projects, outreach to investors on behalf of our clients, corporate strategic plans and even creating educational course material (we were honoured to be asked by Queen's University to create a

sustainability course module for their master's degree engineering program), we are always excited to help clients on their very different journeys.

Sustainability is constantly evolving and the challenges and solutions for our sector are often nebulous to pin down. We recognize that companies need guidance to navigate this landscape and, as such, we welcome every type of ESG project that embraces sustainability and aligns with our values.

We embed sustainability in your business operations so that it becomes a natural part of every process you undertake in your day to day operations. The environment really is that important to all of us.

Many companies are recognizing that ESG is no longer a 'nice to have' component in their toolkit. It has now become an essential part of how mining companies do business, a signpost of whether they take the environment and communities seriously where they operate.

If done correctly and thoughtfully, embracing ESG can enhance a company's reputation and their desirability on all levels.

We look forward to being a partner of choice as we walk together along that path, in whatever form that takes for you. It would be our privilege.

Kindly,
Sabrina Dias
Founder and CEO



SOOP Team²

We are a diverse team here at SOOP Strategies and we pride ourselves in upholding diversity, equity and inclusion. SOOP is led by a woman of colour (WOC) with vision and purpose. We are honored to have an interdisciplinary team with an unparalleled combination of experience, extensive knowledge and passion for sustainability in the mining sector. We celebrate our differences and are proud of the multidimensional perspective we offer clients and partners.



Sabrina Dias (MES, P.Eng.)
CEO and Founder



Avi Inbar (MScSM)
Associate



Norma Vazquez (MA)
Associate



Shahin Hirji (P.Eng.)
Associate



Kyle Krater (MBA)
Associate



Jessica Johnson
Graphic Designer



Rukiya Abdulle (MScSM)
Student Associate

² This list reflects the SOOP team in 2021. In 2022, SOOP welcomed Alison Bell Ashley - Copywriter/ Editor and Client Development, and Austin Mateka - Graphic Design and Creative Direction



SOOP's Process

Phase 1: Frame

- Internal assessment
- PESTLe
- ESG Profile



Phase 2: Engage Stakeholders

- Individual interviews
- Focus groups
- Anonymous surveys
- ESG Profile



Phase 3: Engage Leadership

- Board and C-Suite
- Facilitated workshops with exercises
- ESG Profile



Phase 4: Ascertain ESG Priorities

- Future proofing
- Goal setting
- Risks, Responsibilities, Contributions



Phase 5: Design

- Policy
- Strategy (SMART goals)
- Reporting



Phase 6: Action

- Resource
- Investment
- Schedule



Services

SOOP offers solutions that are inclusive of, but not limited to, sustainability strategies, policies, programs and reporting processes that are useful and realistic for a company to embrace, adapting our approach to the needs and readiness of each individual client. We are cognizant of the critical needs for effective ESG reporting strategies and therefore work with clients in a partnership to realize those needs. We do so by ensuring all solutions incorporate the perspective of key stakeholder groups such as investors and rating agencies, communities and Indigenous peoples for the long-term success of clients, while simultaneously addressing their stakeholders' interests.

SOOP Process

Clients can expect customized services catering to their individual visions for success.

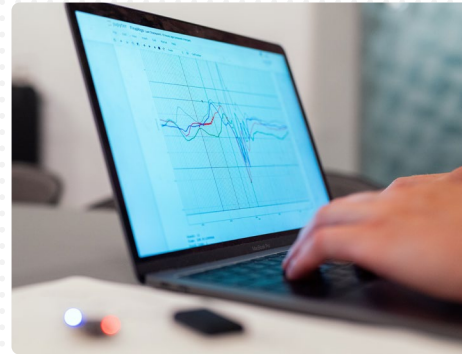
The client experience is enhanced by the implementation of our ESG Discovery Process[©] that is known as the 'SOOP Process'. The process is comprehensive and customizable to carefully cater to the strategic needs of clients through a detailed study of multiple phases. Essential to this process is the SOOP-designed tool, our ESG Analysis Matrix, which works as a data collection and analysis tool used to generate our clients' 'ESG Profile.' With the use of our ESG Analysis Matrix and the resulting ESG Profile, our clients are afforded the advantage of having a dynamic materiality process. Not only will clients receive a comprehensive illustration/communication of their ESG status, they will also gain periodic updates on their priority topics on a year-to-year basis. In the event that their stakeholder groups re-define their priorities, SOOP carries the advantage of tracking each client's ESG Profile and accounting for those changes that occur on a year-to-year basis through these custom tools. Using the SOOP Process, we present the client with their individualized ESG Profile and create tailored business solutions that prioritize ESG advancements, thereby delivering strong solutions that not only satisfy our clients' stakeholders but also strengthen our clients' business goals.



Service Provisions

We offer clients a dynamic partnership with our multi-disciplinary team with the following value propositions:

We ensure the longevity of your investment by embedding our strategic solutions for sustainability into your business operations.



STRATEGY IN REPORTING

Materiality, data analysis and interpretation, writing, design and production

Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD), CDP (Climate Disclosure Protocol), Mining Local Procurement Reporting Mechanism (LPRM) Standard and Sustainable Development Goals (SDGs)

International Council of Mining and Metals (ICMM) and Responsible Mining Index (RMI)

STRATEGIC STAKEHOLDER ENGAGEMENT

Community relations and Indigenous engagement

Social and environmental baseline studies and impact assessments

Public and Stakeholder perception surveys

Commitments registry and management

Grievance management

INTELLIGENT SYSTEMS INTEGRATION

Sustainability Management Systems, Policies, Standard Operation Procedures

Key performance indicators, monitoring, evaluation, and reporting

Towards Sustainable Mining (Mining Association of Canada) and International Council of Mining and Metals Performance Principles

LONGEVITY OF YOUR INVESTMENT

Roll-out, awareness, communications and secure buy-in from all levels

Training and development

Stakeholder awareness of performance and results

Monitoring of new systems and evaluation for effectiveness and results



Our Stakeholders

SOOP's success as a business relies on the success of our stakeholders. We value our stakeholders and place the utmost importance on their needs and development requirements. As a collective, they formulate the ecosystem in which we operate (Figure 1). As part of our mission statement, we strive to advance sustainability by taking a partnership approach with clients, working towards positive outcomes for them. As such, we will support and advocate for a vision of sustainable development in conjunction with SOOP values to champion our stakeholders. Our commitment to a partnership approach with stakeholders can be seen in our Stakeholder Engagement Policy, Culture Code (page 16) and Supplier Selection Policy.



Figure 1:
SOOP
ecosystem



Approach To Sustainability

SOOP: WHAT DOES SUSTAINABILITY LOOK LIKE FOR US?

The earliest formal definition of sustainability is "meeting the needs of the present without compromising the ability of future generations to meet their own needs" (Brundtland). The meaning has evolved to encompass more than just anthropocentric elements and is more inclusive of land, air and water for the betterment of both abiotic and biotic factors. At SOOP, our definition of sustainability respects intragenerational and intergenerational developmental needs for legitimate equitable development. Furthermore, we acknowledge that sustainability is not solely for human fulfilment. It is also for the purpose of sustaining planet Earth for all its inhabitants and intrinsic qualities that sustain life on Earth.

SOOP recognizes the multifaceted essence of sustainability and the sheer importance of it being a way of life. See how our team defines the term from their own perspectives:

“Sustainability means being kind-I know it sounds simple. It is running an operation, building a project in a way that doesn't hurt anyone but also helps other people-particularly people who have a vested interest in that project or operation.”

- Sabrina Dias

“To me, sustainability is about balance. Constantly finding and maintaining an equilibrium that allows us to sustain the earth and ourselves in a healthy and purposeful manner. This means taking a long range, thoughtful approach to decision-making and always considering the far-reaching impacts that our actions will have on our environment, on others and on ourselves.”

- Shahin Hirji

“Sustainability to me is making sure we are leaving this planet better off than we got it, environmentally and socially. I look at my kids and I want them to have a bright future and for them to be able to set their kids up with the opportunity for a bright future as well.”

- Avi Inbar

“My perspective towards Sustainability is... I will be responsible and held accountable to leave my place a better place for the generations to come. My place in people's lives, my place in my care for the planet, my place as a community member and as a corporate citizen, my place in the society as a whole. I know my actions today will have an impact on the generations who will come after me, so I want that impact to be a positive impact. I am committed to leaving a clear and clean path for them to follow and improve. That is what sustainability means to me.”

- Norma Vazquez

“Sustainability is about being holistic and integrative in how we think and operate. It's about being considerate and understanding equitable distribution of resources, access and impacts.”

- Rukiya Abdulle



SOOP was founded with the intent to support the progression of sustainability in the mineral resource development sector. Historically, mining and exploration have been widely received in a negative light due to challenging interactions with societies and environments. With the primary understanding that mineral resources are essential for the sustenance of human livelihood - including but not limited to, its provision of and requirement for infrastructure, technology and energy production - this sector needs to undergo transformation to be more sustainable. That's where we come in - we support the mineral resource development sector's sustainable evolution by assisting mining and metals clients with specific, actionable and intelligent sustainability performance solutions.

To uphold transparent and authentic solutions, we prioritize building sound sustainability management systems into the company's business platforms and integrating sustainability into every facet of the business, project or operation. SOOP has developed successful management strategies and reports for our clients and executed these programmes at the field and corporate level. Every strategy is built on a sound situational analysis of the company's full socio-economic and environmental setting.

With sustainability demanding respect for people and the planet as well as consideration for profits, our sustainable solutions require the stakeholder engagement process to honour the people involved in the client's operations and projects. Our solutions also include the engagement of external stakeholders, including local communities, corporate partners, investors, rating agencies, industry associations, governments and Indigenous groups. The key to our success is our mastery of engaging with our clients and their stakeholders.



Our commitment to sustainability beyond our clients

Our commitment to sustainability is not limited to the work we do with and for our clients. It expands to our community, our employees, our contractors and even our environment. As a small business, we understand that we have a responsibility to act in the best interests of our stakeholders. As such, we are committed to being a socially responsible organization. To verify this commitment, we have set out on a journey to achieving Certified B Corporation status. The journey has been impactful and progressive. We are looking forward to achieving this certification status and upholding social responsibility within our company and for our stakeholders.

About B Corp Certification:

B Corp Certification is a designation that recognizes a business is meeting high standards of verified performance, accountability and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. Since 2020, SOOP has been enhancing its social, environmental and governance impact through the certification process (Figure 2). This process required SOOP to do the following:

- Establish a legal commitment by redefining the SOOP corporate governance structure to be accountable to all stakeholders, not just shareholders. We have done so by amending our corporate governance documents to declare consideration of all stakeholders in our decision-making, thereby locking sustainability into our Mission (see page 5 for Mission Statement).
- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above and passing our risk review. SOOP is currently undergoing review and will report on our progress.
- Model transparency by permitting information about SOOP's performance to be measured against B Lab's standards as well as to be publicly available on their B Corp profile on B Lab's website. This will take effect once the review phase is complete and the B Corp Certification is attained.

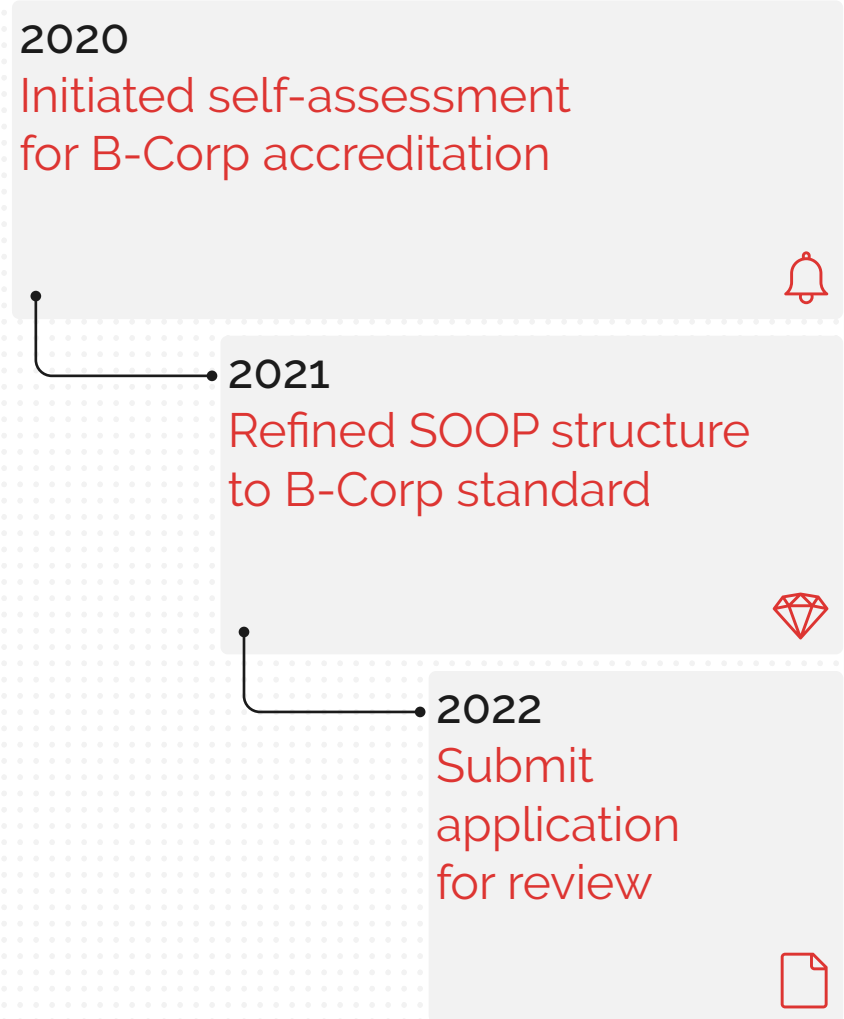


Figure 2: B Corp Certification process



THE FUTURE IS BRIGHT

Our Commitment Moving Forward

SOOP understands that our commitments and dedication to sustainable impact need to be met with transparent reporting coupled with specific, measurable, actionable and relevant goals that are time-bound. It is paramount that our goals be conducive to the impact we seek to generate in the ecosystem in which SOOP operates (Figure 1 on page 10). To uphold accountability, SOOP has developed a set of SMART goals corresponding to each reporting/materiality topic. A thorough materiality assessment conducted by the internal team produced the following materiality topics for SOOP to report on:

- Leadership, Culture and Ethics
- Community Impact
- Client Relations and Impact
- Diversity, Equity and Inclusion
- Climate Change and Environmental Impact

Summary of Internal Goals:

Diversity, Equity and Inclusion (DEI) are fundamental cornerstones of SOOP's values. We support marginalized communities (inclusive of BIPOC, race, women, abilities and gender) through volunteer hours, mentorship and attendance at their events.



Every six months, a SOOP employee will complete an educational course relating to DEI and will share their learnings with the SOOP team.



Every year, SOOP will evaluate the company's progress to ensure it is maintaining the highest standards relating to DEI.



SOOP will perform annual Performance Reviews for its staff, as well as an annual review of its Culture Code.



Summary of External Goals:

SOOP will incorporate DEI discussions and the integration of sustainability in all client and contractor partnerships.



SOOP will undertake weekly meetings to advance business operations and tracking of client projects.



SOOP will hold quarterly and semi-annual meetings to review goals for business development and goals.



Figure 3: SOOP Goals For Year 1



How We Do What We Do

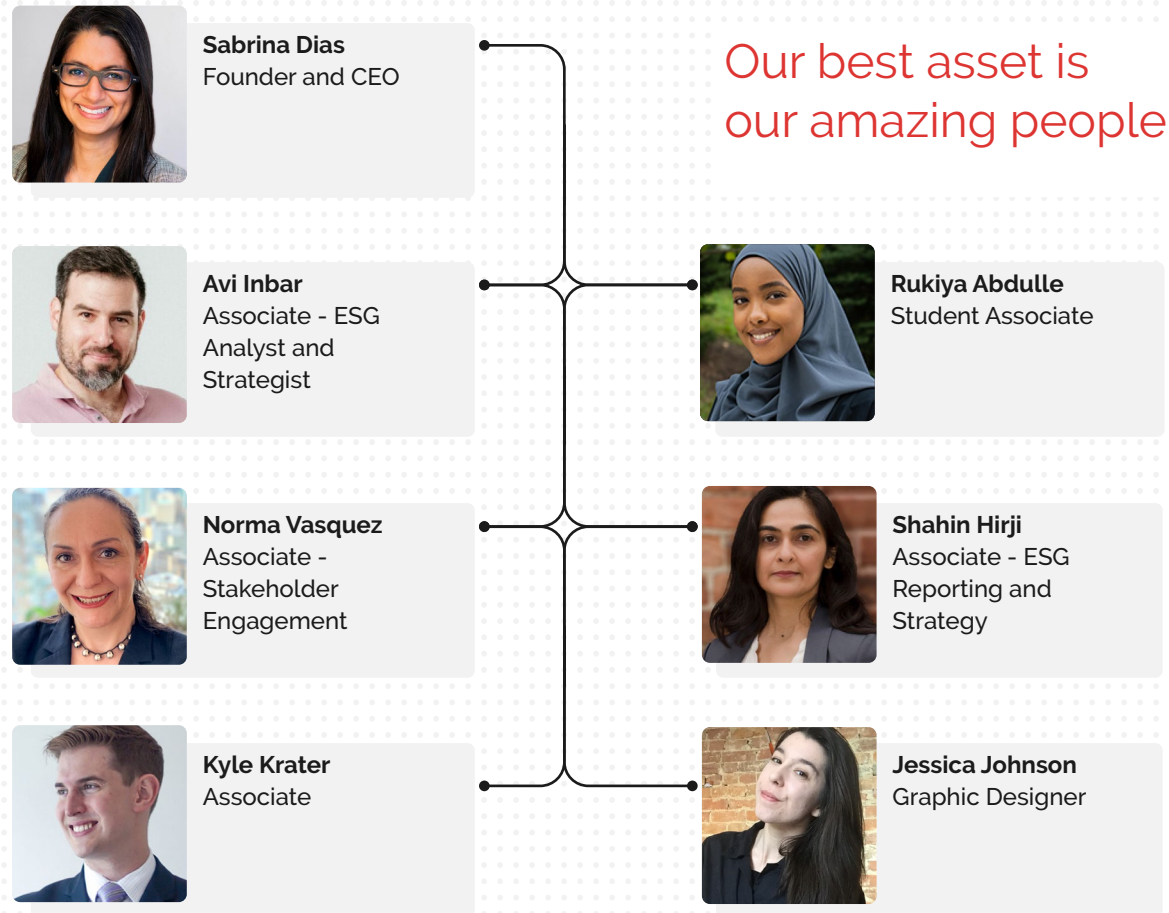
GOVERNANCE (LEADERSHIP, CULTURE AND ETHICS)

Team Structure

SOOP Strategies has an organic structure (or 'horizontal'), which is modeled for a wide span of control, decentralization and loose departmentalization (Figure 4). We have multiple Associates answering to one person and taking on projects based on their importance and what the team is capable of - rather than a more traditional team structure with strictly defined roles.

Our organizational structure is much more informal than rigid and takes more of an ad-hoc approach to business needs. Division of labor overlaps amongst the team members.

This organic governance structure is flexible in nature, which grants our team ease in navigating the quickly emerging needs in ESG/ sustainability of our clients and the industry. We find that this structure also empowers team members to try new things and develop as professionals, an essential aspect we believe will heighten the agility of our team and the utility of our future workforce, leading to an overall stronger SOOP.



Our best asset is
our amazing people

Figure 4: SOOP Structure



Our Values

Our intentions and actions are guided by the following attributes as our core values:

Kindness

Humility

Empathy

Agility

Curiosity

Effectiveness

Generosity

As such, all forms of engagement are grown from kindness, guided with humility, rooted in empathy, managed with agility, driven by curiosity and cemented with effectiveness and generosity.

Our governance structure forms the foundation for fruitful teamwork, and our values act as pillars for flourishing and prosperous client relations.

Culture Code

“This culture code is our operating system that powers our company. Our small but mighty group has organically created a culture that is generous, collaborative, sharing and transparent, trusting, inspiring, mutually supportive and motivating, passionate, visionary, filled with potential and possibilities, and kind and humble.”

– Sabrina Dias

To solidify our authentic work culture, we've developed the SOOP Culture Code, a policy document that encompasses the nuts and bolts of who we are, to guide our growth and development. This policy will be found in our Policy Registry, soon to be uploaded at www.soop-strategies.com. If you require earlier access to any of our policies, please contact us directly.

Culture is not set in stone. This will change over time, sometimes swiftly and quickly. We have created this SOOP culture, not with the intention of preserving it, but to further it.



Leadership

SOOP fosters transparency and autonomy in internal and external engagements.

Internally: **Weekly team meetings** offer space to commend team members on their weekly accomplishments ('wins') as well as offer members the opportunity to provide or request feedback on project tasks, delivery, or product. Every team member is a valuable team member and as such all feedback and comments voiced are received thoughtfully and considered respectfully. We are transparent with one another and respect the collective and individual autonomy. We encourage team members to honour their discretion as they see fit. This speaks to trust and respect for each member's professional abilities in their respective specialized fields. We employ every value, most notably, kindness, empathy and curiosity.

Externally: **Weekly project meetings with clients** provide a touchpoint for project team members to provide updates on timeline, processes, tasks and overall deliverables. These meetings are a form of efficient project management, allowing for productive communication of project aspects and bolster team resourcefulness. We keep clients fully informed with our transparency while also being autonomous in the leading of projects, carried out with due diligence and care. Special consideration is given to the following SOOP values: humility, agility and effectiveness.

SOOP leads with the intent of improving the path on which we walk. We want this industry to grow, in knowledge, skillset, perspective and diversity.

SOOP is led with transparency and autonomy through and through.

To promote the betterment of sustainable mining, SOOP engages with the industry in the following avenues:

An annual SOOP ESG Roundtable is under development: This will be an informative space for industry actors to engage in recent industry trends and discuss the state of sustainability with fellow colleagues. We aim to host lively dialogue on sustainable strategies and strengthen the progression of the overall industry. Due to the pandemic and the difficult circumstances for social gatherings, launch has been delayed. We are very much looking forward to hosting our inaugural Roundtable in 2023!



TMX Contributor: We are listed on the Toronto Stock Exchange Venture under Company Services, ESG 101. Being a TMX contributor demonstrates how our dedication to creating a shift in the mineral resource industry has not faltered. We want our clients to see performance results when integrating ESG into their business, through improved scores with ratings agencies, attraction of new investors and environmental stewardship and societal contribution that is strategic and lasting.



Social Media: We are on LinkedIn and Twitter to provide stakeholders with valuable information pertaining to the mining industry, relevant trends in regard to sustainability reporting and to shine a light on ESG topics. Our goal is to build an online community where sustainability is perceived and understood for its essential role to business operations and not simply as an annual exercise.



Educational Tools: CEO and Founder, Sabrina Dias, co-authored an excellent practitioner-focused guide with esteemed colleague Wayne McPhee. Integrating Sustainability Into Major Projects: Best Practices and Tools for Project Teams features tools, models and experience from the front lines of sustainability management on major projects.





Ethics

We commit to operating in accordance with our Code of Ethics and Professional Conduct policy. This core document can also be found in our Policy Registry.



COMMUNITY IMPACT

We take the long-term view in our decision-making processes with our stakeholders in mind. The environment and the greater society are part of our valued stakeholders and we are strongly committed to leaving the world in a better condition than it is now. We do this by sharing our power, space and platforms to advocate for change. A fundamental effort has been our unwavering stakeholder engagement. SOOP has formed a toolkit of stakeholder engagement tools to ensure meaningful, appropriate and effective engagement. For a detailed breakdown of our stakeholder engagement tools, please see our Stakeholder Engagement Policy in our Policy Registry (soon to be uploaded at www.soopstrategies.com).

Our approach to stakeholder engagement is to be ethical, proactive and transparent. Ethical in the way we interact with stakeholders (procurement, providing livable wage, etc.). Proactive in our partnership with stakeholders (communication, risk averse, etc.). Lastly, transparent in how we operate (reporting standards, company policies, etc.).

Community engagement is one of our core stakeholder engagement tools that we look forward to further strengthening and prioritizing as we grow. In 2021, SOOP partnered with hEr VOLUTION to provide in-kind donations and mentorship to young women and girls in our community. SOOP was drawn to this charitable organization for its centralized efforts to empower young women from underserved communities to enter STEM (Science, Technology, Engineering and Mathematics) pathways through mentorship and career development opportunities. As a company in a STEM-based industry, SOOP is thrilled to support the advancement of young STEM professionals. Furthermore, as an ethnically diverse team, led by a woman of colour, we are acutely aware of the disadvantages faced by minority, underserved populations. As such, we find immense satisfaction in doing our part to reduce the gap in the mining industry of the employment of underserved communities, and to act as bridges of knowledge, network and mentorship.



CLIENT RELATIONS AND IMPACT

Our Culture Code and Code of Ethics and Professional Conduct guide SOOP client relations as they set up the foundation for positive client impact and effectively mitigate negative client impacts. In line with SOOP's approach to stakeholder engagement, producing positive client relations means prioritizing results for our clients through ethical, proactive and transparent engagement. In doing so, our client relationships are beneficial and constructive.

As a testament to our commitment to produce high quality results, we periodically assess our impact with clients by issuing feedback forms and consultation meetings (pre-project and post-project).

Clients can expect a unique partnership experience with SOOP with our dynamic offerings:

A partner who is devoted to Sustainability (See Page 13)

Comprehensive service provisions that align with industry needs (See Page 8)

ESG Discovery Process[®] (See Page 8)

Transparent leadership (See Page 17)

Purposeful stakeholder engagement (See Page 19)

We want SOOP to be easy to hire, easy to work with and easy to love.





DIVERSITY, EQUITY AND INCLUSION

We at SOOP are a collective of diverse individuals. Diverse in skill set, education, lived and work experience. We see diversity, equity and inclusion as connected to our mission and critical to ensure the well-being of our clients, our suppliers, the communities in which we live and serve, ourselves and our families. In all that we do, we commit to acknowledging and dismantling any inequities within our policies, systems, programs and services.

The following SOOP initiatives support our commitments to spearhead diversity, equity and inclusion within our internal and external processes:

Accessible hiring process



Culture Code with built-in DEI commitments



Inclusive stakeholder engagement tools



Stakeholder engagement tools specifically geared to support diversity growth



Supplier diversity



In addition to these initiatives, SOOP is eager to progress with solidified DEI SMART goals. Please see What's Next (page 24) for further details.



Our Emissions:

6302

Total hours worked (2021)

3.18* Tonnes

of CO2 Equivalent
(tCO2e) Annually

0.001 (tCO2e/
Hours Worked)

Emissions Intensity



*The equivalent of the average emissions of 3 passengers on a return flight from Paris to New York.

CLIMATE CHANGE AND ENVIRONMENTAL IMPACT

At SOOP, we understand that mitigating environmental impacts and climate change stressors are no small feat. That is why we work closely with clients to build solid and holistic sustainability strategies with an ESG focus that seamlessly integrate into business operations and the overall organizational structure of the client's business, which allows for authentic internal sustainable development. It is key that an organization's internal culture and operation align with their external goals for sustainable development. Environment being a core component of sustainable development means that organizations need to be working towards and operating within environmentally sound boundaries that produce pro-environmental behaviours and mitigate negative environmental impacts.

Working with clients to set SMART goals for climate change and environmental impact is one of the many ways SOOP commits to supporting the environment. We have developed policies to align our internal operations with our mission and vision for sustainable development: Environmental Policy, Best Practices for Virtual Work Policy, and Energy Use and GHG Monitoring Policy (please see our Policy Registry - soon to be uploaded on our website - for details).

In 2020, SOOP made the decision to eliminate the central office and transition to virtual offices, while also eliminating the associated energy consumption and overall carbon footprint of our operations from the central office. However, operating from virtual offices still requires energy consumption and creates GHG emissions. As such, in our 2021 goal setting workshop, SOOP committed to monitoring and reporting our energy usage and GHG emissions using available data. These included local average household electricity usage, hours worked, and energy mix in jurisdictions of work, amongst others. This is part of the development of our very own SMART goals, custom reporting metrics and key performance indicators that we will embrace in 2022.



PROCUREMENT AND SUPPLY CHAIN

With our mission to advance sustainability, it is only right that we take sustainability seriously in all dimensions here at SOOP. This includes how we operate our business. To engineer 'sustainability' into our very core, we considered the ins and outs of SOOP. Our employees and contractors are vetted based on SOOP value alignment. To uphold consistency, we ensure that our suppliers are also aligned with these core values. Prior to engaging in contractual agreements with suppliers for procurement and supply chain management, we vet potential suppliers through a vigorous Screening Scorecard (Figure 5). Doing so solidifies our commitment and mission to advancing sustainability. The way in which we procure products and materials is essential to our business operations. If our suppliers are not in support of socially responsible practices, or are involved in environmentally harmful or negligent governance, then we reconsider our contractual agreement. We do not want to do business with entities that are not progressive in their undertaking towards a sustainable future and we surely do not condone regressive behaviour. Additionally, we stay true to our DEI commitments by elevating minority-owned businesses (Women and Black, Indigenous and People of Colour or 'BIPOC') and primarily seeking out their partnerships to uphold supplier diversity.

Vendor 1			
Contact			
Address			
Membership of diverse ownership (Women, BIPOC)	YES	NO	Comments
Criteria	Weight	Score	Comments
Cost	12.5%	/100	
Quality & Safety	5.0%	/100	
Delivery	2.5%	/100	
Service	5.0%	/100	
Social Responsibility	15.0%	/100	
Environmental Responsibility	10.0%	/100	
Climate Change Impact	15.0%	/100	
Convenience/Simplicity	2.5%	/100	
Risk	2.5%	/100	
Agility	2.5%	/100	
Understanding of the organization and its needs	10.0%	/100	
Alignment with SOOP values and mission	10.0%	/100	
Membership of diverse ownership (Women, BIPOC)	7.5%	/100	
TOTAL	100.0%	/100	Selected/Not Selected

Figure 5: Supplier Diversity Scorecard



What's Next

Our inaugural Sustainability Report marks the humble beginnings of a long-term SOOP commitment. We are committing to transparency, accountability and integrity. We publish this report to inform our stakeholders first and foremost, as well as to be transparent with our impact and progression as a company servicing sustainable solutions for the mining industry. We are making a choice to be held accountable to the public with our very own sustainability strategy and goals. We are currently finalizing SMART goals for our sustainability strategy after participating in team workshops and developmental phases. We are excited to announce that these goals will be publicly released in 2023. We are committed to upholding the integrity of our mission and vision by doing what we say and saying what we do. We invite you to join us on this journey of becoming industry leaders in sustainable business solutions for the mining industry.

In the upcoming release of our SOOP goals, you can expect to find SMART goals related to:

 Diversity, Equity and Inclusion

 Leadership, Culture and Ethics

 Community Impact

 Client Relations and Impact

 Climate Change and Environmental Impact

 Procurement and Supply Chain



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