

ThinkZero



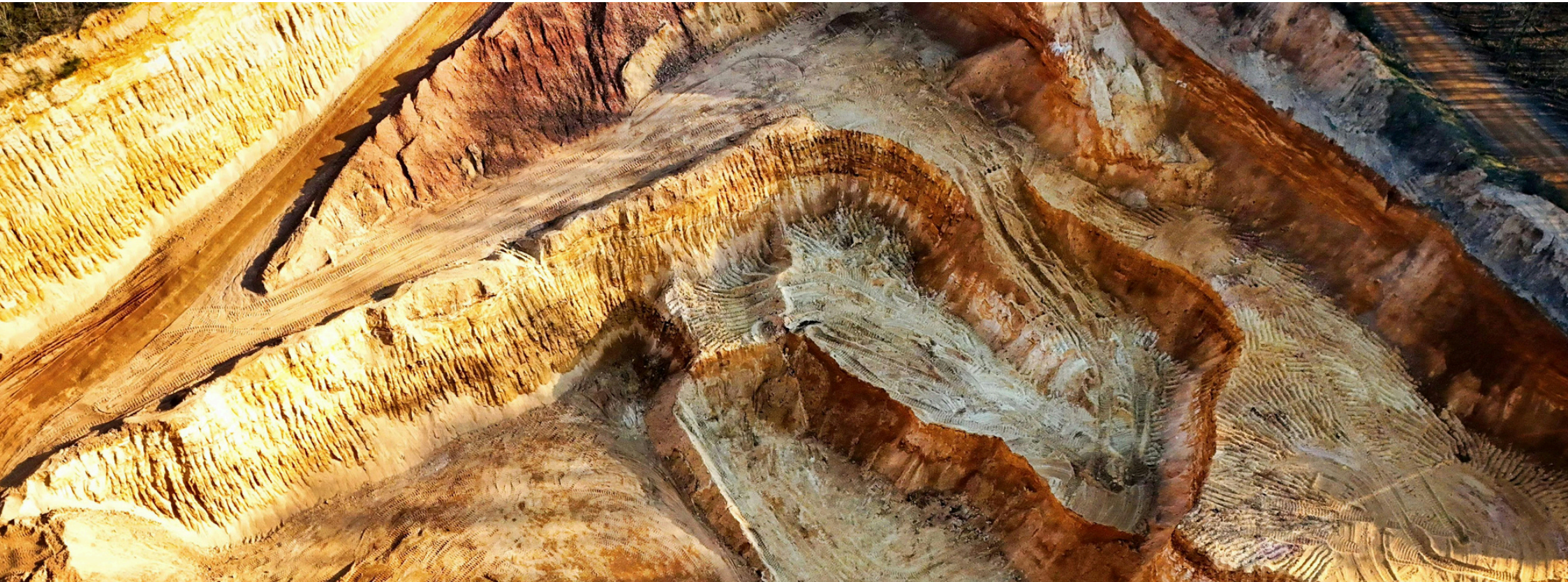
ANON MINING LTD.

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Completion Report for your

## **Organisation-wide Training - ESG & Sustainability**

A Major Mining Client



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Carbon Literacy  
Project



ANON

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## Celebrating your Accreditation

ANON mining company's tailored ESG & Sustainability training programme achieved official accreditation, meeting rigorous international standards for quality and action orientedness.

This achievement reflects not only the quality and rigour of the programme, but also the organisation's leadership position in building ESG and sustainability capability across the resources sector. They became part of a prestigious global movement of organisations committed to comprehensive sustainability education.

# Executive Summary

## Overview and Purpose (Page 4)

**Client:** ANON Mining Company

**Topic:** ESG & Sustainability Masterclass

**Date:** October 2025 (Cohort 3)

**Facilitator:** Dr Cle-Anne Gabriel, ThinkZero

**Course and Format:** Accredited ESG & Sustainability Programme - Full-day live workshop (6 hours) + pre-work

This programme aims to build organisational ESG and sustainability capability at scale - from executives to frontline supervisors - creating shared language, frameworks, and commitment to sustainable business practices across all functions.

The October 2025 workshop was delivered as the third and final cohort of the mining company's comprehensive ESG & Sustainability Training Programme, building on successful delivery to leadership and mid-level management throughout 2025. Following extensive development and review, the carbon literacy components of this course achieved full accreditation from The Carbon Literacy Project, meeting rigorous international standards for climate education, whilst the broader programme covers environmental, social, and governance topics critical to the resources sector.

This October cohort included 25 participants from operational, technical, and support functions across multiple mine sites and head office, enhancing internal capability on ESG frameworks, climate change, biodiversity, circular economy, social responsibility, and sustainability leadership.

## Summary of Participation (Pages 3, 6-10)

- **75 staff** trained across three cohorts over 9 months
- **69 participants** completed feedback surveys (92% response rate)
- **99% received** ESG & Sustainability certificates (including Carbon Literacy certification)
- **Participant spread:** Executives, site managers, technical specialists, procurement officers, HSE professionals, communications staff, and operational supervisors



### Participant Feedback

- 100% reported they learned a lot from the sessions
- 100% felt more confident discussing ESG and sustainability post-session
- 100% wanted to learn more about sustainability after the session
- 100% rated the facilitator as "excellent"
- 97% found the online modules helpful



### Positive Feedback

- "Very comprehensive and expertly delivered. The facilitator did a great job managing a room full of people from various parts of the organisation."
- "It was excellent - very comprehensive course and extremely knowledgeable and passionate delivery."



### Areas for Improvement

- "it was a long day - could we possibly split into separate sessions next time?"
- Some broken links in online modules

## Topics Covered in Live Session (Pages 4-5)

### Session 1: Individual and Systemic Action

- Contemporary Sustainability and ESG Fundamentals
- The Sustainability Trilemma
- Biodiversity and Nature-related Risks
- Social Sustainability and Just Transition
- Introduction to Circularity Principles
- Greenhouse Gas Accounting Basics
- Net Zero Explained

### Session 2: Organisational Carbon Literacy

- Carbon Pricing and Markets
- Social Performance: Human Rights, Community Relations, Workforce Development
- Governance: ESG Oversight, Risk Management, and Transparency
- Greenwashing Risks and Credibility
- Climate and Nature-related Financial Risks
- ESG Disclosure and Reporting Requirements

## Outcomes, Insights and Next Steps (Pages 6-7 & 10-11)

Key reflections and emerging priorities included:

- **Supply Chain Sustainability:** Strong organisational consensus to enhance supplier engagement on ESG performance and Scope 3 emissions management.
- **Integrated ESG Thinking:** Participants demonstrated sophisticated understanding of how ESG considerations apply across diverse functions.
- **Governance Infrastructure Development:** Clear need identified for enhanced frameworks, tools, and approval processes to operationalise ESG requirements in supplier engagement and capital allocation.
- **Knowledge Scaling and Culture Building:** Senior leaders committed to normalising ESG and sustainability considerations in decision-making.
- **ESG Data Foundation:** With programme completion and 75 trained staff, the organisation is well-positioned to develop comprehensive ESG metrics.

# Cohort 3 Participants

Name	Role
Sarah Mitchell	Operations Superintendent
James Chen	Senior Procurement Officer
Rebecca Torres	HSE Adviser
Michael O'Brien	Maintenance Supervisor
Emma Kowalski	Environmental Officer
David Nguyen	Engineering Coordinator
Lisa Patel	Supply Chain Analyst
Tom Anderson	Processing Team Leader
Jessica Wu	Communications Coordinator
Andrew Brown	Project Manager
Olivia Jensen	Supplier Relations Officer
Marcus Singh	Mine Planning Engineer

Name	Role
Rachel Green	Training & Development Officer
Chris Thompson	Logistics Coordinator
Natalie White	Finance Analyst
Daniel Kim	Geology Technician
Sophie Martinez	Community Relations Officer
Ryan Phillips	Production Supervisor
Amy Roberts	Procurement Specialist
Benjamin Hall	HSE Coordinator
Michelle Lee	Business Improvement Analyst
Jordan Clarke	Technical Services Officer
Emily Davis	Site Administrator
Matthew Wilson	Operations Support Officer
Grace Taylor	Graduate Engineer



# Program Progress and Impact

## Building Organisational Capability

With the completion of this third cohort, the organisation has now trained **75 staff members** in comprehensive ESG & Sustainability across three cohorts over 9 months:

- **January 2025:** 26 participants (including CEO, CFO, COO, and senior leadership)
- **June 2025:** 24 participants (site managers, mid-level managers, technical specialists)
- **October 2025:** 25 participants (operational staff, procurement, HSE, communications)

This represents significant progress toward embedding ESG and sustainability capability across the organisation and all operational sites.

## Group Action Commitment: Supplier Engagement

### Collective Pledge

Building on the foundation established by earlier cohorts, participants have collectively committed to developing a comprehensive supplier engagement programme to **understand, measure, and reduce environmental impacts across the value chain.**

This initiative directly supports the organisation's broader ESG commitments, whilst simultaneously building capability and driving sustainability improvements across the supply chain.

The proposed approach represents a strategic focus on environmental sustainability and includes: establishing a baseline understanding of supplier environmental impacts through data collection and engagement; developing supplier assessment processes that identify sustainability strategies, biodiversity commitments, and relevant certifications; creating frameworks for ongoing supplier collaboration on environmental performance measurement and improvement; and building internal capability to quantify material environmental impacts across procurement categories.

This approach acknowledges that supply chain impacts represent one of the most significant levers available for driving systemic sustainability improvements beyond direct operational footprint.

**Collectively, individual pledges span governance, operations, engineering, procurement, HSE, communications, finance, HR, and community relations** - demonstrating that ESG and sustainability action at the organisation is truly company-wide. The commitment from governance and risk functions to enhance tools and frameworks, ensure alignment with organisational strategy, facilitate ESG materiality and risk assessments, and integrate sustainability considerations into reporting structures provides the essential backbone for translating these individual and collective commitments into sustained organisational change.

This multi-layered approach - combining strategic supplier engagement with climate focus and broader ESG awareness, alongside bottom-up individual action - positions the organisation to make meaningful progress toward its comprehensive sustainability objectives. All whilst building the foundation for robust ESG management and influencing its broader network of suppliers, contractors, and industry peers to accelerate their own sustainability journeys.

# Feedback

## Feedback Survey

69 out of 75 participants completed feedback surveys across three cohorts (92% response rate).

### Overall Participant Experience:

- 100% reported they learned a lot from the sessions
- 100% felt more confident discussing ESG and sustainability post-session
- 100% wanted to learn more about sustainability after the session
- 100% rated the facilitator as "excellent"
- 96% strongly agreed they enjoyed the session
- 97% found the online modules helpful



## Direct Quotes from Participants

### What Worked Well:

- "Amazing people skills, very entertaining for such a long session. Knowledgeable and well spoken."
- "We are extremely fortunate to have such a highly qualified and experienced presenter and advisor on sustainability and ESG. I can see the effects of this training in creating practical actions by our organisation that will have lasting impact."
- "Very comprehensive and expertly delivered. The facilitator did a great job managing a room full of people from various parts of the organisation."
- "It was excellent - very comprehensive course and extremely knowledgeable and passionate delivery."
- "No suggestion, the course was amazing."

### Areas for Improvement (as shared by participants):

- *Session Duration:* One participant suggested breaking up the sessions into smaller chunks to make them more manageable
- *Course Materials:* Some broken links in online modules (to be addressed)

## Our Response to Your Feedback

We're very pleased to see such strong positive feedback and are grateful for the thoughtful suggestions shared by participants.

In relation to **session length**, we recognise that a full day of focused ESG and sustainability content can be quite intensive. For future cohorts, we would be happy to explore alternative structures, particularly where participants may benefit from additional time to reflect between modules.

On a technical note, we have **identified and fixed the broken links** within the online modules. We will continue to review and maintain these resources to ensure participants have smooth and reliable access to all course materials.



## Next Steps

### For Participants

1. Complete any remaining online modules if desired (access granted for limited time only)
2. Implement personal and organisational sustainability pledges
3. Share learnings and insights with colleagues and teams

### For ANON Mining

1. **Continue Rollout:** Begin planning for Cohort 4 if desired (supplier engagement) and Cohort 5 (joint venture partners and additional site-based staff)
2. **Embed Learning:** Integrate ESG and sustainability principles into procurement frameworks, supplier engagement processes, and organisational decision-making
3. **Track Progress:** Monitor implementation of group commitments across all cohorts

# ThinkZero

## Thank you for partnering with ThinkZero

We are grateful for the opportunity to support the ANON Mining Company on this important step in your sustainability leadership journey.

With our deep expertise in sustainability and ESG risk, strategy, and capability building, ThinkZero specialises in making complex sustainability challenges clear, practical, and actionable.

We look forward to continuing to support your teams as you build resilience, strengthen governance, and turn sustainability-related risks into strategic opportunities - across your region and the world.

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