



### Summary

ZIA recently completed its third ESG and Sustainability Performance Benchmarking study. Data were collected for the period of 2018 – 2023, against 20 Key Performance Indicators. The report enables ZIA and participating members to establish an ESG data collection system, assess ESG KPIs, benchmark performance against peers, and support communication to different stakeholders. As previously, the full report, including an *Annex of data* specific to each organisation, is available to those ZIA members who participated.

The number of members submitting their data to the ESG annual report continues to increase, demonstrating the value of participation.

### Notable trends over the last six years



**Increase in land rehabilitated**



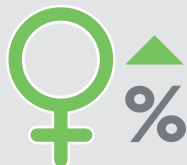
**Increase in ISO 14001, EMAS, or EMS certified sites**



**Decline in average Environmental Incidents Frequency Rate (EIFR)**



**Increasing trend in Energy Intensity and Renewable Energy Consumption**



**Increase in the percentage of female employees, including in senior management**



**Over 150 million people-hours worked with zero fatalities**



**Decline in the average Near Miss Frequency Rate (NMFR)**

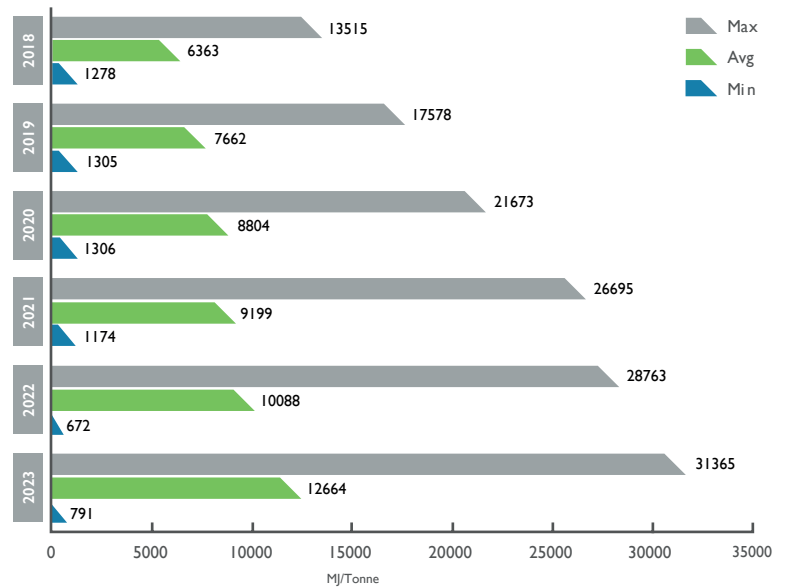


## Environmental

### Energy and Emissions

- Energy intensity increasing trend, largely due to changes (e.g. deterioration) in ore grade
- In 2023, average GHG intensity for Producers declined slightly, but increased for Consumers
- Increased percentage of water recycled in 2023, with some Producers also using accumulated ground and rainwater, which is further recycled
- Overall percentage of waste recycled has increased significantly

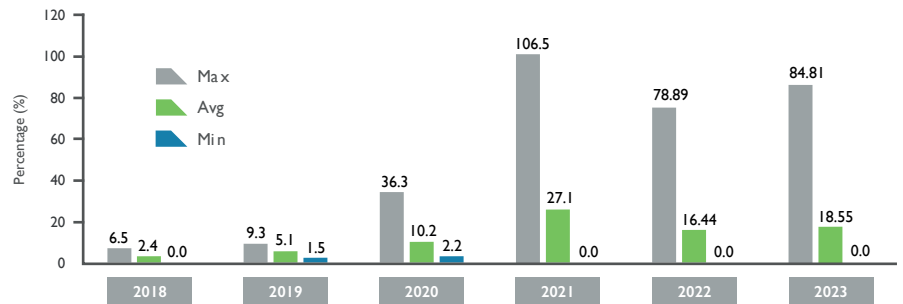
Energy Intensity (MJ/Metric tonne of production) <sup>1</sup>



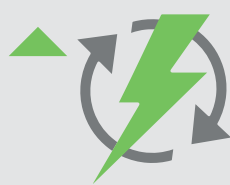
### Biodiversity

- Increasing land area rehabilitated by Producers in 2023, with an increasing trend towards progressive rehabilitation following close behind mining

Percentage of land rehabilitated (%)



Environmental Incidents Frequency Rate (EIFR Ratio) declined from 0.28 in 2022 to 0.24 in 2023



Average % of renewable energy of total energy consumption up from 5.73% to 6.55%, with some Producers achieving over 35%. Greater adoption of renewable energy is encouraged



26% increase in water intensity (Producers & Consumers) in 2023



44% of participants' sites have ISO 14001 certification

# Social

## Diversity

- Overall increase in percentage of female employees to 20%
- Increase in number of differently-abled employees
- Average of 28% of women in board/executive roles, with some Producers & Consumers achieving 50% at board level



**38% of Producers** spent between 0.05 – 0.26% of total revenue on biodiversity



**Zero fatalities** across the six-year period



**Decrease** in Producers' Near Miss Frequency Rate (NMFR)

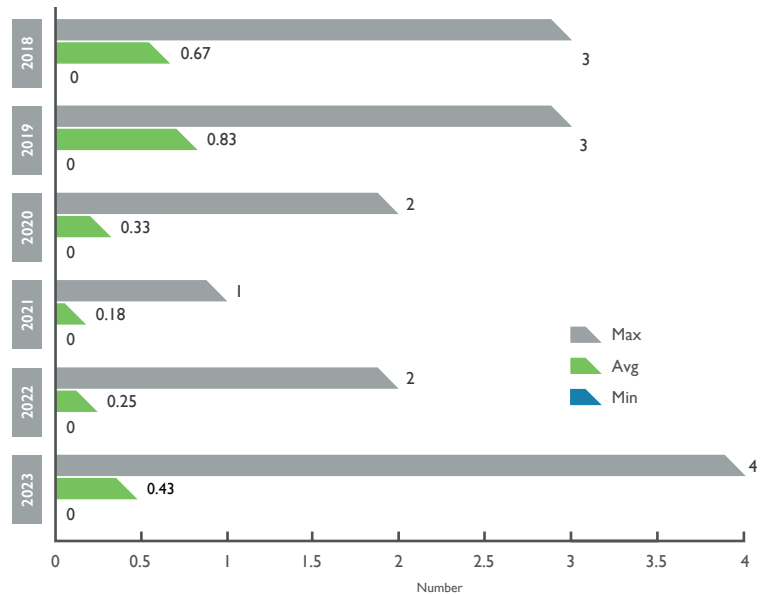
## Safety

- Over 150 million people-hours worked over the last six years with zero fatalities
- Average Lost Time Injury Frequency Rate (LTIFR) showed no significant changes, but there was a decline for Consumers
- Increased number of members' sites certified to OSHAS 18001/ ISO 45001

# Governance

- Small rise in number of lawsuits or government actions for Producers & Consumers
- Continued improvement in establishing good ESG practices
- The vast majority of members have established policies on:
  - Human rights & modern slavery (100%)
  - Equal opportunities and non-discrimination (94%)
  - Business code of conduct (94%)
  - Anti-corruption and anti-bribery (88%)
  - Environmental, Social and Governance (88%)

Number of lawsuits or government actions



### Approach and Methodology Summary

1. Public domain data search: Identification of ESG related Key Performance Indicators (KPIs) based on practices followed by leading mining and metal sector companies/associations with published information.
2. ESG KPIs and metrics questionnaire: Considering their sustainability and business relevance, availability of data etc. a realistic and manageable list of ESG KPIs was compiled.
3. Data template circulation: Circulated final set of KPIs and their assessment methodology and templates.
4. Engagement with member companies: The pre-populated questionnaire was shared individually with companies via the SpheraCloud platform requesting data for 2023 (and for those members who have not previously provided data for 2018, 2019, 2020, 2021 and 2022). Companies were invited to complete the database entry within a designated five-week period.
5. Data validation and analysis: Consultants reviewed the responses and, where necessary, contacted members directly for clarification or additional information.
6. Reporting: Summary and full report presented to ZIA. Summary report including main KPIs for individual participating members were shared directly to those company's SPOCs.

<sup>1</sup> Energy intensity is calculated based on summation of total renewable electricity energy (wind, solar, hydro, biomass, biogas), electricity consumption sourced from grid and total non-renewable energy (coal, furnace oil/HFO, diesel, natural gas, LPG) divided by production tonnage



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ZIA operates a strict antitrust policy and Code of Conduct for all member communications and activities.

Our members commit to ZIA values, which serve to encourage the industry to operate sustainably and with integrity.