

# TÜMAD

MADENCİLİK SANAYİ VE TİCARET A.Ş.



## COMMUNITY DEVELOPMENT FRAMEWORK for LAPSEKİ & İVRİNDİ PROJECTS

TÜMAD Madencilik San. ve Tic. AŞ

Addres: Buğday Sokak No:9  
Kavaklıdere – Ankara - Türkiye

Tel: +90.312.455.1600  
Fax: +90.312.455.1601

[info@tumad.com.tr](mailto:info@tumad.com.tr)

## COMMUNITY DEVELOPMENT FRAMEWORK for LAPSEKİ & İVRİNDİ PROJECTS

Document approval	Signature	Date		
<b>Prepared by:</b> Bilge KÜÇÜKAYTAN, IMS & Sustainability Man.			TÜMAD Madencilik Sanayi ve Ticaret AŞ.  Address: Buğday Sokak No:9 Kavaklıdere ÇANKAYA ANKARA	
<b>Controlled by:</b> Hayri ÖĞÜT, Consultant				
<b>Approved by:</b> Hasan YÜCEL, General Manager			Issue No/Issue date: .....	
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## **ABBREVIATIONS AND DEFINITIONS**

Projects	: Lapseki and İvrindi Gold and Silver Mine and Processing Projects
TÜMAD	: TÜMAD Madencilik San. ve Tic. A.Ş.
CR	: Community Relations
EBRD	: European Bank for Reconstruction and Development
EIA	: Environmental Impact Assessment
ESMS	: Environmental and Social Management System
HR	: Human Resources
IMS	: Integrated Management System
KPI	: Key Performance Indicator
OHS	: Occupational Health and Safety
PR(s)	: Performance Requirements(s)
Stakeholder	: All interested parties, groups, organizations and institutions that are directly or indirectly affected by exploration and mining operation activities, or who have an impact on operation
Social Impact Assessment	: Assessment of social issues and impacts arising from mining operation and exploration activities during the duration of these activities.
Social Approval	: Local people's support of the activities in mining regions

## 1 INTRODUCTION

TÜMAD Madencilik San. ve Tic. A.Ş. (TÜMAD) plans to establish the Lapseki Gold and Silver Mine and Processing Project (the Lapseki Project) within the administrative boundaries of the Şahinli and Kocabaşlar Villages of the Lapseki District in the Province of Çanakkale. The construction phase of the Lapseki Project has been at completion stage and the operation phase will start in October 2017.

TÜMAD plans to establish the İvrindi Gold and Silver Mine and Processing Project (the İvrindi Project) within the administrative boundaries of Değirmenbaşı and Küçükıllica Villages of the İvrindi District of Province of Balıkesir. The İvrindi Project has started with mobilization.

The project is seeking finance and this document is produced as a part of studies conducted to assess the Environmental and Social Impacts of the Project as per the EBRD Performance Requirements (PRs).

This Document is the Community Development Framework that is prepared for TÜMAD Operations. The Integrated Management System (IMS) document registration number for Community Development Framework is TMD\_EYS\_PLN.007. This framework sets the requirements for the operation phase of the Lapseki Project and for construction and operation phases of the İvrindi Project and is an integral part of the Environmental and Social Management System (ESMS) implemented by TÜMAD for the two mine projects.

This framework is based on the Project(s) Environmental & Social Management System (ESMS) Framework (TMD\_EYS\_PLN.004) of TÜMAD, which is owned by the TÜMAD General Manager. Any subsequent changes to the TÜMAD ESMS may result in the changes to this document.

This Framework will be developed in to a Community Development Plan and this Plan will be reviewed on a minimum of a six monthly basis during construction and commissioning. During operation phase, this Plan will be reviewed on an annual basis to determine whether any changes or updates are required to the Management Framework unless a more frequent update is required to reflect changing project design or ESMS requirements and procedures.

Any requests for changes to this Framework and subsequent Plan must be addressed to the owner of this framework and subsequent Plan and will be subject to appropriate review and approval processes as outlined in the Management of Change Procedure (TMD\_EYS\_PRD.006).

## 2 PURPOSE

The purpose of this framework is to provide, an instrument to share the benefits and possibilities of and adopt an integrated approach for community development to which TÜMAD mining will make long-term sustainable contributions during TÜMAD's Lapseki and İvrindi mining activities. Sustainable development aims to integrate high level economic and social development with environmental protection. It involves the development and implementation of adequate community management strategies from the earliest stages of mining activity to obtain and maintain social approvals and licenses required for project implementation.

Whilst in general a community development framework goes beyond risk management and in many cases there are other tools for risk management, in the case of projects such as Lapseki and İvrindi, a community development framework is a good vehicle for bringing together and managing complex social issues. It ensures that all aspects are covered and enables a project to contribute to community development. Thus it can also be viewed as good practice within the context of corporate social responsibility. It is, however, important to be clear within the Plan of a) when an activity is a mitigation measure, b) when it is to make up for /compensate in kind for a wider social impact, c) when it is part of enabling the community to benefit from the existence of the project.

The purpose of this Framework is to:

- define the scope of the Framework and set out applicable management interfaces;
- define roles and responsibilities;
- outline the applicable Project Standards relevant to this Framework;
- define Project commitments, operational procedures and guidance relevant to this Framework;
- define monitoring and reporting procedures, including Key Performance Indicators;
- define training requirements;
- set out references for supporting materials and information.

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The Framework has been prepared to set out the key objectives, requirements and commitments which will be developed further in a more detailed Management Plan and applicable Procedures once additional information has been collected and detailed management actions have been defined. The Management Plan will supersede and replace this Framework.

#### **Objectives of TÜMAD Community Development Activities:**

The overall purpose of this Community Development Framework is to maximise the positive long-term impacts on local communities around the Lapseki and İvrindi Mines throughout the life cycle of the Project.

The Community Development Framework goes beyond the specific impact mitigation measures that the Project will employ and the compensation of affected people for adverse impacts (such as compensation for land acquisition and crop disturbance).

The Community Development Framework is at the core of TÜMAD's commitment to "sustainable development":

It ensures that additional benefits are brought to those settlements in the vicinity of the mine site as part of TÜMAD's efforts to be a "good neighbour" in line with the commitments set out in the EIA.

TÜMAD, with the implementation of this Framework aims to;

- establish connections with the local communities so that they can share in the benefits of the Project.
- create closer ties with stakeholders to make positive and sustainable differences in areas of importance to the communities
- and through above, enhance the reputation of TÜMAD as an organisation committed to positive social contributions.

Another objective of this Framework is to set a standard under which the local communities, TÜMAD, Non-governmental organization can act in coloration in community development and define principles and recommended actions in this regard towards contributing to the formation of a socially inclusive community in which all members feel valued.

### **3 SCOPE**

This framework covers social investments implemented for stakeholders and are separate from and in addition to the management of social risk of the activities of TÜMAD Mining and its subcontractors. It should in no way be seen as a substitute for requirements from national or international risk management policies.

Social investments to community comprise the benefits and contributions made to stakeholders apart from the primary activities of the mine operation. Beneficiaries of these contributions may vary from local stakeholders to national or international stakeholders. These investments are generally aimed at addressing the needs of a target community. The scope of these activities may vary from charitable giving to charitable establishments with business needs and strategies, such as capacity building and skills development among local residents for employment purposes as well as local procurement.

Through the participatory process adopted for community development, it is intended to build sustainable and constructive relations with affected stakeholders throughout the lifetime of TÜMAD's Lapseki and İvrindi projects.

It is also important to ensure that community development programmes developed by the TÜMAD mine and its Contractors are coordinated and complementary to each other.

#### **3.1 Overlaps with Other Management Plans**

This Framework is part of the overall suite of Management Plans developed for the TÜMAD Project and as part of ESMS overlaps with the following management plans;

- Stakeholder Engagement Plan (TMD\_EYS\_PLN.001)
- Social Management and Monitoring Plan (TMD\_EYS\_PLN.002)
- Employment of Local People and the Business Support Procedure (TMD\_KTİ\_PRD.003)
- Supply Chain Policy (TMD\_EYS\_POL.005)

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## 4 PROJECT STANDARDS

Neither Turkish EIA requirements nor international standards/guidelines contain any requirements regarding community development. In line with TÜMAD's sustainable mining principles, the aim of TÜMAD in developing this framework and the subsequent plan is to support the objective of maintaining effective, transparent relations with communities based on mutual trust and achievement in accordance with the requirements of the European Bank for Reconstruction and Development.

### 4.1 TÜMAD Policies, Procedures and Instructions

TÜMAD has developed Policies, Procedures and Instructions that define and support development goals that are in compliance and in parallel with the purpose of this framework, including the following:

- Site Commitment (TMD\_EYS\_POL.008)
- Supply Chain Policy (TMD\_EYS\_POL.005)
- Local Procurement and Local Employment Procedure (TMD\_EYS\_POL.008)
- TÜMAD Youth Participation Framework

It is highlighted that this community development framework does not substitute the rigorous environmental and social risk management stipulated under the ESP policy of the EBRD.

## 5 ROLES AND RESPONSIBILITIES

**Table 1: Roles and Responsibilities**

<b>Roles</b>	<b>Responsibility</b>
<b>TÜMAD General Manager</b>	Responsible for the approval of this framework and allocate resources required for the fulfilment of the requirements of this framework.
<b>Lapseki and İvrindi Mines Operations Managers</b>	Responsible for ensuring that the basic principles defined by this framework are implemented in the relevant areas of responsibility and collaborating with the IMS Manager and Community Relations Manager as necessary in order to contribute to the improvement of the plan.
<b>TÜMAD Integrated Management System and Sustainability Manager</b>	Responsible for the development of strategies and policies relevant for the Community Development Framework.
<b>Head of Community Relations Department</b>	Responsible for the development, implementation and updating of the Community Development Framework as necessary, as well as development, transmission to relevant personnel and implementation of any procedures, work schedules, training practices that are relevant for this Framework.  Responsible for the overall design and implementation of the Community Development Plan.  Monitor and report on the progress on monthly basis to TÜMAD management.
<b>TÜMAD Employees and contractors</b>	All staff and subcontractors of TÜMAD are responsible to implement the practices as defined in this framework in their relevant working sites, report to the Community Relations Manager and relevant departments as necessary, and provide feedback on social management issues in order to contribute to the improvement of the framework.



## 6 IMPLEMENTATION

The TÜMAD Community Development Framework aims to minimize the adverse impacts on the areas where it operates with the awareness that TÜMAD's social and environmental performance is also important for sustainable business, while engaging in social investment studies to support sustainable development for communities that live in the neighbouring regions.

Community development will be developed in consultation with the community but are likely to comprise the following:

- higher living standards, increased economic opportunities for income and employment creation, and long-term economic development;
- (contributing to improve economic life, reduce poverty, strengthen women economically, create employment opportunities for young people, etc. with special focus on the settlements that are located in the vicinity of and will be affected most by mining operations (Lapseki, Şahinli Kocabaşlar/ İvrindi, Değirmenbaşı, Karadere-Küçükılıca villages)
- Training (increasing the quality of trainings, ensuring that vocational training is provided, as well as professional skills and capacity development)
- Health (increasing the quality of healthcare services, ensuring that awareness raising trainings are given to men, women and children on health, hygiene, production and storage of food, communicable diseases, dental health, etc.)
- Public infrastructure investments such as road, water and electricity.

Findings obtained from **social impact assessment** shall be used in the first place to identify what type of social investment program is to be developed in what area, while the opinion of local people, the local government and other stakeholders shall be sought and the needs, objectives and expected results shall be defined together. A participatory approach is adopted as it is well understood that any social investment activity developed unilaterally by the Company will neither produce the expected results nor create the desired effect.

There are certain suggested **principles** that should be taken into consideration during social investment activities:

- Social investment activities shall be preferably developed and implemented in collaboration with village headmen, local governments, non-governmental organizations or universities (Community Participation).
- These social investments and contributions should focus on the closest settlements that are likely to be affected by mining activities (Lapseki, Şahinli Kocabaşlar/ İvrindi, Değirmenbaşı-Küçükılıca villages).
- The support / investment to be made must serve the interests of the community not individuals.
- No privileges shall be granted to any community on grounds of religion, politics etc.
- The Company's activities shall be relevant in the geographical, sectoral sense etc.
- The supported communities and the company shall derive mutual benefits from social investment activities.
- It shall be ensured that members of the community have access to benefits that arise from general investments (**inclusion**).
- The process of both social activities selection and beneficiaries selection will be carried out in a transparent way so that it is demonstrable that no group has been unduly favoured above another.
- Notwithstanding the above, consideration will be given to vulnerable groups and also those that live in proximity to the mine.
- Care will be taken to ensure that community development activities in the plan do not create or exacerbate any tensions within the communities.
- Prevention of duplication - In selecting projects, avoiding duplication of the efforts of other organisations, international and local agencies or government departments. However, leveraging opportunities with existing programmes and co-operating with existing organisations is acceptable and desirable. Ensuring shared common goals so that the interests between the communities, the government and the company are aligned.
- Measurement - Identifiable targets and quantifiable measures of project effectiveness.

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- Local implementation - Encourage, as far as possible, the implementation of community development projects to be managed by local universities, NGOs or other local development consultancies, allowing for transfer of experience and capacity building and hand-over of long-term deliver to these organisations.
- Cost-effectiveness – comprehensive, well thought-out budgets offering value for money.
- Exit planning – ensure that all projects have an exit plan from the outset so that TÜMAD does not incur long-term or recurring liabilities.

Within the scope of social investment studies, assessment shall be performed in the light of above suggested principles in order to determine whether it would be feasible to respond to demands for help such as demand for physical infrastructure and supplies (water lines, roads, sewerage, common use buildings, paint and roof works for schools etc.) that will **take effect quickly**.

A project proposal file shall be prepared in order to present to the TÜMAD senior management the draft social investment project, which is found to be in accordance with the criteria defined by the Community Relations unit. The file shall contain the following:

- Needs analysis, how the project as a means of social investments will achieve the objectives, (needs-based)

The projects shall be designed in consultation with stakeholders who are experienced in sustainable development and community investment in Lapseki – İvrindi and the country, and will consider not only the demand but the real needs and root causes of current socioeconomic problems.

- Project definition containing the project details,
- Expected results,
- Foreseeable budget (cost effectiveness),
- Responsibilities and implementation plan,
- Monitoring and evaluation process (measurement).

When evaluating a suggested project, the TÜMAD senior management will take into consideration whether the suggested project:

- does address the community needs,
- does create a measurable social and/or economic impact,
- has been designed in a manner that will create long-term impact and reduce the community's dependence on the company over time,
- does comply with the company's Occupational Health & Safety, Environment, Community Relations, Quality, Logistic Chain & Contracts, and Social Responsibility Policies,
- does ensure a transparent information flow so that the relevant communities can follow the project **(transparency)**,
- is not a repetition of previously implemented similar projects, but aims at developing new ideas for its implementation **(prevention of recurrence)**.

The primary focus for the implementation of this framework and subsequently the plan is the directly affected communities in Şahinli and Kocabaşlar Villages for Lapseki Project and Değirmenbaşı, Karadere and Küçükılıca Villages for İvrindi Project.

The secondary focus will be Çamyurt, Dumanlı, Yeniceköy, Subaşı villages and Lapseki District for Lapseki and Burhaniye and İvrindi District for İvrindi Project.

The identified community development opportunities would be for public service institutions, farmers, dairy producers, women, employable local community member over 18 years and young people as part of youth inclusion initiative.

## 6.1 Local Employment (TMD\_KTİ\_PRD.003)

Local employment opportunities can be one of the greatest benefits created by the company directly to residents of the region affected by the company's mining and exploration activities. In these regions, it is of paramount

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importance that the local employment principles are well-defined in order to maximize the local employment opportunities and ensure that the employment opportunities are distributed evenly across all affected settlements in a non-discriminating manner and that the process is carried out transparently. These principles are of vital importance in establishing good relations between the company and local residents.

The Local Employment Plan, which will be prepared for all field activities, shall also describe the training processes that will enable local people to develop skills to help find a job even after mining activities have been completed and to benefit from exploration and exploitation of the mine in the long run. This framework shall require all subcontracting companies to meet the requirements set out within scope of employment management.

TÜMAD has defined the following local employment targets:

The local employment targets of the Project(s) and realized figures are given in the following Tables with the realized figures for Lapseki construction phase.

**Table 2: Local Employment Targets for Lapseki Project**

Category	Area of influence Şahinli, Kocabaşlar, Çamyurt, Dumanlı, Yeniceköy, Subaşı villages	Çanakkale Lapseki
Un-skilled	100%- construction 100% achieved	Construction 80%, not required
	100% - Operation	-
Semi-skilled	70% - Construction	60%,
	Not required	Not required
	70% - Operation	30%
Skilled	5%- Construction	30% - Achieved construction security force from welders, drivers, lift operator, drilling operators
	5%- Operations	50% - operation

**Table 3: Local Employment Targets for İvrindi Project**

Category	Effected Settlements (Değirmenbaşı, Küçükılca, Karadere)	Province Sub Province (İvrindi, Burhaniye-Balıkesir)
Un skilled	100%	-
Semi-Skilled	70% - Construction	30%- Construction
	70% - Operation	30%-- Operation
Skilled	60% - Construction	30% - construction
	5% - Operation	50% - operation

## **6.2 Local Procurement (TMD\_KTİ\_PRD.003)**

Requirements such as use of domestic goods and services for mining activities, equipment renting, transportation services, lease of storages, lands, residences, buildings, etc., purchase of food or catering services etc. will be procured via the applicable TÜMAD Procurement Procedure. However, a Local Procurement Procedure needs to be defined so that local suppliers in the work sites will be given priority in such procurement of goods and services and local procurement will be maximized.

Suppliers in the local market will be given suitable feedback in order to ensure locally procured goods and services gain competitive power in terms of price and quality in the national market. It may be necessary to pay the required effort to properly guide them in terms of the capacity to supply necessary amount and quality of products and services, skills to prepare bids in conformity with corporate standards, sales and lease prices, etc.

An assessment will be made of the demand for goods and services from TÜMAD and its subcontractors in the construction and operation phases; following this an assessment of the potential/ability of the local economy to take part in meeting that demand. Support will be given to local businesses, where needed, to build capacity to meet demand. Consideration will be given to ensuring that there are equal opportunities of participation for both women and men.

## **6.3 TÜMAD MINING LAPSEKİ-İVRİNDİ MINES – Economic Inclusion**

TÜMAD will work with EBRD's Inclusion team to support youth and economic inclusion activities in affected communities at both Mines.

The identified areas for economic inclusion as part of this framework that to be detailed and extended for the Community Development Plan are;

### **1- Promoting local entrepreneurship and supporting them through local procurement activities**

TÜMAD has endorsed the establishment of a transportation company at Şahinli village which has been incorporated by 60 shareholders, all from the local villages. This company will be employed for TÜMAD transportation needs. As a support for local economy all shuttling services and truck needs of the mine operation will be procured from this company.

Project(s) purchasing department has had meetings with the local businessman and product sellers on the potential purchasing requirements of the mines. The information on the product types, brochures, product certificates of these local sellers have been collected by Project(s) purchasing departments. These sellers have been invited to tender for purchasing requirements of the Project(s) and subject to tender evaluation project of TÜMAD.

### **2- Integration of local young population to business**

It is planned that vocational competence courses will be organized in Lapseki or Şahinli village for the young population in the area. In order to facilitate employment of local youth in qualified job positions, these courses are planned to be initially given in fields of computer, office management, bookkeeping, and foreign language. At least 1 person will be selected from the trainees who pass all of the exams at the end of each course period, to be employed in a suitable position at TÜMAD. Necessary procedures will be performed to ensure that certificates and documents to be issued at the end of the courses will be certified by the Ministry of National Education and have validity nationwide. As Lapseki Mine will come into operation earlier than İvrindi Mine, eligible candidates to be initially trained in Lapseki may be later provided with employment opportunities at İvrindi Mine.

Youths who have taken part in the vocational courses but have not been able to secure employment with TÜMAD will be assisted in finding employment either with subcontractors, other businesses or as self-employed.

Young women as well as young men will be encouraged to take part in the vocational courses, and any constraints to female participation will be addressed in a culturally appropriate manner.

Some of the unskilled from local and regional employed worked during construction has been trained to be able to work as semi-skilled/skilled worker. 4 of them have been employed by TÜMAD (3 drilling operator, 1 driver) for operation phase and 9 of them were employed by other companies in the region.

TÜMAD has defined the local employment targets as presented in the above sections of this Framework.

### **3- Cooperation between Universities and the Industry**

A protocol will be signed with Çanakkale Onsekiz Mart University and Balıkesir University, whereby junior and senior students of Mine Engineering and Geology Departments will be selected and under the supervision of the university,

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will be provided with the opportunity to perform practice and observation for 1 day per week in the mines, so that they can gain practical experience of some of the subjects studied. .

Additionally, nearby Universities will be given priority to provide internship opportunities for a certain number of students every year in compliance with TÜMAD's Mining- Internship Procedure which is prepared on basis of the theorem of circles.

#### 4- Cooperation between Vocational High Schools/ Vocational Colleges and the Industry

It is planned that new graduates of Vocational High Schools and Vocational Colleges who are not employed yet will be employed as temporary employees for a maximum period of 6 months so that they will gain job experience and be subsequently employed at Tümad or private industry as qualified personnel. Permanent positions may be subsequently arranged for employees who are found eligible.

#### 5- Activities focusing on disadvantaged groups

All office buildings at all mines of Tümad Madencilik have been designed to provide ease of use for disadvantaged groups in their daily operations and will be built in conformity with that design. Additionally, toilets for disabled people will be available in all of the office buildings.

In addition to fulfilling all statutory requirements regarding employment of disabled people, Tümad aims at increasing the number of disabled personnel up to twice the figure stipulated by the law, in cooperation with İŞKUR in any circumstance possible as per the corporate policy.

#### 6- Young Population to be Given Economic Opportunities

Considering that agriculture is one of the primary means of existence for local residents in both of the mine areas, we will support projects with a view to maximize the added value to be obtained from agricultural products by encouraging young individuals to carry out alternative agricultural practices and giving trainings to them on long-term storage of agricultural products (cold storages etc.) and marketing of such products.

### Mining and Gender

Consideration will be given to enhancing opportunities for women in the mining sector.

The employment target for women is defined as 5% for construction and 7% for operation phases of the Project(s). The target was achieved during Lapseki Construction phase.

In addition to employment and local procurement opportunities, TUMAD will also identify areas for improvement in the existing income generating activities of villagers such as agricultural production and marketing of products as well as support to social infrastructure. The details will be developed during the needs assessment study that will be conducted in the affected communities until Q2 2018.

### Key Actions

To develop a detailed Community Development Plan for minimum three years TÜMAD will undertake the following actions:

- Work with local mukhtars, communities, local Universities, NGOs and local Government representatives to identify local community development needs and priorities;
- Integrate local employment and local procurement plans with local community development needs to identify the likely dependencies or areas of over-reliance on TÜMAD by local communities;
- Support other income generating activities that can be undertaken by local communities and identify community-based organisations which could provide support in implementation by local communities;
- Develop an operations-phase Community Development Plan to coordinate Social Investment, Local Employment and Local Procurement based around common objectives and principles;
- Develop a Social Closure Plan as part of the overall mine closure planning that builds on the knowledge base developed;
- Develop a monitoring programme related to community development to enable tracking of investment, dependencies and outcome effectiveness.

## Planning Framework

A three-year planning framework is proposed for community development planning. This provides a medium-term perspective to enable objectives to be met even if expenditure is re-allocated from year to year. A medium-term horizon also helps to reduce the annual planning/approval hiatus that can occur, and this is particularly important for such a short mine life project. The Community Development Plan will set out monitoring and evaluation of activities implemented under the plan to track progress and lessons learned.

## Governance

The Community Development Plan will be directed by a Steering Committee comprising TÜMAD and local community representatives. Key elements of the proposed approach to governance include:

The Steering Committee will be guided by an agreed terms of reference that separates financial allocations and decision-making from delivery;

The Steering Committee will approve the three-yearly and annual plans and reports;

The Steering Committee will be accountable to local communities through the participation of *muhtars*;

Other community representatives will be selected based on the recommendation of TÜMAD who have either a particular standing in a neighbourhood or who have relevant skills or experience;

The outcomes of meetings will be publicly disclosed.

The Steering Committee will be responsible for the selection and oversight of projects, but TÜMAD will be responsible for all aspects of budgeting and financial management.

## Key Implementation Milestones

Key implementation milestones related to this Framework are:

- Undertake Community Development needs assessment (based on social baseline and further engagement with community members, Muhtars, other community representatives, sub-Governors, Governorship, ISKUR, KOSGEB, Regional Development Agency, local Universities and other development organisations seeking to build the capacity of Lapseki and İvrindi region- Q1 2018.;
- Prepare Community Development Plan – Q2 2018.

Based on the Community Development needs assessment, detailed budgets will be allocated and the overall budget will be set out in the Community Development Plan.

## 7 MONITORING

### 7.1 Key Performance Indicators

Specific Key Performance Indicators will be set out in the Community Development Plan and are not provided in this Framework. However examples of performance indicators can be used to measure success of social investment activities are as follows:

**Table 4: Key Performance Indicators**

No	Key Performance Indicator	Objective
CDP-KPI-01	Percentage of Local Residents in Labour Force	Meet to the terms of TÜMAD's Labour Objectives
CDP-KPI-02	Percentage of Disabled People in Labour Force	The rate of disabled employees within labour force will be 3%. All spaces will be properly designed to allow disabled employees to carry out their work comfortably.
CDP-KPI-03	Percentage of Women in Labour Force	5% for construction phase (achieved during the construction of Lapseki)

No	Key Performance Indicator	Objective
		7% for operation phase
<b>CDP-KPI-04</b>	The number of complaints filed by employees which are not settled within the time period envisaged	Zero complaints filed by employees which are not settled within the time period envisaged as indicated in the procedure
<b>CDP-KPI-05</b>	Training Assessments	Obligation to pass all tests with a minimum score of 80 points or higher at the end of trainings Employment of one trainee who has finished vocational competence courses (Successfully)
<b>CDP-KPI-06</b>	The number of vocational trainings and/or medical trainings	At least once training course to be organized every year
<b>CDP-KPI-07</b>	The number of persons provided attended the vocational trainings and/or medical trainings	Minimum 3% of the population at the directly affected villages
<b>CDP-KPI-08</b>	The number of persons employed after vocational training	One trainee per year who displays 100% achievement in the training assessment
<b>CDP-KPI-09</b>	The number of persons who have been supported to become a TÜMAD supplier	See above local employment targets
<b>CDP-KPI-10</b>	Increase in yearly income of the directly impacted communities (%1)	Increase over 1% through local purchasing and local employment

A mid-term and ex-post evaluation will be carried out of each Community Development project by TÜMAD. Depending on the result, activities may be adjusted after the mid-term evaluation if it is considered by the Steering Committee and TÜMAD that this will help to achieve stated project goals. The ex-post evaluation will be used to evaluate the overall effectiveness of each project and the long-term impact of each project

## 8 TRAINING

All HR, external relation employees of TÜMAD and their Contractors working at Lapseki and İvrindi Gold and Silver mine site will be provided trainings on local procurement survey methodologies, employment legislation, and communications.

## 9 AUDITING

The community development framework and subsequent plan will be audited in line with the auditing procedures of TÜMAD for the Project(s).

## 10 REPORTING

The TÜMAD Head of CR Department will be responsible for the overall design and implementation of the Community Development Plan. Head of CR Department will also monitor and report on the progress on monthly basis to TÜMAD management.



Implementing partners for community development projects are required to submit project progress and financial reports on a periodic basis (monthly, quarterly as appropriate and defined in project agreements).

Management and reporting will follow generally accepted practices and be in line with TÜMAD management reporting procedures as defined in the ESMS Framework.

#### **10.1 Progress and Performance Reporting**

A quarterly progress report will be prepared for submission to the Steering Committee and TÜMAD General Manager.

An annual progress report will be prepared for public disclosure.