Gender-Sensitive ESG Reporting in Mining Training Course

Professional Development Training Course Outline

Category	General Training	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Gender-Sensitive ESG Reporting in Mining Training Course is designed to equip professionals in the mining sector with advanced competencies in ESG reporting, with a specialized focus on gender inclusivity, equity, and sustainable development compliance. As global mining operations face increasing pressure from investors, regulators, and communities, integrating gender-responsive ESG frameworks, sustainability disclosure standards, and diversity-driven risk management has become essential. This course emphasizes the intersection of responsible mining, human rights due diligence, women empowerment in extractives, and climate-aligned ESG metrics, ensuring organizations meet both compliance and ethical governance expectations.

With the rise of net-zero commitments, sustainable finance, and stakeholder capitalism, mining companies are expected to produce transparent ESG reports that reflect not only environmental impact but also social equity indicators such as gender pay gap, female workforce participation, leadership representation, and community impact assessments. This training integrates real-world case studies, data-driven ESG analytics, and gender mainstreaming strategies to strengthen corporate accountability. Participants will learn how to align mining operations with UN Sustainable Development Goals while improving investor confidence, ESG ratings, and long-term operational sustainability.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Understand ESG reporting frameworks in mining industry transformation
2. Apply gender-responsive ESG integration strategies
3. Develop compliance skills for GRI, SASB, and ISSB sustainability standards
4. Analyze gender-disaggregated ESG data in extractive industries
5. Implement women empowerment metrics in mining operations
6. Strengthen stakeholder engagement and community impact reporting
7. Improve ESG risk assessment with gender lens methodology
8. Align mining operations with UN SDGs and ESG disclosure requirements
9. Build capability in sustainable finance and ESG investment reporting
10. Design inclusive workplace policies for mining sector gender equity
11. Enhance climate risk disclosure with social inclusion indicators
12. Develop proficiency in ESG reporting tools and digital dashboards
13. Promote ethical governance and transparency in mining ESG systems

Target Audience

1. ESG Managers in mining and extractive industries
2. Sustainability and CSR professionals
3. Mining engineers and project managers
4. Government regulators and environmental inspectors
5. NGO professionals focused on gender equality and mining communities
6. Investors and ESG analysts in sustainable finance
7. Human resource managers in mining companies
8. Corporate compliance and risk officers

Course Modules

Module 1: Foundations of ESG in Mining

- ESG evolution in global mining sector
- Key frameworks-GRI, SASB, ISSB integration

- Mining lifecycle ESG impact points
- Sustainability reporting requirements
- ESG rating systems and benchmarks
- **Case Study:** Anglo American ESG transformation and sustainability reporting overhaul

Module 2: Gender Equality in Extractive Industries

- Gender mainstreaming in mining operations
- Barriers to women participation in mining
- Gender pay gap analysis and reporting
- Leadership representation metrics
- Workplace safety and inclusion policies
- **Case Study:** BHP gender diversity and inclusion strategy in global mining sites

Module 3: ESG Data Collection & Gender Metrics

- Gender-disaggregated data systems
- ESG KPI development for mining companies
- Data integrity and verification methods
- Community-level impact measurement
- Digital ESG reporting tools
- **Case Study:** Rio Tinto ESG digital dashboard for gender and sustainability tracking

Module 4: Climate Change & Social Inclusion Reporting

- Climate risk disclosure frameworks
- Gendered impact of climate change in mining regions
- Carbon reporting and social equity linkages
- Transition minerals and workforce inclusion
- Resilience planning in mining communities
- **Case Study:** Glencore climate disclosure and community adaptation programs

Module 5: Stakeholder Engagement & Community Impact

- Indigenous and local community engagement
- Gender-inclusive consultation processes
- Social license to operate strategies
- Conflict resolution and grievance mechanisms
- Impact benefit agreements
- **Case Study:** Newmont Mining community engagement and gender-inclusive consultation model

Module 6: Sustainable Finance & ESG Investment Reporting

- ESG investment criteria in mining sector
- Gender lens investing frameworks
- Green bonds and sustainability-linked loans
- Investor reporting expectations
- Financial materiality of gender equality
- **Case Study:** AngloGold Ashanti sustainability-linked financing structure

Module 7: Governance, Ethics & Compliance

- Corporate governance in ESG mining systems
- Anti-corruption and transparency frameworks
- Ethical supply chain management
- Compliance with international labor standards
- Board-level ESG accountability
- **Case Study:** Vale governance reform after ESG compliance challenges

Module 8: ESG Reporting Systems & Digital Transformation

- ESG reporting software and automation tools
- AI and analytics in sustainability reporting
- Blockchain for supply chain transparency
- Real-time ESG dashboards
- Audit and assurance mechanisms
- **Case Study:** IBM-based ESG reporting integration in mining supply chain systems

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com