

Environmental Manager Profile

September 2016

| ID | Competency Statement | Type |
|--|--|------|
| CATEGORY A: Environmental and Social Impact Assessment | | |
| SUB-CATEGORY 1: Conducting Environmental and Social Impact Assessments | | |
| 1 | Ensures that the impact assessment scope, criteria and conditions (geographic, environmental, economic, social, and cultural) are defined adequately. | 1 |
| 2 | Develops a project management plan for the impact assessment study | 2 |
| 3 | Determines if sufficient baseline data is available for the impact assessment study. | 2 |
| 4 | Reviews facility/development design or production/manufacturing processes as part of the environmental and social impact assessment | 2 |
| 5 | Consults with stakeholders to gather information regarding the perceived impacts of development activities on communities, the environment and natural resources. | 1 |
| 6 | Identifies which areas are likely to be significantly impacted by development activities, e.g. biophysical, economic, social, cultural, and heritage resources. | 1 |
| 7 | Assesses environmental and/or social issues, risks or problems, including their cumulative effect and corresponding economic, social and cultural impacts. | 1 |
| 8 | Develops mitigation and/or habitat compensation plans, strategies and measures using culturally appropriate approaches. | 3 |
| 9 | Prepares environmental impact assessment report(s) that may include mitigation, environmental protection, and recovery plans. | 3 |
| CATEGORY B: Site Assessment (RRR) | | |
| SUB-CATEGORY 2: Conducting Environmental Site Assessments (ESA - Phase 1 and Phase 2) | | |
| 10 | Identifies the scope of the site assessment (phase 1 and 2) project, including identification of the standards to be followed. | 3 |
| 16 | Prepares site assessment report(s) to meet regulatory and other requirements, identifying potential risk and scope of further action by appropriate stakeholders, if necessary. | 3 |
| 17 | Ensures site assessment is completed properly and that action plans are developed and implemented to satisfactorily achieve the desired outcomes. | 3 |
| 18 | Communicates results of site assessment to stakeholders such as property owners, responsible party, regulators, the public, etc. via a public consultation or other appropriate communication process. | 3 |

Environmental Manager Profile

September 2016

| ID | Competency Statement | Type |
|--|--|------|
| CATEGORY C: Regulatory & Enforcement | | |
| SUB-CATEGORY 5: Interpreting/Enforcing/Complying with Environmental Regulations and Environmental or Sustainability Standards | | |
| 34 | Provides advice and/or testimony to sr. management, internal staff, regulatory bodies, interest groups and the public regarding environmental regulations and environmental or sustainability standards' issues. | 1 |
| 35 | Applies environmental legislation regarding issues such as contaminated sites, hazardous materials and waste, pesticide use, storage tanks, etc. to specific applications as appropriate. | 1 |
| 36 | Defines environmental and/or sustainability performance requirements for specific jurisdictions. | 1 |
| 37 | Prepares regulatory applications. | 2 |
| 38 | Prepares permits and operational permit reports (including air permits, waste disposal permits, resource harvesting permits, etc.). | 2 |
| 39 | Negotiates the terms and approval of compliance procedures and permits, including approval of development plans and use of technology such as Pollution Prevention, Abatement, and Control equipment and systems. | 2 |
| 40 | Develops plans and programs to meet environmental regulatory requirements and/or environmental and sustainability standards. | 1 |
| 41 | Implements programs, including monitoring activities, to ensure regulatory compliance and standards conformance. | 1 |
| 42 | Evaluates compliance with environmental regulations and conformance to environmental and sustainability standards. | 1 |
| 43 | Prepares compliance and regulatory reports for internal use and for filing with regulatory or reporting agencies. | 1 |
| 45 | Oversees or participates in audits of the environmental and/or sustainability performance to determine adequacy of procedures and non-compliance/conformance issues. | 1 |
| CATEGORY I: Policy Development & Planning | | |
| SUB-CATEGORY 14: Developing Environmental Policies, Measures & Standards | | |
| 116 | Reviews existing and/or proposed environmental policies/legislation/standards (and the rationale supporting them) to assess implications to stakeholders, including customers and suppliers. | 2 |
| 118 | Consults with experts, including environmental, policy and legislative experts in public, corporate, non governmental organizations (NGO), and governments, regarding new or revised environmental policies and legislation to make recommendations to regulatory authorities. | 2 |

Environmental Manager Profile

September 2016

| ID | Competency Statement | Type |
|--|--|------|
| SUB-CATEGORY 15: Liaising and Partnering with Stakeholders | | |
| 122 | Liaises with stakeholders to collaborate on environmental stewardship and resolve sustainability issues and concerns. | 2 |
| 123 | Identifies ethical and cultural concerns regarding the economic, social, cultural, and spiritual valuing of specific natural resources, and the implications for informed decision-making regarding sustainability. | 2 |
| 124 | Builds consensus regarding the goals and timelines of sustainable development initiatives (e.g. use of natural resources), considering the competing interests of all stakeholders (e.g. economics, increased productivity or harvesting, protecting habitats, access and rights to land, etc.). | 2 |
| 125 | Develops partnerships with key stakeholders to enhance environmental stewardship and address sustainability issues and concerns. | 2 |
| 126 | Develops partnership and stewardship agreements which incorporate sustainable development guidelines, indicators, targets, and processes for measuring progress related to specific environmental issues. | 3 |
| CATEGORY K: Corporate Environmental and/or Sustainability Program Planning & Implementation | | |
| SUB-CATEGORY 18: Developing Corporate Environmental and/or Sustainability Plans, Policies, and Procedures | | |
| 138 | Advocates with senior management and/or other key stakeholders to ensure due consideration of and commitment to environmental/sustainability management and sustainability principles and strategies. | 1 |
| 139 | Develops strategic partnerships/relationships with key stakeholders to garner advice/gain commitment to organization's environmental and/or sustainability policies/initiatives | 2 |
| 140 | Advises senior management and/or other stakeholders on corporate environmental and/or sustainability responsibilities, regulatory and reporting requirements, and corporate liability. | 1 |
| 141 | Provides advice to senior decision makers on the extent to which environmental liabilities and risk are being managed appropriately. | 1 |
| 142 | Evaluates the environmental, economic, social and cultural impacts and implications of the organization's operations and processes. | 2 |
| 144 | Prepares environmental and/or sustainability performance reports (i.e. Global Reporting Initiative - GRI) relative to established metrics for communication to internal management, regulatory and stakeholder groups. | 2 |
| 145 | Makes recommendations for improvements to organizational operations based on an evaluation of corporate environmental and/or sustainability performance. | 2 |

Environmental Manager Profile

September 2016

| ID | Competency Statement | Type |
|---|---|------|
| 146 | Benchmarks environmental and/or sustainability policies and performance against those of corporate, municipal, provincial, regional, national, or international peers. | 3 |
| 147 | Develops organization's environmental and/or sustainability policies and programs in alignment with regulations, corporate values & stakeholders' environmental economic, social and cultural expectations. | 2 |
| 149 | Develops the environmental and/or sustainability policy component of the organization's strategic plan, supporting processes and practices. | 2 |
| SUB-CATEGORY 19: Conducting Environmental Risk Assessments | | |
| 150 | Identifies hazards, opportunities or potential risks to human health, the environment, facility operation/financial loss, legal liability, social impact, public perception through such activities as collecting source data, reviewing literature, investigating illness/injuries, and obtaining feedback from workers or the public. | 2 |
| SUB-CATEGORY 20: Implementing Environmental and/or Sustainability Management Systems | | |
| 160 | Develops an Environmental and/or Sustainability Management System which is consistent with the organization's strategic plan and regulatory requirements. | 1 |
| 161 | Implements the Environmental Management System strategies and practices. | 1 |
| 162 | Integrates the environmental and/or management components of new operations, new projects, facility expansions, etc. into the corporate environmental/sustainability management program. | 1 |
| 163 | Provides leadership to all aspects of the design, implementation, monitoring and reporting on the corporate environmental and/or sustainability management program. | 1 |
| 164 | Ensures that corporate environmental and/or sustainability management projects and proposals meet corporate standards, and financial and budgetary requirements. | 1 |
| SUB-CATEGORY 21: Managing Environmental and/or Sustainability Management Systems and Practices | | |
| 169 | Uses information systems to monitor and track Environmental and/or Sustainability Management Systems' requirements. | 2 |
| 170 | Revises Environmental and/or Sustainability Management System practices and outcomes to correct and prevent non-conformance. | 2 |
| 171 | Manages audits of the Environmental Management System to identify areas where corrective actions are needed. | 2 |
| 172 | Benchmarks the organization's Environmental and/or Sustainability Management System against that of other companies and/or international standards (e.g. ISO). | 2 |

Environmental Manager Profile

September 2016

| ID | Competency Statement | Type |
|---|---|------|
| CATEGORY Q: Environmental and/or Sustainability Communications & Public Awareness | | |
| SUB-CATEGORY 34: Developing/Implementing Environmental and/or Sustainability Communications and Awareness Programs | | |
| 290 | Demonstrates a working knowledge of environmental legislation, regulation, standards and voluntary agreements | 1 |
| 291 | Demonstrates an understanding of the role of communications in increasing public awareness of environmental and/or sustainability issues. | 1 |