

Outcome Indicators (2015)	Impact Indicators	Desired Impacts	Change Pathway	Outcome	Change Pathway	Output	Output Indicators		Supporting Strategies			Supporting Strategy Indicators
							Change Pathway	Primary Tool	Change Pathway	Tools and Activities that Drive Certification	Supporting Strategy Indicators	
Total payments to host governments and local governance bodies (if applicable). Community knowledge/awareness and public availability verified. (E11)	Community livelihoods and welfare in areas impacted by energy development is maintained or improved, certified vs. non-certified sites	PROSPEROUS AND EMPOWERED COMMUNITIES: Affected communities are empowered to participate in energy development decisions; development is transparent and accountable, respects and upholds the human rights of affected workers and communities, ensures their health and safety, and promotes their prosperity		Energy producers publicly disclose fees, royalties, and taxes paid to host country and local governance bodies (if applicable)	Financial disclosure	Broad industry conformance with EO Standard provision 1.3	EO Standard Scores	Number of Certified sites	Certification	Stakeholder Engagement		Number of EO Standards Consultations and workshops held
Number and scope of projects, investment amount and availability of information and community awareness on community investment plans and projects (barring security risks)				Energy producers disclose community investment plans and projects (barring security risks)	Social & environmental reporting	Broad industry conformance with EO Standard provisions 1.6 & 2.15						Use of EO Standards as a reference in other standard systems
Prevalence, content and cultural accessibility of information about risks, impacts and performance (public ESHAs, CSR/Performance reports, community knowledge/awareness in outcomes assessment survey)				Energy development projects publicly disclose social and environmental risks, impacts, and performance	Social & environmental reporting	Broad industry conformance with EO Standard provisions 1.6 & 2.15						
Number of local/impacted community members trained and/or employed; Number of national and regional persons trained and/or employed; types of training and class of employment (i.e. management, construction, etc.)				Opportunities are provided for employment or training for employment to local communities affected by energy development projects	Economic opportunity	Broad industry conformance with EO Standard provision 2.13						Media coverage measured by published mentions of Equitable Origin, the EO100, or other branding tools
Number and scope of projects, project beneficiaries, project impacts, project non-beneficiaries, investment amount and availability of information and community awareness on community investment plans and projects (barring security risks)				Energy producer plans and executes sustainable community investment programs in consultation with affected stakeholders	Sustainable community investment	Broad industry conformance with EO Standard provision 2.14						Number of EO Certified product labels in the marketplace (dormant program)
Changes in livelihoods, access to social services and resources and other quality of life indicators as defined by the impacted community				Benefits derived from energy development are equitably shared among affected communities	Benefit sharing	Broad industry conformance with EO Standard provision 2.12						Number of new members
Number of worker registered grievances; number of grievances escalated to administrative or judicial resolution; statistics on unions and/or labor organization				ILO Standards are recognized and respected	Worker health and safety	Broad industry conformance with EO Standard provisions under principle 3: Fair Labor & Working Conditions						Number of new affiliates
Indicators as defined by Indigenous Peoples (if applicable)				UN Declaration on the Rights of Indigenous Peoples and the ILO Convention 169 on Indigenous and Tribal Peoples are applied, recognized and respected	IP rights	Broad industry conformance with EO Standard provisions under Principle 4: Indigenous People's Rights						Number of consultations held in each energy sub-sector
Baseline and progress towards VPSHR targets (PIECA); Number of community registered grievances; number of grievances escalated to administrative or judicial resolution; statistics on community sentiment				Energy producers implement the UN Guiding Principles on Business and Human Rights	Human rights	Broad industry conformance with EO Standard provision 2.1						Feedback rec'd in public consultation (#, quality)
Number of land-related registered grievances; number of grievances escalated to administrative or judicial resolution; statistics on land laws, land rights and land appropriation and compensation				Energy producers respect land rights and promote equitable and secure property rights and land tenure	Land rights	Broad industry conformance with EO Standard Provisions 2.5 & 2.7						Percentage of non-conformances against each EO100 provision
Documentation of FPIC and scope of consent	Free, prior, and informed consent is attained at energy development projects where Indigenous Peoples are present	FPIC	Broad industry conformance with EO Standard provision 4.1	Corrective Actions Information								
Recordable, lost time, and fatality illness and injury rates, reported separately and disaggregated between employees and contractors (PIECA); HIA results; clinic reports and community	Affected community's quality of health is maintained or improved	Community health and safety	Broad industry conformance with EO Standard Provision 2.11	Training completion rates								
				Number of certified sites								
				Affiliation	Number of affiliates achieving certification within one year							
				Assurance	Number of approved auditors, change in							
				Gap analysis & Implementation Support	Time to Certification of operators supported by EO compared with average							
Energy producer water use rates, produced water and wastewater rates, community water use rates, regional water production and hydrological data (EIAs)	Safe water available to communities affected by energy development	HEALTHY ENVIRONMENT: Energy development ensures environmental stewardship in impacted areas		Water use is sustainable relative to community use	Sustainable water use	Broad industry conformance with EO Standard provision 5.6	EO Standard Scores	Number of Certified sites	Certification	Market Mechanisms		Number of downstream fuel buyers requiring EO100 certification (dormant program)
Water, air and soil quality data (benchmarked against regionally specific data), produced water, wastewater and discharged to surface water data (using locally contextual information)	Safe water, air and soil are available to communities affected by energy development			Biodiversity maintained	Broad industry conformance with EO Standard provision 5.4	Number of certified sites achieving PT2s and PT3sas a percentage of total						
The energy production site's footprint	Deforestation and biodiversity impacts are minimized in areas affected by energy development			Minimal land use	Broad industry conformance with EO Standard provision 5.5							
GHG emissions data at energy development sites	GHG emissions at energy development sites (where applicable)			GHG Emissions recution	Broad industry conformance with EO Standard provision 5.3							
The project area is restored to its original state	Energy projects is closed in alignment with industry best practices and the area is restored to its original state			Biodiversity maintained	Broad industry conformance with EO Standard provisions under principle 5.16: Closure	Monitoring and Evaluation System to measure outcomes, impacts and performance; provide feedback loops and learning						
Biodiversity impact is minimized and mitigation hierarchy is followed	Biodiversity in areas affected by energy development			Biodiversity maintained	Broad industry conformance with EO Standard provision 5.4							