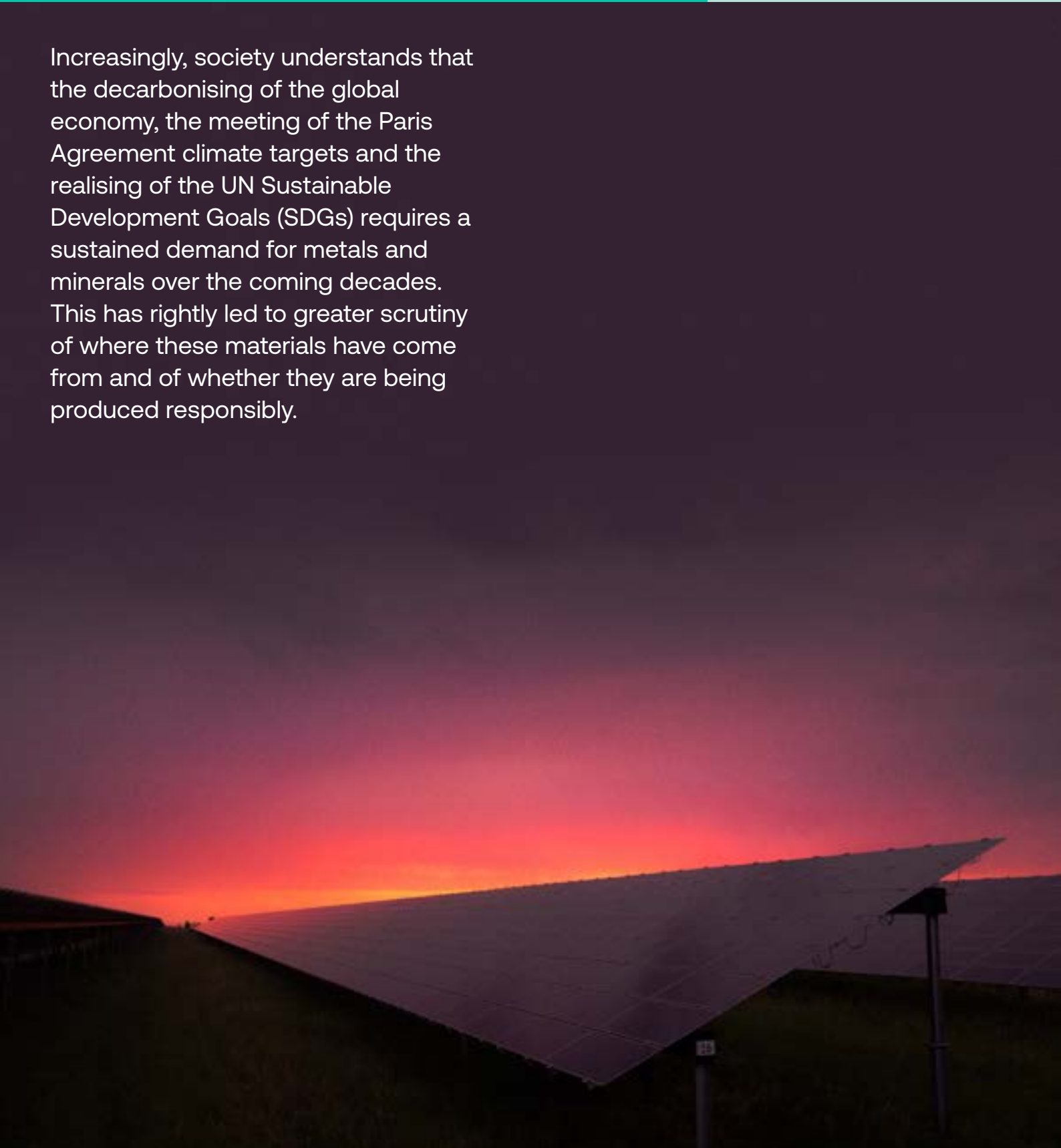


Mining Principles

Performance Expectations



Increasingly, society understands that the decarbonising of the global economy, the meeting of the Paris Agreement climate targets and the realising of the UN Sustainable Development Goals (SDGs) requires a sustained demand for metals and minerals over the coming decades. This has rightly led to greater scrutiny of where these materials have come from and of whether they are being produced responsibly.



ICMM has long recognised that economic growth should never be at the expense of people or planet. In 2003, ICMM published its 10 Principles for sustainable development to set a standard of ethical performance for our members. Over time, we have worked to expand on these with nine position statements on key issues, such as water stewardship and transparency of mineral revenues.

In early April 2018, ICMM launched a global public consultation on the introduction of a comprehensive set of performance expectations on how members should be expected to manage a broad range of sustainability issues at the corporate and operational levels, to enhance these original 10 principles.

Our enhanced Mining Principles strengthen social and environmental requirements, on issues such as labour rights, resettlement, gender, access to grievance mechanisms, mine closure, pollution and waste. Implementation is supported by robust site-level validation, credible assurance and transparent disclosure. Aligned with the objectives of other responsible sourcing initiatives, our assurance and validation procedure reinforces commitments to transparency, and ensures the credibility of reported progress.

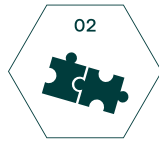
The environmental, social and governance demands on industry are becoming increasingly complex and at the same time essential. We encourage all mining companies to join our members in adopting ICMM's Mining Principles.

- 
- 01 Ethical Business
 - 02 Decision Making
 - 03 Human Rights
 - 04 Risk Management
 - 05 Health and Safety
 - 06 Environmental Performance
 - 07 Conservation of Biodiversity
 - 08 Responsible Production
 - 09 Social Performance
 - 10 Stakeholder Engagement





Ethical Business



Decision Making

Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.

Performance Expectations

- 1.1 Establish systems to maintain compliance with applicable law.¹
- 1.2 Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments.
- 1.3 Implement policies and standards consistent with the ICMM policy framework.
- 1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level.
- 1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.

Integrate sustainable development in corporate strategy and decision-making processes.

Performance Expectations

- 2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.
- 2.2 Support the adoption of responsible physical and psychological health and safety², environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.

1. ICMM's member companies already comply with all applicable law in the countries that they operate in. However, many stakeholders say they want mining companies to show that they have strong systems that ensure legal compliance.

2. Psychological health in the workplace is defined in international literature as the ability to think, feel and behave in a manner that enables workers to perform effectively. Psychological safety in the workplace is defined as the risk of injury to the psychological wellbeing of a worker.



Human Rights

Respect human rights and the interests, cultures, customs and values of workers³, communities, and other vulnerable groups⁴ – such as human rights defenders – who may be affected by our activities.

Performance Expectations

- 3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence (including undertaking processes that assess perceived, potential and actual human rights impacts on rightsholders, including human rights defenders and other vulnerable groups), and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.
- 3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.
- 3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights. This includes identifying potential and actual human rights impacts on vulnerable groups.
- 3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.
- 3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a

competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.

- 3.6 Respect the rights, interests, aspirations, culture, Indigenous knowledge and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; carry out due diligence to address potential adverse impacts; and share benefits in a manner that is aligned with Indigenous Peoples' aspirations for social and economic development.
- 3.7 Obtain agreement with affected Indigenous Peoples demonstrating their consent to anticipated impacts to their land or other rights, and setting out the terms by which impacts may occur and be managed. Where potential impacts include the relocation of Indigenous Peoples from their lands or territories, or significant impacts to their critical cultural heritage, companies will explore feasible alternatives to project design in order to avoid such impacts. If relocation and/or significant impacts on critical cultural heritage are unavoidable, companies will obtain agreement demonstrating the consent of affected Indigenous Peoples in accordance with ICMM's Indigenous Peoples and Mining Position Statement. In any instance where agreement is not obtained, ICMM members will develop a policy or approach outlining the steps they have taken to fulfil the commitments set out in the position statement.
- 3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace.⁵
- 3.9 Implement policies and practices to respect the rights and interests of all workers⁶ and improve workforce representation in the workplace so it is more inclusive.

3. 'Workers' is defined in the Health and Safety Performance Indicators Guidance, 2021, as 'people who are engaged in work related activities on behalf of an employer. Workers may be employees, contractors or third parties'.

4. A group that has specific characteristics that make it more at risk of health, safety and economic challenges (e.g. may include Indigenous Peoples, human rights defenders, households headed by women or children, people with disabilities, the extremely poor, the elderly, religious and ethnic minorities, migrant workers, minorities, LGBTQ+ and gender-diverse people, and in some societies, women).

5. 'Workplace' is defined in the Health and Safety Performance Indicators Guidance, 2021, under work environment as 'the establishment and other locations where one or more workers are engaged in work-related activities as a condition of employment. The work environment includes not only geographic or physical locations but also the equipment or materials used by the worker during the course of his or her work'.

6. All workers regardless of sex, gender, national origin, Indigeneity, age, caring responsibilities, cultural background, ethnicity, linguistic background, physical or mental ability status, religious affiliation, sexual orientation, gender identity, intersex status, socio-economic background and/or other categories of under-representation.



Risk Management



Health and Safety

Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.

Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm.

Performance Expectations

- 4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results.⁷
- 4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area.
- 4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.
- 4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.

Performance Expectations

- 5.1 Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards⁸ and prevention of occupational diseases, based upon a recognised international standard or management system.
- 5.2 Provide workers with training in accordance with their responsibilities for physical and psychological health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures.
- 5.3 Safeguard the health of workers against exposure to diesel particulate matter (DPM) emissions in all underground mining operations by implementing a comprehensive DPM management programme.

7. These should cover issues such as air, water, biodiversity, noise and vibration, health, safety, human rights, gender, cultural heritage and economic issues. The consultation process should be gender sensitive and inclusive of marginalised and vulnerable groups.

8. Psychosocial hazards are aspects of work which have the potential to cause psychological or physical harm including bullying, mental stress, workplace violence.



Environmental Performance

Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.

Performance Expectations

- 6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.
- 6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.
- 6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.^{9,10}
- 6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.
- 6.5 Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO₂ equivalent (GHG) emissions.



Conservation of Biodiversity

Contribute to the conservation of biodiversity and integrated approaches to land-use planning.

Performance Expectations

- 7.1 Neither explore nor develop new mines in UNESCO World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.
- 7.2 Assess and address material risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy to achieve a minimum of no net loss (NNL) or net gain of biodiversity by completion of closure.¹¹

9. As of 5 August 2020, all ICMM members committed to implement the Global Industry Standard on Tailings Management (GISTM). All tailings facilities operated by members with "Extreme" or "Very high" potential consequences will be in conformance with the Standard by 5 August 2023. All other tailings facilities operated by members not in a state of safe closure will be in conformance with the Standard by 5 August 2025.

10. Riverine tailings, freshwater lake and/or shallow marine tailings disposal may be considered only if deemed to be the most environmentally and socially sound alternative, based on an objective and rigorous environmental and social impact assessment of tailings management alternatives. The scope of the assessment should be agreed between the member company and the host government.

11. The ambition of no net loss applies to new projects and major expansions to existing projects that impact biodiversity and ecosystem services.



Responsible Production

Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.

Performance Expectations

- 8.1 In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.
- 8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.



Social Performance

Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.

Performance Expectations

- 9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate.
- 9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.
- 9.3 Conduct stakeholder engagement based upon an analysis of the local context, including with human rights defenders and other vulnerable groups, and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities.
- 9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local Artisanal and Small-scale Mining (ASM).



Stakeholder Engagement

Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.

Performance Expectations

- 10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.
- 10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project.
- 10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.
- 10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements.



Building on the values and commitments of members, ICMM's Mining Principles combines enhanced performance expectations with robust site-level validation of performance expectations and assurance of corporate sustainability reports. Aligned with the objectives of other responsible sourcing initiatives, our assurance and validation procedure reinforces commitments to transparency, and ensures the credibility of reported progress on social and environmental performance.

While Sustainability Report Assurance has been the primary component of ICMM's assurance procedure since 2008, starting in 2020, validation of progress with implementing performance expectations at the corporate and asset levels is required. The expectation is that company members will disclose their validation activities on an annual basis.

Assets subject to validation include all operations involved in the production or refining of minerals and metals over which a company member exercises control. Validation comprises the following elements:

- Self-assessment of all assets subject to PE validation (ie subject assets)
- Prioritisation of assets for third-party validation
- Third-party validation of prioritised assets
- Disclosure

Company members are required to complete a self-assessment of all applicable assets once every three years. Members are also required to conduct third-party validation of prioritised assets within a three-year validation cycle. Validation activities evaluate the implementation of the Performance Expectations individually. There is no overall outcome for a given asset. Validation outcomes are determined for each individual Performance Expectation, with possible outcomes comprising: 'Meets', 'Partially Meets,' and 'Does not Meet'. In some situations, the outcome may be 'not applicable'.

Third-party Validations must be conducted by qualified validation service providers (VSPs). VSPs are professional service providers that must meet ICMM requirements for independence, experience, expertise and lack of conflicts of interest. ICMM will keep a register of VSPs for members or other interested parties use.

Members are required to disclose, publicly, their validation activities on an annual basis. The disclosure will need to be made on a member's website or in a sustainability or corporate report.

Since 2003, Position Statements have been developed to clearly articulate member commitments on a number of critical industry challenges. Position Statements are endorsed by the ICMM Council and include specific commitments that members must implement, alongside the Performance Expectations.

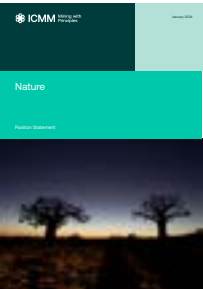
Mining Principles

- 01 Ethical Business
- 02 Decision Making
- 03 Human Rights
- 04 Risk Management
- 05 Health and Safety
- 06 Environmental Performance
- 07 Conservation of Biodiversity
- 08 Responsible Production
- 09 Social Performance
- 10 Stakeholder Engagement



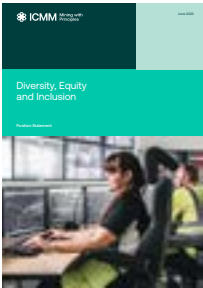
Indigenous Peoples and Mining

- 03 Human Rights
- 06 Environmental Performance
- 09 Social Performance



Nature

- 06 Environmental Performance
- 07 Conservation of Biodiversity



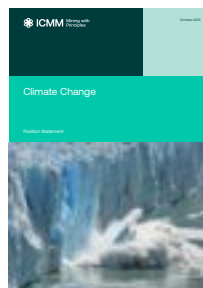
Diversity, Equity and Inclusion

- 02 Decision Making
- 03 Human Rights
- 04 Risk Management
- 05 Health and Safety
- 10 Stakeholder Engagement



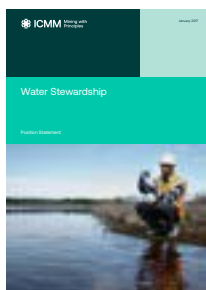
Transparency of Mineral Revenues

- 01 Ethical Business
- 10 Stakeholder Engagement



Climate Change

- 04 Risk Management
- 06 Environmental Performance
- 08 Responsible Production
- 10 Stakeholder Engagement



Water Stewardship

- 03 Human Rights
- 04 Risk Management
- 06 Environmental Performance
- 07 Conservation of Biodiversity
- 10 Stakeholder Engagement



Tailings Governance

- 01 Ethical Business
- 02 Decision Making
- 04 Risk Management
- 05 Health and Safety
- 06 Environmental Performance
- 07 Conservation of Biodiversity
- 10 Stakeholder Engagement



Mining Partnerships for Development

- 01 Ethical Business
- 02 Decision Making
- 03 Human Rights
- 09 Social Performance
- 10 Stakeholder Engagement



Mercury Risk Management

- 04 Risk Management
- 06 Environmental Performance
- 08 Responsible Production

ICMM stands for mining with principles.

We bring together a third of the global metals and mining industry, along with key partners to drive leadership, action and innovation for sustainable development, ultimately delivering a positive contribution to society.

Through collaboration, ICMM member companies set the standard for responsibly produced minerals and metals in a safe, just and sustainable world.

Disclaimer

This publication contains general guidance only and should not be relied upon as a substitute for appropriate technical expertise. Although reasonable precautions have been taken to verify the information contained in this publication as of the date of publication, it is being distributed without warranty of any kind, either express or implied. This document has been prepared with the input of various International Council on Mining and Metals ("ICMM") members and other parties. However, the responsibility for its adoption and application rests solely with each individual member company. At no stage does ICMM or any individual company accept responsibility for the failures or liabilities of any other member company, and expressly disclaims the same. Each ICMM member company is responsible for determining and implementing management practices at its facility, and ICMM expressly disclaims any responsibility related to determination or implementation of any management practice.

Each ICMM member company is responsible for determining and implementing management practices at its facility, and ICMM expressly disclaims any responsibility related to determination or implementation of any management practice. Moreover, although ICMM and its members are committed to an aspirational goal of zero fatalities at any mine site or facility, mining is an inherently hazardous industry, and this goal unfortunately has yet to be achieved.

In no event shall ICMM (including its officers, directors, and affiliates, as well as its contributors, reviewers, or editors to this publication) be liable for damages or losses of any kind, however arising, from the use of or reliance on this document, or implementation of any plan, policy, guidance, or decision, or the like, based on this general guidance. ICMM, its officers, and its directors expressly disclaim any liability of any nature whatsoever, whether under equity, common law, tort, contract, estoppel, negligence, strict liability, or any other theory, for any direct, incidental, special, punitive, consequential, or indirect damages arising from or related to the use of or reliance on this document.

The responsibility for the interpretation and use of this publication lies with the user (who should not assume that it is error-free or that it will be suitable for the user's purpose) and ICMM. ICMM's officers and directors assume no responsibility whatsoever for errors or omissions in this publication or in other source materials that are referenced by this publication, and expressly disclaim the same.

Except where explicitly stated otherwise, the views expressed do not necessarily represent the decisions or the stated policy of ICMM, its officers, or its directors, and this document does not constitute a position statement or other mandatory commitment that members of ICMM are obliged to adopt.

ICMM, its officers, and its directors are not responsible for, and make no representation(s) about, the content or reliability of linked websites, and linking should not be taken as endorsement of any kind. We have no control over the availability of linked pages and accept no responsibility for them.

The designations employed and the presentation of the material in this publication do not imply the expression of any opinion whatsoever on the part of ICMM, its officers, or its directors concerning the legal status of any country, territory, city or area or of its authorities, or concerning delimitation of any frontiers or boundaries. In addition, the mention of specific entities, individuals, source materials, trade names, or commercial processes in this publication does not constitute endorsement by ICMM, its officers, or its directors.

This disclaimer should be construed in accordance with the laws of England.



53-64 Chancery Lane
London, WC2A 1QS
United Kingdom

+44 [0]20 7467 5070

info@icmm.com

Updated December 2024