PRINCIPLE 1

IMPLEMENT AND MAINTAIN ETHICAL BUSINESS PRACTICES AND SOUND SYSTEMS OF CORPORATE GOVERNANCE

Elements

1.1   Develop and implement company statements of ethical business principles and practices that management is committed to enforcing.

1.2   Implement policies and practices that seek to prevent bribery and corruption.

1.3   Comply with or exceed the requirements of host country laws and regulations.

1.4   Work with governments, industry and other stakeholders to achieve appropriate and effective public policy, laws, regulations and procedures that facilitate the mining, minerals and metals sector's contribution to sustainable development within national sustainable development strategies.

Verifiable Outcomes

➢ Company policies detailing ethical business principles and practices are transparent and consistently implemented.

➢ The company has strategies and protocols in place to ensure employees are able to recognise, manage, and disclose any potential issues relating to bribery or corruption and have them resolved using a defined company process.

➢ A legal compliance register is maintained, responsibilities and accountabilities are assigned, non-compliances and documented and tracked and action plans to achieve compliance are actioned promptly.

➢ The company participates openly, honestly and constructively in public policy development as appropriate.

Related Elements

2.3 - 2.4, 3.6, 4.1 - 4.3, 6.1, 7.2, 7.3, 8.1 – 8.5

Reference Documents

UN Global Compact (link)

Attorney General's Department Foreign Bribery Information and Awareness Pack (link)

PRINCIPLE 2

INTEGRATE SUSTAINABLE DEVELOPMENT PRINCIPLES INTO COMPANY POLICIES AND PRACTICES

Elements

2.1   Integrate sustainable development principles into company policies and practices.
2.2   Plan, design, operate and close operations in a manner that enhances sustainable development.
2.3   Implement good practice and innovate to improve social, environmental and economic performance whilst enhancing shareholder value.
2.4   Encourage customers, business partners and suppliers of goods and services to adopt principles and practices that are comparable to our own.

Verifiable Outcomes

➢   Company policies detailing the approach to sustainable developed are transparent and consistently implemented.
➢   Exploration, operations and closure are planned to avoid and/or minimise negative impacts and to maximise benefits on environmental, social and economic values.
➢   The company has a defined process to identify and pursue sustainable development opportunities throughout the business and periodically benchmarks operations against good industry practice.
➢   The company's procurement policy and its engagement with supply chain partners encourage sustainable business practices.

Related Elements

3.3, 4.1- 4.3, 5.1, 5.2, 5.4, 6.1, 6.2, 7.3, 8.3, 8.4, 9.2, 9.3, 10.1 – 10.3

Reference Documents

UN Global Compact (link)

International Institute for Sustainable Development – Business and sustainable development tools and guides (link)

PRINCIPLE 3

UPHOLD FUNDAMENTAL HUMAN RIGHTS AND RESPECT CULTURES, CUSTOMS AND VALUES IN DEALINGS WITH EMPLOYEES AND OTHERS WHO ARE AFFECTED BY OUR ACTIVITIES

Elements

3.1 Ensure fair remuneration and work and conditions for all employees and do not use forced, compulsory or child labour.

3.2 Provide for the constructive engagement of employees on matters of mutual concern.

3.3 Implement policies and practices designed to eliminate harassment and unfair discrimination in all aspects of our activities.

3.4 Ensure that all relevant staff, including security personnel, are provided with appropriate cultural and human rights training and guidance.

3.5 Minimise involuntary resettlement, and compensate fairly for adverse effects on the community where this cannot be avoided.

3.6 Respect the culture and heritage of local communities, including Indigenous peoples.

Verifiable Outcomes

➢ Company policies detailing employment and remuneration practices are transparent and consistently implemented.

➢ The company has strategies in place to employ, engage and retain men and women, underpinned by engagement protocols on work conditions and a process to address work related concerns.

➢ Employees and contractors are trained in cultural awareness and human rights relevant to their area of work and the operations' local cultural context.

➢ Company policies seek to minimise involuntary resettlement and, where this is not feasible, to structure compensation arrangements that maintain and/or improve the livelihoods of affected current and future generations.

➢ Where a material risk exists, companies have an assurance process to verify the absence of compulsory child labour in their business, and to the extent possible, their supply chain.

➢ The company has characterised the local cultural context, established a process to manage risks to culture and heritage and has strategies to effectively maintain and, where possible, enhance local culture and heritage through an ongoing and open dialogue.

Related Elements
1.1, 1.2, 2.1, 4.1, 4.3, 5.2, 5.3, 5.5, 6.1, 8.1, 9.1-9.5, 10.3

Reference Documents

IFC Performance Standards 1 (link)

UN Global Compact Principles (link)

UN Voluntary Principles on Security and Human Rights (link)

World Bank Resettlement Safeguards (link)

Fair Work Commission Guides (link)

PRINCIPLE 4

IMPLEMENT RISK MANAGEMENT STRATEGIES BASED ON VALID DATA AND SOUND SCIENCE

Elements

4.1 Consult with interested and affected parties in the identification, assessment and management of all significant social, health, safety, environmental and economic impacts associated with our activities.

4.2 Ensure regular review and updating of risk management systems.

4.3 Inform potentially affected parties of significant risks from mining, minerals and metal operations and of the measure that will be taken to manage the potential risks effectively.

4.4 Develop, maintain and test effective emergency response procedures in collaboration with potentially affected parties.

Verifiable Outcomes

➢ Risk management systems and processes have the capacity to systematically and transparently identify, assess, monitor, and manage significant risks across the mining lifecycle.

➢ Risk management systems are dynamic, have the capacity to respond to emerging and cumulative risks, and are subject to periodic review.

➢ Risk communication strategies ensure relevant parties are engaged on significant risks in a culturally appropriate manner.

➢ Emergency scenarios are identified as part of the risk identification process and are paired with effective emergency response procedures.

Related Elements

1.1, 1.3, 2.1-2.3, 3.2, 3.3, 5.1-5.5, 6.1, 6.2, 6.4, 6.5, 8.1, 8.3, 9.1-9.5, 10.1-10.3

Reference Documents

IFC Performance Standard 1 (req 5, 7 – 16, 20 - 36), 2 (req 23), 4 (req 11), 5 (req 10) (link)

Leading Practice Sustainable Development Program for the Mining Industry, Risk Assessment and Management (link)

International Council on Mining and Metals, Good Practice in Emergency Preparedness and Response (link)

PRINCIPLE 5

SEEK CONTINUAL IMPROVEMENT OF OUR HEALTH AND SAFETY PERFORMANCE

Elements

5.1 Implement a management system focused on continual improvement of all aspects of operations that could have a significant impact on the health and safety of our own employees, those of contractors and communities where we operate.
5.2 Take all practical and reasonable measures to eliminate workplace fatalities, injuries and diseases among our employees and those of our contractors.
5.3 Provide all employees with health and safety training, and require employees of contractors to have undergone such training.
5.4 Implement health surveillance and risk-based monitoring of employees.
5.5 Rehabilitate and reintegrate employees into operations following illness or injury, where feasible.

Verifiable Outcomes

➢ The company's management system incorporates an occupation and community health and safety policy; documented processes for hazard identification, risk assessment and risk management; identified responsibilities, accountabilities and competencies for personnel; and checking and corrective action for continuous improvement.
➢ Establish and maintain measures to support safe work conditions, safe processes and safe behaviours and proactively manage changes that have the potential to impact on the safety and health of employees and contractors.
➢ Based on a documented review of workplace OHS responsibilities, skills, knowledge and role requirements provide relevant general, area and task specific training for all employees and contractors.
➢ Minimise employee exposure to harmful substances and conditions and conduct relevant and risk based occupational medical surveillance to ensure employees are fit for their jobs and to enable early detection of any work-related health problems including illness and disease.
➢ The injury management system supports rehabilitation to promote rapid recovery from work-related injury and early return to work.

Related Elements

1.1, 2.1-2.3, 3.2, 4.1-4.4, 6.4, 8.1, 8.3

Reference Documents

IFC Performance Standard 2 - Labour and Working Conditions (link)

IFC Performance Standard 4 – Community health, safety and security (link)

Workplace Health and Safety legislation and regulation for the jurisdiction/s in which the company is operating

ICMM Good Practice Guidance on managing fatal risks, health impact assessment and occupational health risk assessment (link)

PRINCIPLE 6

SEEK CONTINUAL IMPROVEMENT OF OUR ENVIRONMENTAL PERFORMANCE.

Elements

6.1 Assess the positive, negative and indirect and the cumulative impacts of new projects – from exploration through closure.
6.2 Implement an environmental management system focused on continual improvement to review, prevent, mitigate or ameliorate adverse environmental impacts.
6.3 Rehabilitate land disturbed or occupied by operations in accordance with appropriate post-mining land uses.
6.4 Provide for safe storage and disposal of residual wastes and process residues.
6.5 Design and plan all operations so that adequate resources are available to meet the closure requirements of all operations.

Verifiable Outcomes

➢ Significant risks to environmental receptors have been identified and assessed over the life of the operation, including cumulative impacts which may involve other operations and other industries, and are recorded on a risk register.
➢ The company's management system incorporates an environmental policy; documented targets and objectives; identified responsibilities, accountabilities and competencies for personnel; and checking and corrective action for continuous improvement.
➢ Environmental non-compliances are transparently identified, and corrective actions implemented with follow-up monitoring, including remediation where appropriate.
➢ A costed closure plan with agreed post closure land uses has been developed in conjunction with relevant stakeholders and includes design for the safe storage of wastes.
➢ The closure plan is implemented to the extent practicable over the operating life of the mine and adequate financial provision exists to support its full implementation at closure.

Related Elements

1.3, 2.2, 2.3, 3.5, 3.7, 4.1-4.4, 5.1, 5.2, 5.4, 7.1-7.3, 8.1-8.5, 9.1-9.3, 10.3

Reference Documents

IFC Performance Standard 1 (req 5 – 16, 22 – 36), 2 (req 23) 3 (req 6 – 17), 4 (req 3 – 17), 6 (req 6 – 8) (link)

Environmental legislation and regulation for the jurisdiction/s in which the company is operating

Leading Practice Sustainable Development Program for the Mining Industry, Evaluating Performance: Monitoring and Auditing (link)

PRINCIPLE 7

CONTRIBUTE TO CONSERVATION OF BIODIVERSITY AND INTEGRATED APPROACHES TO LAND USE PLANNING

Elements

7.1   Respect legally designated protected areas.
7.2   Disseminate scientific data on and promote practices and experiences in biodiversity assessment and management.
7.3   Support the development and implementation of scientifically sound, inclusive and transparent procedures for integrated approaches to land use planning, biodiversity conservation and mining.

Verifiable Outcomes

➢ Exploration, operations and closure are planned to avoid and/or minimise impacts on ecological and cultural values of legally protected areas.
➢ Scientific and technical information regarding biodiversity assessment and management is shared with parties involved in environmental planning, including academia and government.
➢ Practices and experiences in optimising ecosystem integrity on a regional basis are developed and promoted in conjunction with relevant parties including landholders and included in mine planning, buffer zone management and rehabilitation/closure planning stages of the mining lifecycle.
➢ The company engages with state based planning authorities and other landholders to optimise land use planning in a way that balances environmental, social and economic values.

Related Elements

2.2-2.5, 4.1, 6.1-6.5, 8.1-8.5

Reference Documents

IFC Performance Standard 6 (req 13 – 20, 24, 25) (link)

Leading Practice Sustainable Development Program for the Mining Industry, Biodiversity Management (link)

International Council on Mining and Metals, Good Practice Guidance for Mining and Biodiversity (link)

UN Global Compact Principle 8 (link)

PRINCIPLE 8

FACILITATE AND ENCOURAGE RESPONSIBLE PRODUCT DESIGN, USE, RE-USE, RECYCLING AND DISPOSAL OF OUR PRODUCTS

Elements

8.1   Advance understanding of the properties of metals and minerals and their life-cycle effects on human health and the environment.
8.2   Conduct and support research and innovation that promotes the use of products and technologies that are safe and efficient in their use of energy, natural resources and other materials.
8.3   Develop and promote the concept of integrated materials management through the metals and minerals value chain.
8.4   Provide regulators and other stakeholders with scientifically sound data and analysis regarding our products and operations as a basis for regulatory decisions.
8.5   Support the development of scientifically sound policies, regulations, product standards and material choice decisions that encourage the safe use of minerals products.

Verifiable Outcomes

➢   Research is supported, where appropriate, to improve understanding of the lifecycle effects of minerals and metal products, by-products and processes on human and environmental health, and the eco-efficiency of productions processes and products.
➢   There is support within the supply chain for research and innovation to reduce waste through cleaner production processes, recycling and reuse of materials, to improve site the safe and efficient use of resources.
➢   Customers are informed about the safe and responsible use of mineral products and options for their reuse.
➢   As appropriate, the company engages with regulators and the scientific community in research and development and demonstration programs to foster improved science and informed public policy.

Related Elements

1.3, 1.4, 2.1, 2.4, 4.1, 6.1, 6.3, 6.4, 7.2, 7.3, 10.1-10.3

Reference Documents

IFC Performance Standard 3 (req 6) (link)

Leading Practice Sustainable Development Program for the Mining Industry, Stewardship (link)

ICMM, Maximising Value - Guidance on Implementing Materials Stewardship in the Minerals and Metals Value Chain (link)

ICMM, Materials Stewardship Toolkit (link)

PRINCIPLE 9

CONTRIBUTE TO THE SOCIAL, ECONOMIC AND INSTITUTIONAL DEVELOPMENT OF THE COMMUNITIES IN WHICH WE OPERATE

Elements

9.1 Engage at the earliest practical stage with likely affected parties to discuss and respond to issues and conflicts concerning the management of social impacts.

9.2 Ensure that appropriate systems are in place for ongoing interact with affected parties, making sure that minorities and other marginalised groups have equitable and culturally appropriate means of engagement.

9.3 Contribute to community development from project development through closure in collaboration with host communities and their representatives.

9.4 Encourage partnerships with governments and non-government organisations to ensure that programmes (such as community health, education, local business development) are well designed and effectively delivered.

9.5 Enhance social and economic development by seeking opportunities to address poverty.

Verifiable Outcomes

➢ An inclusive engagement strategy supports the assessment of the social impacts and benefits of the operation and the development and implementation of management strategies over the life of the operation.

➢ Historically marginalised groups are identified and strategies are implemented to address the special needs of individuals or groups in the community to ensure their effective participation.

➢ Contributions to economic development are driven by recognition of the need to strengthen and diversify the local community while ensuring that strategies recognise the appropriate role of government investment and the need to ensure exit strategies are in place for all programs.

➢ Social investment strategies account for community need; institutional governance and capability; longer term objectives, including post mining outcomes, and are delivered in partnership with relevant organisations.

➢ A plan that articulates the company's contribution to supporting the social and economic development of the host country, region and local communities is developed and implemented.

Related Elements

1.2, 1.3, 2.2, 2.3, 3.2, 3.4, 3.6, 4.1, 4.3, 5.1, 5.4, 6.1, 7.3, 8.1, 8.3, 10.1-10.3

Reference Documents

IFC Performance Standard 1 (req 25 – 36), 7 (req 10 – 14, 18 - 20), 7 (req 18 – 22), 8 (req 9) (link)
ICMM, Community Development Toolkit (link)
UN Guiding Principles on Business and Human Rights (link)
UN Global Compact Principles (link)

PRINCIPLE 10

IMPLEMENT EFFECTIVE AND TRANSPARENT ENGAGEMENT, COMMUNICATIONS AND INDEPENDENTLY VERIFIED REPORTING ARRANGEMENTS WITH STAKEHOLDERS

Elements

10.1 Report on our economic, social and environmental performance and contribution to sustainable development.
10.2 Provide information that is timely, accurate and relevant.
10.3 Engage with and respond to stakeholders through open consultation processes.

Verifiable Outcomes

➢ Health, safety, economic, environmental and social performance is publicly reported annually. This may be site specific or aggregated in a company report.
➢ Appropriate data validation and verification processes are utilised to provide public confidence in the information being reported and information is provided within appropriate timeframes and contexts.
➢ Transparent and consultative communication processes are used to engage key stakeholders and provide feedback on issues raised within defined periods.

Related Elements

1.2, 1.3, 2.2, 3.2, 3.6, 3.8, 4.1, 4.3, 4.4, 5.2, 6.1, 6.2, 7.2, 7.3, 8.1-8.5, 9.1, 9.2

Reference Documents

IFC Performance Standard 1 (req 25 - 36), 5 (req 10, 11), 7 (req 10 – 12), 8 (req 9) (link)

GRI Guidelines (link)

EITI Framework for the jurisdiction/s in which the company is operating

Australasian Code for Reporting of Minerals Resources and Ore Reserves (the JORC Code) (link)