

## **ICMM SUSTAINABLE DEVELOPMENT FRAMEWORK**

### **ICMM Draft Principles**

We, as members of ICMM, or as companies that have otherwise agreed to take on the same performance obligations as ICMM members, seek continual improvement in our performance and contribution to sustainable development\*, while enhancing shareholder value. In striving to achieve this, we will:

1. Implement and maintain ethical business practices and sound systems of governance.
2. Integrate sustainable development considerations within the corporate decision-making process.
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others that are affected by our activities.
4. Implement risk management strategies that are based on valid data and sound science.
5. Seek continual improvement of our health and safety performance.
6. Seek continual improvement of our environmental performance.
7. Contribute to conservation of biodiversity and integrated approaches to land use planning.
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.
9. Contribute to social, economic and institutional development of the communities in which we operate.
10. Implement effective and transparent engagement, communication and verified reporting arrangements with our stakeholders.

We are committed to be measured against these principles.

\* The ICMM has adopted the Brundtland Commission definition of “Sustainable Development” which is as follows: development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

**1. Implement and maintain ethical business practices and sound systems of governance.**

- a) Develop and implement company statements of ethical business principles and practice which management is committed to enforce;
- b) Implement policies and practices that seek to prevent bribery and corruption;
- c) Comply with, or exceed the requirements of, host country laws and regulations; and
- d) Work with governments, industry and other key constituencies to achieve appropriate and effective public policy, laws, regulations and procedures that facilitate the contribution of the mining, minerals and metals sector to sustainable development.

**2. Integrate sustainable development considerations within the corporate decision-making process.**

- a) Establish and implement company wide policies and practices consistent with the principles of sustainable development;
- b) Plan, design, operate and close operations in a manner that enhances sustainable development;
- c) Innovate to improve social, environmental and economic performance while enhancing shareholder value;
- d) Encourage business partners, suppliers of goods and services and customers to adopt principles and practices that are comparable to those that we ourselves implement;
- e) Support public policies and practices that foster open and competitive markets; and
- f) Provide training that builds employee capabilities consistent with their respective sustainable development responsibilities.

**3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others that are affected by our activities.**

- a) Ensure fair remuneration and work conditions for all employees and do not engage in forced, compulsory or child labour;
- b) Provide for the constructive engagement of employees on matters of mutual concern;

- c) Implement policies and practices designed to eliminate harassment and unfair discrimination in all aspects of our activities;
- d) Ensure security personnel are provided with appropriate cultural and human rights training and guidance;
- e) Minimise involuntary resettlement, and compensate fairly for adverse effects on the community where it cannot be avoided; and
- f) Respect the culture and heritage of local communities and indigenous people.

**4. Implement risk management strategies that are based on valid data and sound science.**

- a) Consult with affected parties in the identification, assessment and management of all significant social, environmental and economic effects associated with our activities;
- b) Inform potentially affected parties of significant risks from mining, minerals and metals operations and the measures that will be taken to manage effectively the potential risks; and
- c) Collaborate with potentially affected parties to develop, maintain and test effective emergency response procedures.

**5. Seek continual improvement of our health and safety performance.**

- a) 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 employees, contractors and the communities where we operate;
- b) Take all practical measures to eliminate fatalities, injuries and diseases in the workforce;
- c) Provide all employees with, and require contractors to have, health and safety training;
- d) Implement regular health surveillance and risk based monitoring for employees; and
- e) Rehabilitate and reintegrate employees into operations following illness or injury where feasible.

**6. Seek continual improvement of our environmental performance.**

- a) Assess the direct and cumulative environmental impacts of new projects from construction through closure;
- b) Implement an environmental management system focused on continual improvement to prevent or mitigate adverse environmental impacts;
- c) Rehabilitate land disturbed or occupied by operations in accordance with appropriate post-mining land uses;
- d) Provide for safe storage and disposal of residual wastes and process residues; and
- e) Design and plan all operations so that adequate resources are available to meet the closure requirements of all operations.

**7. Contribute to conservation of biodiversity and integrated approaches to land use planning.**

- a) Work with governments and other key constituencies in the development and implementation of scientifically sound, inclusive and transparent procedures that are designed to achieve integrated approaches to land-use planning, biodiversity/conservation and mining;
- b) Respect legally designated protected areas;
- c) Promote and make available practices and experiences in biodiversity assessment and management; and
- d) Disseminate scientific data on biodiversity assessment and management.

**8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.**

- a) Advance understanding of the properties of metals and minerals and their life cycle effects on human health and the environment;
- b) Conduct or 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;
- c) Develop and promote the concept of integrated materials management throughout the metals and minerals value chain;
- d) Provide regulators with scientifically sound data and analysis regarding our products and operations as a basis for regulatory decisions; and

- e) Support the development of scientifically sound policies, regulations, product standards and material choice decisions that encourage the safe use of mineral and metal products.

**9. Contribute to social, economic and institutional development of the communities in which we operate.**

- a) Engage at the earliest practical stage with likely affected parties to discuss and respond to issues and conflicts concerning the management of social impacts;
- b) Ensure appropriate systems and design processes are in place to provide for ongoing interaction with affected parties, such that minorities and otherwise marginalized groups also have equitable and culturally appropriate engagement;
- c) Work with host communities and their representatives in the establishment of community sustainable development initiatives and plans that address issues over the life of projects, including those associated with eventual closure; and
- d) Encourage partnership with governments and non-government organisations to ensure programs (e.g. community health, education) are well designed and effectively delivered.

**10. Implement effective and transparent engagement, communication and verified reporting arrangements with our stakeholders.**

- a) Report on our economic, social and environmental performance and contribution to sustainable development;
- b) Engage key constituencies through open consultation processes;
- c) Generate and disseminate information that is timely, accurate, relevant, and verified; and
- d) Listen and respond to legitimate constituency expectations and concerns.