



ISSUE AREA	INDUSTRY NORM	<a href="#">Aluminium Stewardship Initiative (ASI) Performance Standard V.2 (2017)</a>	<a href="#">The Copper Mark Risk Readiness Assessment (2019)</a>	<a href="#">Initiative for Responsible Mining Assurance (IRMA) Standard for Responsible Mining (2018)</a>	<a href="#">International Council for Mining &amp; Metals (ICMM) Performance Expectations (2019)</a>	<a href="#">International Tin Association (ITA) Code of Conduct (2019)</a>	<a href="#">ISO 14001 Environmental Management Systems (2015)*</a>	<a href="#">ISO 45001 Occupational Health and Safety Management Systems (2018)</a>	<a href="#">London Bullion Market Association (LBMA) Responsible Gold Guidance V8 (2018)</a>	<a href="#">Mining Association of Canada Towards Sustainable Mining (TSM) Guiding Principles (2019)</a>
6. Forced labor	To implement a management system that prevents the use of any forms of forced labor and participation in acts of human trafficking in line with ILO Conventions No. 29 and No. 105.									
7. Freedom of Association and Collective Bargaining	To respect employees' rights to freedom of association and to collective bargaining in line with ILO Conventions No. 87 and No.98, participate in collective bargaining processes in good faith and not obstruct alternative means of association where there are legal restrictions.									
8. Discrimination	To prevent and address all forms of harassment and discrimination in the workplace in line with ILO Conventions No.100 and No. 111.									
9. Gender Equality	To continually assess and monitor progress to ensure the implementation of a policy on gender equality in the workplace.									
10. Working Hours	To keep employees' total regular and overtime working hours to 60 hours per week unless defined otherwise by applicable law or a collective bargaining agreement; and to ensure overtime is voluntary, provide one rest day in seven; and, provide annual leave.									
11. Remuneration	To pay wages that equal or exceed the national minimum wage, the appropriate industry wage (if higher), or a living wage.									
12. Occupational Health and Safety	To implement an occupational health and safety management system that is in line with internationally accepted best practice frameworks (e.g. OHSAS 18001 or ISO 45001).									
13. Employee Grievance Mechanism	To establish and implement a grievance mechanism accessible to all employees.									
14. Environmental Risk Management	To implement an environmental management system (EMS) functionally equivalent to an internationally recognized EMS standard (e.g. ISO 14001).									
15. Greenhouse Gas (GHG) Emissions	To quantify, establish reduction targets for and disclose CO2 equivalent emissions in line with established international reporting protocols (e.g. IPCC or GHG Protocol).									

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16. Energy Consumption	To implement and quantify energy efficiency improvements and increased use of renewable energy to reduce total energy consumption and/or energy intensity.									
17. Freshwater Management and Conservation	To conduct a comprehensive assessment of water-use impacts and risks in collaboration with relevant stakeholders and to implement measures to ensure that water consumption does not restrict availability/access for other water users or reduce the range and populations of fauna and flora in the catchment area of the site / facility.									
18. Waste Management	To implement a risk-based waste management system that includes a commitment to the 'waste hierarchy' and is applicable to all waste types (hazardous, non-hazardous and inert).									
19. Tailings Management	To design, operate, monitor and close tailings impoundments while minimizing adverse impacts to the human health and the environment in line with internationally recognized standards.									
20. Pollution	To implement the mitigation hierarchy to avoid, minimize, reduce and compensate for the adverse impacts of pollution on human health and the environment.									
21. Biodiversity and Protected Areas	To implement the mitigation hierarchy to avoid, minimize, reduce and compensate for adverse impacts on biodiversity; to avoid adverse impacts to Critical Habitats or Endangered Species; and to prevent operational activities in World Heritage sites or in designated protected areas unless specifically and legally permitted.									
22. Mine Closure and Reclamation	To have a documented plan with stakeholder inputs that addresses environmental and social aspects and makes financial provisions for closure and reclamation of the site / facility.									
23. Community Health and Safety	To implement a management system to monitor, avoid, minimize, reduce and compensate for adverse impacts on community health and safety.									
24. Community Development	To identify community needs in consultation with affected communities, develop a plan, and commit resources to support community development.									
25. Artisanal and Small Scale Mining	To engage artisanal and small-scale miners (ASM) and facilitate their formalization and improvement of their environmental and social practices, where there are known to be legitimate ASM in the sphere of influence of the site / facility.									

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26. Human Rights	To implement the UN Guiding Principles on Business and Human Rights including human rights due diligence.									
27. Security and Human Rights	To implement the Voluntary Principles on Security and Human Rights (VP on SHR) when engaging with private or public security forces.									
28. Indigenous Peoples' Rights	To implement a management system to respect the rights of Indigenous Peoples, including FPIC; avoid adverse impacts on Indigenous Peoples' lands, livelihoods, resources, and cultural heritage; and develop and implement an Indigenous Peoples' engagement plan.									
29. Land Acquisition and Resettlement	Where land acquisition or resettlement is necessary; to implement a policy to explore all viable alternative project designs to avoid and/or minimize land acquisition and physical or economic displacement and to implement a resettlement action plan to fairly address and compensate for residual adverse impacts.									
30. Cultural Heritage	To identify cultural heritage sites and to establish a process based on consultation with stakeholders to avoid, minimize, reduce and compensate for adverse impacts on cultural heritage.									
31. Due Diligence in Mineral Supply Chains	To implement the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas.									
32. Transparency and Disclosure	Report annually on environmental, social and governance performance in line with internationally recognized standards (e.g. GRI) and to publicly support the implementation of EITI, and report where appropriate.									

**Notes:**

\* For ISO14001: With the exception of Criterion 14, equivalency is dependent on the company having included the issue area in their policy commitment and disclosure practices of the ISO certified management system.