



The Copper Mark Summary Assessment Report

Copper Producer Information

Name of the Copper Producer Site	El Paso Refinery
Unique identifier provided by the Copper Mark	P0008
Address	897 Hawkins Blvd El Paso, TX
Country of Operation	United States of America
Types of operations included in scope (<i>select all that apply</i>)	
Mining	<input type="checkbox"/>
Concentrate blending	<input type="checkbox"/>
Solvent extraction and electrowinning	<input type="checkbox"/>
Smelting	<input type="checkbox"/>
Refining	<input checked="" type="checkbox"/>
Other (<i>please explain</i>)	

Copper Mark Information

Date the Copper Mark is awarded (dd/mm/yyyy)	5 February 2021
Expiry Date of the Copper Mark (dd/mm/yyyy)	5 February 2024

Assessment Information

Name of the Lead Assessor	David Shirley
Name of the Assessment Firm (if applicable)	Corporate Integrity Ltd.
Date(s) of Assessment Activities (dd/mm/yyyy – dd/mm/yyyy)	21/10/2020 - 22/10/2020

Assessment Period	21/10/2019 - 20/10/2020
Summary of the Assessment Methodology	<p>The Corporate Integrity Team conducted an assurance review between 21st – 22nd October 2020. Due to the international COVID-19 crisis, the review was carried out via live video conferencing.</p> <p>Recognising the limitations in conducting remote video conference reviews, we have developed an assurance approach which is annexed to this report. We appreciate the hard work and flexibility the El Paso team showed in addressing the required subject matter. Corporate Integrity has previously conducted a physical site assurance visits for ICMM SD framework scope in 2018 with the same team.</p>
Summary of the Assessment Activities	<p>The work was carried out in accordance with Corporate Integrity Ltd’s assurance procedures, which involve:</p> <ol style="list-style-type: none"> 1. Desktop review and scoping for site review including: <ul style="list-style-type: none"> • Review of related corporate policies and their alignment to the scope of the assurance. • Review of site Risk Register • Review of the site self-assessment and supporting evidence submitted. 2. Site Review including: <ul style="list-style-type: none"> • Review of scope related risks at the site, including processes for evaluation and prioritisation. This involves interviews with senior management and all relevant departments. • Review of the systems and approaches that are used to manage scope related risks and issues. This involves interviews with relevant departments and personnel, review of additional documented evidence and physical observations (at operation and in local communities). • Review of procedures for the collection and assimilation of relevant performance information • Close out meeting with management team, which includes presentation of findings and discussion on site’s plans to close gaps to achieve ‘meets’ for all CM requirements and other improvement opportunities. <p>Assurance Outcomes including:</p> <ul style="list-style-type: none"> • Corporate Integrity provides an assurance statement based on the self-assessment. • Corporate Integrity provides a site management report which includes good practices, risks and improvement opportunities

Equivalencies and Non-Applicable Criteria

The following criteria were confirmed to be not applicable to the Copper Producer:	<p>19. Tailings Management</p> <p>22. Mine Closure and Reclamation</p> <p>25. Artisanal and Small-Scale Mining</p> <p>27. Security and Human Rights</p> <p>28. Indigenous Peoples Rights</p> <p>29. Land Acquisition and Resettlement</p>
The following equivalent systems were applied (add more rows as appropriate)	
Equivalent System <i>(Name, date of assurance / certification)</i>	Criteria Covered by Equivalency
ICMM PE Assessment 21/10/2020 – 22/10/2020	<p>All applicable criteria</p> <p>This is inclusive of a "top-up assessment" to review the criteria that are identified as gaps between the ICMM PE and the RRA for criteria 2. Business Integrity, 10. Working Hours, and 11. Remuneration.</p>

Summary of Findings

Criterion	Rating <i>Meets, partially meets, does not meet, not applicable</i>	Comments
1. Legal Compliance	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to ensure compliance with all applicable laws.</p>
2. Business Integrity	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a management system that prohibits and effectively prevents bribery, corruption and anti-competitive behavior. The system was confirmed to also prohibit facilitation payments.</p>
3. Stakeholder Engagement	Fully Meets	The Independent Review confirmed that the site meets the requirement

		<p>as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has an active stakeholder mapping and engagement tool as well as a functioning grievance mechanism.</p> <p>Grievances can be submitted online here or by email to communityaffairs@fmi.com.</p>
4. Business Relationships	Partially Meets (improvements overseen by ICMM)	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to promote responsible business conduct with significant business partners. Opportunity for improvement to provide for additional due diligence requirements for suppliers and contractors off-site is currently under development.</p>
5. Child Labor	Fully Meets	<p>The Independent Review confirmed that the site meets the requirements as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to manage a range of worker rights issues, including preventing employing children under the age of 15, the worst forms of child labor, and the exposure of employees under the age of 18 to hazardous work.</p>
6. Forced Labor	Fully Meets	<p>The Independent Review confirmed that the site meets the requirements as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to manage a range of worker rights issues, including preventing any form of forced labor or human trafficking.</p>
7. Freedom of Association and Collective Bargaining	Fully Meets	<p>The Independent Review confirmed that the site meets the requirements</p>

		<p>as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to manage a range of worker rights issues, including respecting employee's rights to freedom of association and collective bargaining.</p>
8. Discrimination	Fully Meets	<p>The Independent Review confirmed that the site meets the requirements as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to manage a range of worker rights issues, including preventing and addressing all forms of harassment and discrimination.</p>
9. Gender Equality	Fully Meets	<p>The Independent Review confirmed that the site meets the requirements as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to manage a range of worker rights issues, including continual assessment and monitoring to ensure gender equality in the workplace.</p>
10. Working Hours	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has systems in place to keep employees' total regular and overtime working hours to 60 hour a week. The system was confirmed to be in compliance with applicable law and collective bargaining agreements, to ensure overtime is voluntary, provide for one rest day in seven, and provide for annual leave.</p>
11. Remuneration	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p>

		<p>El Paso Refinery has systems in place to ensure wage equity and external salary competitiveness that equal or exceed the national minimum wage, appropriate industry wage (if higher), or a living wage.</p>
12. Occupational Health and Safety	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery is certified against OHSAS 18001.</p>
13. Grievance Mechanism	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a grievance mechanism available to all employees.</p>
14. Environmental Risk Management	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery is certified against ISO 14001.</p>
15. Greenhouse Gas (GHG) Emissions	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a process to quantify, establish reduction targets for and disclose CO2 equivalent emissions in line with established international reporting standards.</p> <p>More information available here.</p>
16. Energy Consumption	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a process to implement and quantify energy efficiency improvements and increased use of renewable energy</p>

		to reduce total energy consumption and / or energy intensity.
17. Freshwater Management and Conservation	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a comprehensive multi-stakeholder water stewardship program in place that assesses water-use impacts and risks and implements 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.</p>
18. Waste Management	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery implements a risk-based waste management system that includes a commitment to the "waste hierarchy" and is applicable for all waste types.</p>
19. Tailings Management	Not Applicable	
20. Pollution	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a system in place to implement the mitigation hierarchy to avoid, minimize, reduce and compensate for the adverse impacts of pollution on human health and the environment.</p>
21. Biodiversity and Protected Areas	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a system in place to implement the mitigation hierarchy to avoid, minimize, reduce and compensate for adverse impacts on biodiversity; to avoid adverse</p>

		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	Not Applicable	
23. Community Health and Safety	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a system in place to monitor, avoid, minimize, reduce and compensate for adverse impacts on community health and safety.</p>
24. Community Development	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a system in place to identify community needs in consultation with affected communities, develop a plan, and commit resources to support community development.</p>
25. Artisanal and Small Scale Mining	Not Applicable	
26. Human Rights	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery implements the UN Guiding Principles on Business and Human Rights including human rights due diligence..</p>
27. Security and Human Rights	Not Applicable	
28. Indigenous Peoples' Rights	Not Applicable	
29. Land Acquisition and Resettlement	Not Applicable	

30. Cultural Heritage	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery has a system 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.</p>
31. Due Diligence in Mineral Supply Chains	Partially Meets (improvements overseen by ICMM)	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery implements OECD-based due diligence. Opportunity for improvement to allow for the system to mature since the site currently only sources from the company's own smelter in Miami, AZ which implemented a due diligence system starting in late 2019.</p> <p>Step 5 report available here.</p>
32. Transparency and Disclosure	Fully Meets	<p>The Independent Review confirmed that the site meets the requirement as validated through the ICMM PE Assessment.</p> <p>El Paso Refinery's reporting is primarily done through corporate sustainability reporting, which is externally verified.</p> <p>The annual report is available here.</p>

Assessment Conclusions

Statement of conformance	
The site is found to fully meet all applicable requirements of the Risk Readiness Assessment.	<input type="checkbox"/>
The site is found to fully meet or partially meet all applicable requirements of the Risk Readiness Assessment and has committed to continuous improvement at the site to	<input checked="" type="checkbox"/>

<p>fully meet all applicable Copper Mark Criteria by 18/09/2022.</p>	
<p>The site is found to miss some or all of the applicable requirements of the Risk Readiness Assessment, and has committed to continuous improvement at the site to fully meet all applicable Copper Mark Criteria by 18/09/2022</p>	<input type="checkbox"/>
<p>The site misses some or all of the applicable applicable requirements of the Risk Readiness Assessment and has not committed to continuous improvement.</p>	<input type="checkbox"/>
<p>Limitations:</p>	<p>The Copper Mark does not accept remote assessments. However, in light of the Covid-19 pandemic, the Copper Mark reviewed the assessment in the context of the Covid-19 Policy. The Copper Mark determined there were sufficient onsite engagements within a reasonable period of time conducted at the site combined with the adjustments of the process allowing for a single-time acceptance of this remote assessment. The next assessment to be used for purposes of the Copper Mark must be conducted on-site.</p> <p>Process adjustments:</p> <p>1) Where the following conditions are all met the assessor considered that we have detailed knowledge of the site and operations sufficient to provide remote assurance:</p> <p>(a) A physical site visit by at least one currently-accredited CopperMark assessor has been made in previous three years; and</p> <p>(b) The site has been operating to ICMM Sustainable Development principles for the last three years or more.</p> <p>2) During the course of the remote assurance review, the assessors may identify specific areas which will need to be covered at site during the next physical site visit, which should be conducted within an 18-month period. For example, if:</p> <p>(a) There have been material changes to the operation, management or risk profile (as defined by the site Risk Register); and</p> <p>(b) There have been incidents having a material adverse effect on performance such as safety and environmental, business integrity, human rights related incidents; and</p>

	<p>(c) There have been material external factors (such as substantial new regulations or significant reputational decline) directly related to the operation.</p> <p>3) In the event that a follow up visit is not possible because of ongoing COVID-19 travel restrictions or because a site visit could not otherwise be achieved, the assurance status will need to be reviewed and a reassessment may be required.</p> <p>4) On a site by site basis the assessor will require that all equivalent third party assurance remains valid during this period (e.g. ISO14001, OSHAS18001).</p>
Additional comments:	