

# **Report back on the outcome and impacts of the consultation on the Responsible Gold Mining Principles**

**June-August 2018**

In June 2018 the World Gold Council published a draft of the Responsible Gold Mining Principles. Over 150 organisations and experts responded and provided their feedback through an on-line questionnaire, direct contact and through three multi-stakeholder roundtables. These were independently hosted and facilitated events held in Brussels (hosted by the European Centre for Development Policy Management), Washington (hosted by the World Bank) and Johannesburg (hosted by the South African Institute for International Affairs). Summaries of the discussions can be found on the websites of each of the host organisations and that of the World Gold Council ([www.gold.org](http://www.gold.org)). To give an indication of the impact of stakeholder input from the consultation, three quarters of the Principles have been subject to some degree of substantive change.

Since the end of the first round of consultation, the WGC Task Force, responsible for overseeing the development of the Principles, has been considering the feedback and considering a range of options. Conversations have continued with external stakeholders and presentations on the Principles have been made in a number of gold-producing countries including Australia, China and Russia, to solicit additional input. The table below provides a detailed side-by-side comparison of the first consultation draft version released in mid-2018 with the provisions of the 'Exposure Draft' released (together with the draft Assurance Framework) in March 2019.

The tables below are intended to enable stakeholders to track the evolution of specific Principles both using the original consultation draft and the new Exposure draft.

Major changes implemented include the following:

- Structural changes have been made to make clear the Principles segmentation into governance, social and environmental components. Despite the ESG acronym, the governance principles occur first since a number of them – especially in relation to ethical issues and the management of impacts - have relevance to both the subsequent environmental and social principles.
- Former Umbrella Principle 10 (Transparency and Accountability) has been consolidated with new Principle 1 (ethical conduct); former principles 7 (water) and 8 (energy and climate change) have been combined in to a new Principle 10 on responsible resource use. An important new Umbrella Principle (2) brings together a range of Principles whose common focus is helping companies to understand their impacts. A new environmental Umbrella Principle 9 brings together material relating to biodiversity, land use and mine closure.
- New Principles have been added relating to political donations (1.4), tax and transfer pricing (1.6), security and human rights (5.3); and land use and deforestation (9.3).
- In a number of places the language used has been hardened in response to stakeholder comments that the Principles contained too much qualified or aspirational language. Nevertheless, in instances where the completion of an activity is dependent upon the goodwill of a preferred partner organisation or the actions of other stakeholders, it is necessary to retain qualified 'we will seek to' type language.
- In several places the previous version of the Principles required that information should be collected from stakeholders. In the Exposure Draft, provisions have been added to make it clear that this information should be integrated with core business decision-making processes: principles 2.2 and 7.1 or that it should generate actionable findings (2.3). Provision has also been made to ensure that potentially differentially negative impacts on marginalised or vulnerable groups are avoided (7.2).

- The following principles have had additional points included or had their language substantively strengthened: (legal compliance (1.1); transparency (1.5); impact assessment (2.4); supply chain (3.0/3.1); safety (4.1 and 4.3); community health and emergency preparedness (4.4); conflict (5.4); collective bargaining and freedom of association (6.4); the management of migratory influxes (7.4); tailings (8.2); the management of hazardous materials (8.3); the management of mercury as a by-product of gold mining (8.4); biodiversity (9.1); and mine closure (9.3). Some changes have been incorporated in the principles relating to indigenous peoples (7.5) and resettlement (7.6) but potentially falling short of what some stakeholders advocated.
- Some stakeholders urged that there should be a clearer focus on remediation in the Principles. Provisions have been included around compensation or remediation in
- In the Responsible Gold Mining Declaration (Part A) and Part B (benchmark codes) additional language has been included relating to responsible gold mining's ability to contribute to the Sustainable Development Goals in host countries and communities. Additional language has been included relating to the potential for more co-operative relationships between formal mining operations and ASM and around the importance of diversity.

June 2018 version of the Responsible Gold Mining Principles	March 2019 draft of the Responsible Gold Mining Principles	Comments
<b>Ethical conduct</b> <b>Principle1: Ethical conduct: We will conduct our businesses with integrity including absolute opposition to corruption</b>	<b>Principle1: Ethical conduct: We will conduct our businesses with integrity including absolute opposition to corruption</b>	Unchanged
1.1 We will comply with applicable laws	<b>1.1 As a minimum expectation, we will comply with applicable <b>host and home country</b> laws and <b>relevant international law and maintain systems to deliver on this objective</b></b>	The text has been expanded to underline that legal compliance is a minimum expectation and the range of laws with which compliance is monitored
1.2 We will maintain a code of conduct to make clear the standards that we expect of our employees and of those with whom we do business and implement systems to monitor compliance	1.2 We will maintain a code of conduct to make clear the standards with which we expect our employees and those with whom we do business, to comply. <b>We will actively promote awareness of the code and implement systems to monitor and ensure compliance</b>	The text has been extended to strengthen expectations around the promotion of awareness and implementation of monitoring systems
1.3 We will put in place controls to combat: bribery and corruption in all its forms; conflicts of interest and anti-competitive behaviour by employees, agents or other company representatives	1.3 We will put in place controls to combat: bribery and corruption in all its forms; conflicts of interest and anti-competitive behaviour by employees, agents or other company representatives	Unchanged

	<b>New 1.4: We will disclose the value and beneficiaries of financial and in-kind political contributions which we make whether directly or through intermediaries</b>	Mirrors a provision included in the new ICMM Performance Expectations
	Principle <b>1.5</b> : We will publish our tax and other payments to governments annually except where this is prohibited by national law. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will work with governments to promote greater transparency around revenue flows, mining contracts and the beneficial ownership of license holders and business partners	In effect this principle replaces former Umbrella Principle 10.and principle 10.3
	<b>New 1.6: We will pay the taxes and royalties required by host country codes. We will seek to ensure that transfer pricing outcomes are in line with fair business practices and value creation</b>	The inclusion of this text reflects significant concerns expressed during the consultation around tax related issues on the part of developing country governments and some CSOs
1.4 We will maintain systems to identify and manage both the risks that face our operations and those which our activities may pose to others	2.1 We will maintain systems to identify and <b>prevent or</b> manage both the risks that face our operations and those which our activities may pose to others	See Principle 2.1 - integrated with other principles relating to 'managing impacts'
1.5 We will provide training to support effective implementation of the Responsible Gold Mining Principles	1.7 We will assign accountability for our sustainability performance at the Board and/or Executive Committee level. We will report publicly on our implementation of the Responsible Gold Mining Principles	The new Principle 1.7 brings together elements of former Principles 1.5, 10..2 and 10.4 whilst making clear that systems for ensuring conformance with the RGMPs can/should be integrated with wider ESG-related systems

	<p><b>New Umbrella Principle2;</b>  <b>Understanding our impacts:</b>  <b>We will engage with our stakeholders and implement management systems so as to ensure that we understand and manage our impacts, realise opportunities and provide redress where needed</b></p>	<p>New principle which groups key provisions that relate to the identification, mitigation and management of the impacts that an operation may have on the environment or stakeholders</p>
	<p>2.1 We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others</p>	<p>Formerly Principle 1.4</p>
	<p>2.2 We will listen to and engage with stakeholders so as to better understand their interests and concerns <b>and integrate this knowledge in to how we do business</b></p>	<p>Formerly Principle 10.1 with the addition of language intended to emphasise that information collected through stakeholder engagement should not be siloed but should be made available to inform core business decisions</p>
	<p>2.3 We will regularly conduct due diligence to identify human rights and conflict risks associated with our activities <b>and in our supply chain with the intention of generating actionable findings</b></p>	<p>This provision is based on former principle 3.2 (with elements from former principle 9.4) but with the addition of supply-chain related risks and with the addition of a rider that the process should be designed to generate actionable findings</p>
	<p>2.4 We will conduct impact assessments that <b>involve both substantive</b> environmental and social elements. We will <b>ensure that such assessments are made available to affected communities</b> and we will work to avoid, minimise, mitigate or <b>compensate for significant</b> adverse impacts</p>	<p>Formerly principle 5.3. The provisions in the new principle 2.4 have been strengthened to emphasise the need for ESIA's to include substantive environmental and social elements; for such studies to be made available to affected communities and for adverse impacts to be compensated where other actions require it</p>

	<p>2.5 We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. <b>Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns</b></p>	<p>Formerly principle 3.5 An additional stipulation has been included relating to the protection of complainants from retaliation or discrimination</p>
	<p><b>Supply Chain</b> <b>Principle 3: We will require that our suppliers conduct their business ethically and responsibly as a condition of doing business with us</b></p>	<p>Replaces former Principle 9 and makes it clear that adherence to ethical and responsible performance is a condition of doing business with the implementing company</p>
	<p>3.1 We will adopt a supply chain policy and require that our contractors and suppliers operate responsibly and to comparable ethical, safety, health, human rights, social and environmental standards to our own. <b>We will conduct risk-based monitoring of compliance</b></p>	<p>Replaces former Principle 9.2 and augments it with a reference to risk-based monitoring of compliance</p>
	<p>3.2 We will promote access for local businesses to procurement and contracting opportunities and, where appropriate, provide capacity-building support to help them to improve their capabilities as suppliers</p>	<p>Replaces former Principles 9.3 and elements of 5.1</p>
	<p>3.3 We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation</p>	<p>Formerly Principle 9.5 – substantively unchanged</p>

<p><b>Safety and health</b> <b>Principle 2: We will give priority to ensuring safe and healthy workplaces</b></p>	<p><b>Safety and health</b> <b>Principle 4: We value the safety and occupational health of our workforce above all other priorities and will empower them to speak-up if they encounter unsafe working conditions</b></p>	
<p>2.1 We will be pro-active in seeking to prevent fatalities and injuries and will maintain high standards of occupational health. We will work towards the objective of zero harm</p>	<p>4.1 We will be pro-active in seeking to prevent fatalities and injuries <b>to our workforce. Personal protective equipment will be supplied to our workforce at no cost to them.</b> Our objective is zero harm</p>	<p>Provisions relating to safety and occupational health (see 4.2) have been separated. The provision relating to personal protective equipment reflects provisions in the the LBMA Responsible Gold Guidance and the Responsible Mining Index</p>
<p>2.2 We will implement risk-based monitoring of the health of our workforce based on occupational exposures</p>	<p>4.2 We will <b>maintain high standards of occupational health and hygiene</b> and implement risk-based monitoring of the health of our workforce based on occupational exposures</p>	<p>Text marks the consolidation of material relating to occupational health</p>
<p>2.3 We will implement health and safety management systems based on international leading practice and focussed on continuous improvement of our safety and health performance</p>	<p>4.3 We will implement health and safety management systems based on <b>internationally-recognised good</b> practice and focussed on continuous improvement of our safety and health performance <b>and will engage regularly on these issues with our workforce and their representatives</b></p>	<p>The only significant addition is the requirement for companies to show regular engagement with their workforce and employee representatives around s &amp; h performance</p>
<p>2.4 We will take steps to minimise or eliminate risks to public health or the safety of local people as a result of our activities</p>	<p>4.4 We will identify and eliminate or minimise <b>significant</b> risks to the health or safety of local people as a result of our activities. <b>We will develop, maintain and test emergency response plans consistent with the APELL process. Where risks to external stakeholders are significant this should be undertaken in collaboration with potentially affected parties and consistent with established industry good practice</b></p>	<p>Text has been added relating to involving communities in emergency preparedness in situations where a significant potential external are identified</p>

<p><b>Human Rights</b> <b>Principle 3: We will respect the human rights of our workforce and of all those people with whom we interact</b></p>	<p><b>Human rights</b> <b>Principle 5: We will respect the human rights of our workforce and of all those people with whom we interact</b></p>	<p>Unchanged</p>
<p>3.1 We will adopt and implement policies and practices based on key tenets of the UN Guiding Principles on Business and Human Rights</p>	<p>5.1 We will adopt and implement policies and <b>systems</b> based on <b>the</b> UN Guiding Principles on Business and Human Rights</p>	
<p>3.2 We will regularly conduct risk-based due diligence to identify potential human rights risks</p>	<p>2.3 We will regularly conduct risk-based due diligence to identify human rights <b>and conflict</b> risks <b>associated with our activities and in our supply chain with the intention of generating actionable findings</b></p>	<p>This provision has been moved in to the impact-impacts and management section and buttressed by provisions relating to supply chain and conflict risks and with the rider that this process should be designed to generate actionable findings</p>
<p>3.3 We will seek to ensure that we do not cause and are not complicit with human rights abuses especially as a result of our operations' security needs</p>	<p>5.2 We will seek to ensure that we do not cause and are not complicit with human rights abuses <b>either directly or through our business relationships</b> 5.3 <b>We will manage security-related human rights' risks through implementation of the Voluntary Principles on Security and Human Rights</b></p>	<p>The former principle 3.3. has been separated in to two sections, one dealing with preventing complicity and the other with the management of security-related human rights risks with the inclusion of a specific reference to the Voluntary Principles on Security and Human Rights</p>
<p>3.4 We will respect the customary rights, culture and connections to the land of indigenous peoples around our mines both in our interactions with them and in project design, development and operation. We will seek to deliver sustainable benefits for indigenous peoples associated with our operations</p>	<p>7.5 We will respect the customary rights, culture and connection to the land of indigenous peoples. <b>We will conduct meaningful consultation with relevant groups</b> during exploration, project design, operation and closure including around the delivery of sustainable benefits</p>	<p>The revised principle puts greater emphasis on consultation. Some stakeholders advocated that the RGMPs should embrace FPIC, others argued that in some countries (especially in Africa) FPIC remains controversial</p>

<p>3.5 We will establish fair, effective and timely mechanisms (including through anonymous submissions) through which complaints and grievances can be raised and resolved and remedies implemented</p>	<p>2.5 We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. <b>Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns</b></p>	<p>The 2019 draft of the Principles provides for an additional stipulation designed to protect complainants from discrimination or retaliation as a result of raising a concern</p>
<p>3.6 We will ensure that when we operate in conflict-affected or high-risk areas do not cause, support or benefit unlawful armed conflict or contribute to serious human abuses or breaches of international humanitarian law</p>	<p>5.4 <b>We will implement the Conflict-Free Gold Standard.</b> We will ensure that when we operate in conflict-affected or high-risk areas we do not cause, support or benefit unlawful armed conflict or contribute to serious human abuses or breaches of international humanitarian law</p>	<p>The new draft Principle contains a commitment for implementing companies to implement the Conflict-Free Gold Standard</p>
<p><b>Labour rights</b> <b>Principle 4: We will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices</b></p>	<p><b>Labour rights</b> <b>Principle 6: We will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices</b></p>	<p>Unchanged</p>
<p>4.1 We will ensure that our workforce receives fair remuneration relative to relevant national and local norms and regulations</p>	<p>6.1 We will ensure that our workforce receives fair remuneration relative to relevant national and local <b>benchmarks</b>, norms and regulations</p>	<p>Substantively unchanged</p>
<p>4.2 We will engage constructively with our employees and aim to ensure a workplace free from discrimination, bullying or harassment</p>	<p>6.2 We will engage constructively with our employees and aim to ensure a workplace free from discrimination, bullying or harassment</p>	<p>Unchanged</p>
<p>4.3 We will prohibit child labour, forced labour and modern slavery in our operations</p>	<p>6.3 We prohibit <b>exploitative</b> child labour, forced labour and modern slavery in our operations <b>and in our supply chains</b></p>	<p>Integrates sections of former principle 9.4 which dealt separately with these labour risks in the supply chain</p>

<p>4.4 We will allow employees to exercise their legal rights to associate with others and to join or refrain from joining organisations of their choice and to bargain collectively without discrimination or retaliation</p>	<p>6.4 We will <b>uphold the rights of our</b> employees to exercise their legal rights to associate with others and to join or refrain from joining organisations of their choice and to bargain collectively without discrimination or retaliation</p>	<p>The language in the Principle has been strengthened from 'allow'ing to 'uphold'ing employees results</p>
<p>4.5 We will implement policies and practices to promote diversity and especially the rights and interests of women</p>	<p>6.5 We will implement policies and practices to promote diversity and especially the rights and <b>inclusion</b> of women</p>	<p>Substantively unchanged</p>
<p>4.6 We will provide a confidential mechanism through which employees may raise ethical concerns and which provides protection from retaliation for those who raise concerns in good faith</p>	<p>6.6 We will provide a confidential mechanism through which employees <b>and others associated with our activities</b> may raise ethical concerns and which provides protection from retaliation for those who raise concerns in good faith</p>	<p>Substantively unchanged – the 'speak-up' mechanism may, however, be used by other actors rather than solely employees</p>
<p><b>Local communities</b> <b>Principle 5: We aim to contribute to the socio-economic advancement of local communities, to consult with them and to treat them with dignity and respect</b></p>	<p><b>Local Communities</b> <b>Principle 7: Working with communities: We will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect</b></p>	<p>The revised umbrella principle is based on a stronger and less qualified commitment. Consultation is dealt with in other principles</p>
	<p>7.1 We will consult meaningfully and in good faith with the communities associated with our operations on matters of interest to them and will take account of their perspectives and concerns</p>	<p>New, more detailed principle on community consultation including a commitment to take account of community perspectives and concerns</p>
<p>5.1 We will work to ensure that the communities associated with our operations benefit through access to jobs, business opportunities and social investment, and, where appropriate, work with them to build their skills and capacities</p>	<p>7.3 We will ensure that the communities associated with our operations are <b>offered meaningful opportunities</b> to benefit from our presence, including through access to jobs, procurement opportunities for local businesses and social investment</p>	<p>Substantively unchanged except that the provision relating to building the capacities of local suppliers is now covered in principle 3.2</p>

<p>5.2 We will seek to obtain and sustain the support of communities affected by our activities. We will regularly consult in good faith on matters which may affect them and take account of their interests and concerns</p>	<p>7.4 We will seek to obtain the broadly-based support of communities affected by our activities. <b>We will work with local authorities and community leaders to control or manage the impact of migratory influxes or people attracted by mine development</b></p>	<p>The ongoing consultation element of the original principle 5.2 is now contained in principle 7.1. A new element is included in 7.4 relating to working with others to mitigate the impact of migratory influxes on host communities</p>
	<p>7.5 We will respect the customary rights, culture and connection to the land of indigenous peoples. <b>We will conduct meaningful consultation with relevant groups</b> during exploration, project design, operation and closure including around the delivery of sustainable benefits</p>	<p>Transferred from Umbrella Principle 3 but with strengthened provisions around consultation</p>
<p>5.3 We will conduct environmental and social impact assessments and will work to avoid, minimise or mitigate adverse impacts</p>	<p>2.4 We will conduct impact assessments that <b>involve both substantive</b> environmental and social elements. We will <b>ensure that such assessments are made available to affected communities</b> and we will work to avoid, minimise, mitigate or <b>compensate for significant</b> adverse impacts</p>	<p>The provisions on impact assessment have been transferred for inclusion in the new Umbrella Principle relating to understanding impacts</p>
<p>5.4 We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of a publicly-available framework, active engagement and consultation with affected communities and the provision of fair compensation</p>	<p>7.6 We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities, a publicly-available <b>planning</b> framework, and the provision of fair <b>and timely</b> compensation</p>	<p>Substantively unchanged</p>

<p>5.5 We will ensure that we engage with communities in a culturally appropriate manner and give weight to the views and position of women, indigenous people and other potentially vulnerable groups</p>	<p>7.2 We will ensure that we engage with communities, <b>including traditional leaders</b>, in a culturally appropriate manner. <b>We will be alert to the dangers of causing differentially negative impacts</b> on women and will strive to give equal weight to their views together with those of indigenous people and other potentially <b>vulnerable or marginalised</b> groups</p>	<p>The revised principle now contains elements relating to culturally appropriate engagement; avoiding causing differentially worse impacts on women; and giving equal weight to the views of a range of marginalised groups</p>
<p><b>Environmental stewardship</b> <b>Principle 6: We will ensure that environmental responsibility is at the heart of how we work</b></p>	<p><b>Environmental stewardship</b> <b>Principle 8: We will ensure that environmental responsibility is at the core of how we work</b></p>	<p>Unchanged</p>
<p>6.1 We will implement systems to monitor and manage our impacts on the environment and work to avoid, minimise or mitigate adverse impacts from our activities on the environment</p>	<p>8.1 We will implement systems to monitor and manage our impacts on the environment. <b>We will avoid, minimise, mitigate or compensate</b> for adverse impacts on the environment relating to our activities</p>	<p>The provisions in the revised principle 8.1 are less qualified than in the previous principle 6.1 and now include a reference to compensation</p>
<p>6.2 We will design, build operate and decommission tailings storage facilities using management and governance practices in line with recognised international good practice guidelines</p>	<p>8.2 We will design, build operate and decommission tailings storage facilities using management and governance practices in line with recognised international good practice guidelines. <b>We will not develop a new mine that would involve the use of riverine and shallow submarine tailings</b></p>	<p>The new principle 8.2 includes provisions relating to disavowing a new mine involving riverine or shallow submarine tailings disposal</p>
<p>6.3 Where our operations use cyanide we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the Principles of the International Cyanide Management Code</p>	<p>8.3 <b>We will identify and manage potential risks relating to the transportation, storage, handling and disposal of hazardous materials.</b> Where our operations use cyanide we will ensure that our arrangements for its transport, storage, use and disposal are in line with the <b>standards of practice</b> of the International Cyanide Management Code</p>	<p>The new principle 8.3 now includes a provision relating to the transport etc. of hazardous materials (e.g. sulphuric acid) and minor changes to the provisions relating to the International Cyanide Management Code</p>

<p>6.4 We will work to avoid, minimise or mitigate adverse impacts on biodiversity as a result of our operations</p>	<p><b>9.1 We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net positive impact on biodiversity. We recognise the importance of drawing upon drawing upon both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment</b></p>	<p>Substantively rewritten and expanded provisions following on from stakeholder comments and input of company expertise</p>
<p>6.5 We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention’s objective of reducing mercury emissions, for the protection of human health and the environment.</p>	<p>8.4 We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention’s objective of reducing mercury emissions, for the protection of human health and the environment. We will identify point sources of mercury remissions to the atmosphere and minimise them. We will only sell mercury thereby captured for uses recognised as acceptable by international conventions</p>	<p>An additional provision has been included relating to the production of mercury as a by-product of gold mining and its disposal. During the consultation different views were expressed about whether companies should be obliged not to accept gold by ASM produced using mercury. The WGC ultimately concluded that they wish to maximise their leverage to accelerate the move towards mercury-free techniques</p>
<p>6.6 We will adopt and implement policies and practices to mitigate noise and dust impacts .on local people.</p>	<p>8.5 We will adopt and implement policies and practices to <b>avoid or mitigate impacts on local communities and the environment</b> arising from noise, dust <b>and blasting</b></p>	<p>The new principle 8.5 relates not only to the impact of dust, noise and blasting on communities but also on the environment more generally. A reference to ‘blasting’ has been included for the first time</p>
<p>6.7 We will not seek to develop new mining operations in an area previously designated as a World Heritage Site</p>	<p>8.6 We will not <b>explore in</b> or seek to develop new mining operations in an area designated as a World Heritage Site</p>	<p>The exclusion of mining-related activities in World Heritage Sites is extended in 8.6 to cover exploration</p>

<p>6.8 We will plan for the social and environmental aspects of mine closure in consultation with authorities and other stakeholders and make financial provision to enable agreed closure and post-closure commitments to be realised, including in relation to beneficial future land-use.</p>	<p>9.3 We will plan for the social and environmental aspects of mine closure in consultation with authorities, <b>our workforce, affected communities</b> and other stakeholders. We will make financial <b>and technical</b> provision to ensure planned closure and post-closure commitments are realised, including in relation to beneficial future land-use, <b>the preservation of water sources and the prevention of acid rock drainage.</b></p>	<p>The new principle 9.3 includes more specific provisions on actors to be consulted around closure. It strengthens post-closure provisions relating to water and acid rock drainage</p>
<p><b>Water</b> <b>Principle 7: We will use water efficiently and responsibly and in co-operation with authorities and other users, recognising that access to water is a human right and fundamental ecosystem requirement</b></p>	<p><b>Responsible Resource Use</b> <b>Principle 10: We will improve the efficiency of our use of water and energy recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our license to operate</b></p>	<p>The 2019 draft of the RGMPs combines the previous provisions relating to water (principle 7) and energy (principle 8) use in to a single Umbrella Principle (principle 10) covering Responsible Resource Use. The new Umbrella Principle also stresses the increasing risks created by climate change through greater water stress and the need for climate change adaptation measures</p>
<p>7.1 We will manage our operations so as to protect the quality of local water resources</p>	<p><b>10.1 We will use water efficiently and responsibly and in co-operation with authorities and, where possible, with other users. When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and seek to reduce our water footprint including, where possible, through increased recycling</b></p>	<p>The new Principle 10.1 combines elements of the old principles 7.1, 7.2 and 7.3 with a focus on efficiency and measures to reduce operations' water footprints in water-stressed areas</p>
<p>7.2 When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water footprint</p>	<p>See Principle 10.1 (above)</p>	

<p>7.3 We will seek to collaborate with authorities and other users to promote the responsible use of water resources</p>	<p><b>10.2 Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the quality of catchment water resources available to other users</b></p>	<p>The main focus of the revised principle 10.2 is now on water quality and the availability of water resource to other users</p>
<p><b>Energy and climate change Principle 8: We support the objectives of the Paris Climate Accord, through mitigation of carbon emissions and through efficient energy use</b></p>	<p><b>Responsible Resource Use Principle 10: We will improve the efficiency of our use of water and energy recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our license to operate</b></p>	<p>See comments above in relation to the water principles and the combination of provisions on water and energy use within the umbrella principle 10 on Responsible Resource Use</p>
<p>8.1 We will measure and report on our CO2 equivalent emissions. We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity</p>	<p>10.3 We support the objectives of global climate conventions through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change</p>	<p>The provisions of the previous principles 8.1 and 8.2 have been reshuffled so that 10,3 now focusses chiefly on reduction of carbon emissions and adaptation and resilience of operations and surrounding communities. 10.4 focusses on improving energy efficiency, reducing GHG intensity and public reporting</p>
<p>8.2 We will seek to enhance the ability of our operations and nearby communities to adapt to the effects of global climate change</p>	<p>10.4 We will work to improve the efficiency of our energy use and to minimise our greenhouse gas intensity. We will measure and report on our CO2 equivalent emissions</p>	<p>See above</p>
<p><b>Supply Chain Principle 9: We will require high standards of environmental, social and human rights performance in our supply chain</b></p>	<p><b>Supply Chain Principle 3: We will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us</b></p>	<p>The new Umbrella Principle 3 contains a stronger formulation which makes clear that responsible performance is a condition of doing business with the implementing company</p>

<p>9.1 We will deliver responsibly-produced gold to the market</p>		<p>Principle deleted since it is essentially a summary of the implementation of all the other principles in the RGMPs framework</p>
<p>9.2 We will adopt a supply chain policy and work to ensure that our contractors and suppliers operate responsibly and to comparable safety, human rights, social and environmental standards of conduct to our own</p>	<p>3.1 We will adopt a supply chain policy and require that our contracting companies and suppliers operate responsibly and to comparable ethical, safety, health, human rights, social and environmental standards to our own. <b>We will conduct risk-based monitoring of compliance</b></p>	<p>The new principle 3.1 mirrors the previous draft subject to the addition of a commitment to conduct risk-based monitoring of supplier conformance</p>
<p>9.3 Where appropriate, we will facilitate access by local enterprises to procurement and contracting opportunities</p>	<p>3.2 We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, <b>where appropriate, provide capacity-building support to help them to improve their capabilities as suppliers</b></p>	<p>New principle 3.2 includes elements of previous principles 9.3 and 5.1</p>
<p>9.4 We will exercise due diligence to identify and eradicate the risks of child labour, forced labour and modern slavery from our supply chain</p>	<p>See new principle 7.3</p>	<p>Consolidated with provisions relating to labour rights so as to reduce the potential for duplication</p>
<p>9.5 We support access to markets for artisanal and small-scale miners (ASM) who respect applicable legal frameworks, who seek to address the environmental, health, human rights and safety issues often associated with ASM and who, in good faith, seek formalisation</p>	<p>We support access to <b>legitimate</b> markets for those artisanal and small-scale miners (ASM) who respect applicable legal frameworks, who seek to address the environmental, health, human rights and safety challenges with <b>ASM activity</b>, and who, in good faith, seek formalisation</p>	<p>Substantively unchanged</p>
<p><b>Transparency and Accountability</b> <b>Principle 10: We will practice high standards of engagement, transparency and corporate governance</b></p>		<p>Key elements integrated with Principle 1 relating to business ethics and corporate governance</p>

<p>10.1 We will listen to and engage with stakeholders so as better to understand their interests and concerns</p>	<p>2.2 We will listen to and engage with stakeholders so as better to understand their interests and concerns <b>and integrate this knowledge in to how we do business</b></p>	<p>Integrated with other elements of understanding impacts. Added a reference to ensuring that information gained through stakeholder engagement doesn't sit in a silo but should, instead be integrated with core business decisions</p>
<p>10.2 We will publish information relating to our sustainability performance</p>	<p>1.7 We will assign accountability for our sustainability performance at the Board and/or Executive Committee level. We will report publicly on our implementation of the Responsible Gold Mining Principles</p>	<p>Merged with the Principle relating to Board/Executive Committee accountabilities</p>
<p>10.3 We will publicly support the Principles of transparency in relation to issues such as payments to governments including through the Extractive Industries transparency Initiative</p>	<p>1.5 <b>We will publish our tax and other payments to governments annually except where this is prohibited by national law. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will work with governments to promote greater transparency around revenue flows, mining contracts and the beneficial ownership of license holders and business partners</b></p>	<p>Inserted reference to companies working with governments to promote greater transparency in areas like beneficial ownership and a protection for companies operating in non-EITI implementing countries and where disclosure of payments to host governments may be unlawful</p>
<p>10.4 We will assign accountability for sustainability performance to the Board and/or Executive Committee and identify individuals with responsibility for compliance with these Principles</p>	<p>1.7 We will assign accountability for our sustainability performance at the Board and/or Executive Committee level. We will report publicly on our implementation of the Responsible Gold Mining Principles</p>	<p>Merged with the previous draft Principle dealing with public reporting. Accountability for conformance with the RGMPs will sit alongside other related codes to which a company subscribes</p>