

# **Responsible Gold Mining Principles Consultation Draft**

June 2018

## **The Responsible Gold Mining Principles**

### **A. The Responsible Gold Mining Declaration**

We believe that, responsibly undertaken gold mining plays an important role in supporting sustainable development.

Responsible gold mining is conducted with respect for the environment and the human rights and wellbeing of employees, contractors and members of communities associated with mining activities. When coupled with good governance, it delivers benefits for host countries and local communities. It contributes to economic development through increasing prosperity, providing jobs, building skills and, through partnerships with governments and other actors, facilitating investment in infrastructure and public services.

Our stakeholders – including governments, investors, employees and contractors, supply chain partners and communities – expect that the development of gold resources will be conducted ethically and responsibly from exploration through to mine closure and that gold mining companies will conduct themselves transparently and accountably. We recognise the need to gain the support of authorities and affected communities throughout the exploration, development, production and closure phases of the mine life-cycle.

Gold plays a unique role in the global economy and in protecting the financial security of nations, communities and families and in enabling advances in medical, environmental and communication technologies. Public trust is fundamental to the many positive roles that gold plays in society. To maintain and strengthen that trust, as leading gold mining companies we commit to the following Principles:

1. We will conduct our business with integrity including absolute opposition to corruption
2. We will give priority to ensuring safe and healthy workplaces
3. We will respect the human rights of our workforce, and all those people with whom we interact
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
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
6. We will ensure that environmental responsibility is at the core of how we work
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
8. We support the objectives of the Paris Climate Accord through mitigation of carbon emissions and through efficient energy use
9. We will require high standards of environmental, social and human rights performance in our supply chain
10. We will practice high standards of engagement, transparency and corporate governance

## **B. Related Responsible Mining and Sourcing Codes**

We seek to contribute to the delivery of the Sustainable Development Goals. We support internationally-recognised normative standards such as the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Voluntary Principles on Security and Human Rights, the Extractive Industries Transparency Initiative and the Gold Supplement of the OECD Due Diligence Guidance on the Responsible Sourcing of Minerals from Conflict-Affected and High-Risk Areas.

We will seek to complement the objectives of the London Bullion Market Association's (LBMA) Responsible Gold Guidance as part of our commitment to co-operate with downstream actors in delivering on their responsible sourcing objectives. We will have regard to relevant elements of the LBMA Precious Metals Code. This includes ensuring high standards of corporate governance including robust frameworks for compliance, due diligence and risk management.

## **C. The Responsible Gold Mining Principles**

### **Principle 1 - Ethical conduct: We will conduct our businesses with integrity including absolute opposition to corruption**

- We will comply with applicable laws.
- 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.
- 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.
- We will maintain systems to identify and manage both the risks that face our operations and those which our activities may pose to others.
- We will provide training to support effective implementation of the Responsible Gold Mining Principles.

### **Principle 2 - Safety and health: We will give priority to ensuring safe and healthy workplaces**

- 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.
- We will implement risk-based monitoring of the health of our workforce based on occupational exposures.
- We will implement health and safety management systems based on international leading practice and focussed on continuous improvement of our safety and health performance.
- We will take steps to minimise or eliminate risks to public health or the safety of local people as a result of our activities.

### **Principle 3 - Human rights: We will respect the human rights of our workforce and all those people with whom we interact**

- We will adopt and implement policies and practices based on the key tenets of the UN Guiding Principles on Business and Human Rights.
- We will regularly conduct risk-based due diligence to identify potential human rights risks.
- 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.
- We will respect the customary rights, culture and connection 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.
- We will establish fair, effective and timely mechanisms (including through anonymous submissions) through which complaints and grievances related to our activities can be raised and resolved and remedies implemented.
- We will ensure that when we operate in conflict-affected or high-risk areas, our operations do not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.

**Principle 4 - Labour rights: 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**

- We will ensure that our workforce receives fair remuneration relative to relevant national and local norms and regulations.
- We will engage constructively with our employees and aim to ensure a workplace free from discrimination, bullying or harassment.
- We prohibit child labour, forced labour and modern slavery in our operations.
- 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.
- We will implement policies and practices to promote diversity and, especially, the rights and interests of women.
- 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.

**Principle 5 - Working with communities: We aim to contribute to the socio-economic advancement of local communities, to consult with them and to treat them with dignity and respect**

- We will work to ensure that the communities associated with our operations benefit through access to jobs, opportunities for local businesses and social investment, and where appropriate, work with them to build their skills and capacities.
- 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 to take account of their interests and concerns.
- We will conduct environmental and social impact assessments and will work to avoid, minimise or mitigate adverse impacts.
- 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.
- We will ensure that we engage with communities in a culturally appropriate manner and give weight to the views and position of women, indigenous peoples and other potentially vulnerable groups.

**Principle 6 - Environmental stewardship: We will ensure that environmental responsibility is at the core of how we work**

- 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.
- We will design, build, operate and decommission tailings storage facilities using management and governance practices in line with recognised international good practice guidelines.
- 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.
- We will work to avoid, minimise or mitigate adverse impacts on biodiversity as a result of our operations

- 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 adopt and implement policies and practices to mitigate noise and dust impacts on local people.
- We will not seek to develop new mining operations in an area previously designated as a World Heritage Site
- 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.

**Principle 7 - Water: 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**

- We will manage our operations so as to protect the quality of local water resources.
- 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.
- We will seek to collaborate with authorities and other users to promote the responsible use of water resources.

**Principle 8 - Energy and climate change: We support the objectives of the Paris Climate Accord, through mitigation of carbon emissions and through efficient energy use**

- We will measure and report on our CO<sub>2</sub> equivalent emissions. We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity.
- We will seek to enhance the ability of our operations and nearby communities to adapt to the effects of global climate change.

**Principle 9 - Supply chain: We will require high standards of environmental, social and human rights performance in our supply chain**

- We will deliver responsibly produced gold to the market.
- 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.
- Where appropriate, we will facilitate access by local enterprises to procurement and contracting opportunities.
- We will exercise due diligence to identify and eradicate the risk of child labour, forced labour and modern slavery from our supply chain.
- 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 activity, and who, in good faith, seek formalisation

**Principle 10 - Transparency and accountability: We will practice high standards of engagement, transparency and corporate governance**

- We will listen to and engage with stakeholders so as better to understand their interests and concerns.
- We will publish information relating to our sustainability performance.
- We will publicly support the principles of transparency in relation to issues such as payments to governments including through the Extractive Industries Transparency Initiative (EITI).
- We will assign accountability for sustainability performance at the Board and/or Executive Committee level and identify individual(s) within our organisation with responsibility for compliance with these Principles.