

ICMM PRINCIPLES CONTENT INDEX

to Annual and Sustainability Report 2025



Principles, with related Performance Expectations		Reference location (page)
Principle 1:	Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.	
1.1	Establish systems to maintain compliance with applicable law.	37, 39, 42, 53
1.2	Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments.	118-119
1.3	Implement policies and standards consistent with the ICMM policy framework.	42, 53-54
1.4	Assign accountability for sustainability performance at the Board and/or Executive Committee level.	40, 52-53
1.5	Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.	116
Principle 2:	Integrate sustainable development in corporate strategy and decision-making processes.	
2.1	Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.	9, 13, 17, 56, 69, 94, 109
2.2	Support the adoption of responsible physical and physiological health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.	37, 53, 56, 59-61, 109-113
Principle 3:	Respect human rights and the interests, cultures, customs and values of workers, communities and other vulnerable groups who may be affected by our activities.	
3.1	Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence (including undertaking processes that assess perceived, potential and actual human rights impacts to rightsholders, including human rights defenders and other vulnerable groups), and providing for, or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.	98, 100, 109-113
3.2	Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.	115
3.3	Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security & Human Rights. This includes identifying potential and actual human rights impacts on vulnerable groups.	54, 115
3.4	Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all sorts of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.	98-108
3.5	Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	102-104
3.6	Respect the rights, interests, aspirations, culture, Indigenous knowledge and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; carry out due diligence to address potential adverse impacts; and share benefits in a manner that is aligned with Indigenous People's aspirations for social and economic development.	8, 14, 54, 57, 58, 90, 114-115
3.7	Obtain agreement with affected Indigenous Peoples demonstrating their consent to anticipated impacts to their land or other rights, and setting out the terms by which impacts may occur and be managed. Where potential impacts include the relocation of Indigenous Peoples from their lands or territories, or significant impacts to their critical cultural heritage, companies will explore feasible alternatives to project design in order to avoid such impacts. If relocation and/or significant impacts on critical cultural heritage are unavoidable, companies will obtain agreement demonstrating the consent of affected Indigenous Peoples in accordance with ICMM's Indigenous Peoples and Mining Position Statement. In any instance where agreement is not obtained, ICMM members will develop a policy or approach outlining the steps they have taken to fulfil the commitments set out in the position statement.	90, 114-115
3.8	Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace.	12, 99, 103-106
3.9	Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive.	98-99
Principle 4:	Implement effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk.	
4.1	Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results.	60, 62-63
4.2	Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high risk area.	52, 54, 110, 111, 118, 122, 126
4.3	Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.	33-34, 39, 52, 55, 98, 186
4.4	Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.	83, 87, 94
Principle 5:	Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm.	
5.1	Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards and prevention of occupational diseases, based upon a recognised international standard or management system.	98, 101
5.2	Provide workers with training in accordance with their responsibilities for physical and psychological health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposures.	102

Principles, with related Performance Expectations		Reference location (page)
Principle 6:	Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.	
6.1	Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.	13, 57, 94, 124
6.2	Implement water stewardship practices that provide for strong and transparent water governance, effective management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.	33-34, 54, 59, 85-88
6.3	Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.	34, 54, 56, 60, 93-95, 114
6.4	Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.	59, 82-85
6.5	Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO2 equivalent (GHG) emissions.	8, 9, 59, 72-81
Principle 7:	Contribute to the conservation of biodiversity and integrated approaches to land-use planning.	
7.1	Neither explore nor develop new mines in World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.	89
7.2	Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no-net-loss to biodiversity.	63, 89-94
Principle 8:	Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.	
8.1	In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.	93-97
8.2	Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.	98
Principle 9:	Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.	
9.1	Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate.	57, 58, 115
9.2	Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.	14, 57, 115, 118
9.3	Conduct stakeholder engagement based upon an analysis of the local context, including with human rights defenders and other vulnerable groups, and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities.	57, 100, 114-115, 122
9.4	Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM).	n/a
Principle 10:	Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance.	
10.1	Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.	57
10.2	Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project.	123
10.3	Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.	41, 51-53, 120, 193 (ESRS=accepted ICMM alternative)
10.4	Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements.	52