

International Council on Mining and Metals Sustainable Development Framework

Policy Reference	Implementation Guidance
1. Implement and maintain ethical business practices and sound systems of corporate governance.	
1.3 Comply with or exceed the requirements of host-country laws and regulations.	<p>Obtain competent legal advice.</p> <p>Create a register of relevant legal requirements.</p> <p>Ensure responsibility and accountability for particular compliance requirements is clearly assigned and understood, and employees responsible for compliance have appropriate training.</p> <p>Regularly review legal compliance, identify instances of non-compliance, implement a system for documenting and tracking instances of non-compliance, document actions plans to achieve compliance and take prompt action to implement these plans.</p> <p>Once compliance is established, move to exceed requirements where this equates to good industry practice.</p>
3. Uphold fundamental human rights and respect cultures, customs and values in dealing with employees and others who are affected by our activities.	
3.6 Respect the culture and heritage of local communities, including indigenous peoples.	<p>Recognise and respect the culture and heritage of local communities including:</p> <ul style="list-style-type: none"> • The culture and traditions of Indigenous peoples and their relationships with lands and waters; • Sites and objects of local, regional and national significance • Engage with local and Indigenous communities in culturally appropriate ways, respecting their customs and beliefs; • Work with communities to develop appropriate, cooperative strategies to protect and managed sites of special significance to those communities on lands within and adjacent to our operations; • Where appropriate, incorporate local and traditional knowledge and land management practices into company operations; and • Work with communities to develop employment, education, training and business development and other opportunities.
4. Implement risk management strategies based on valid data and sound science.	
4.1 Consult with interested and affected parties in the identification, assessment and management of all significant social, health, safety, environmental and economic impacts associated with our activities.	<p>Use appropriate risk assessment methods to identify the potential social, health, safety, environmental and economic impacts of the intended operations.</p> <p>Identify communities and organisations that may be affected by the operations:</p> <ul style="list-style-type: none"> • Undertake desktop baseline socio-economic assessments; • Use the outcomes of these assessments to plan appropriate communications before engaging stakeholders; • Where appropriate extend socio-economic assessment through stakeholder engagement; • Explain company intentions honestly, accurately and succinctly; • Engage stakeholders to identify their interests, concerns and aspirations; and • Incorporate what is learned into company planning and provide feedback on outcomes to relevant stakeholders. <p>Manage issues commensurate with the level of risk.</p> <p>Develop, implement and maintain systems to manage both chronic and acute risks.</p> <p>Maintain a risk register that documents the control philosophy, status and associated actions of all identified major risks.</p> <p>Involve members of the workforce and other relevant stakeholders in risk assessment and risk management processes.</p>
4.3 Inform potentially affected parties of significant risks from mining, minerals and metals operations and of the measures that will be taken to manage the potential risks effectively.	<p>Facilitate open and transparent dialogue on risk management measures conducted in the form appropriate for the particular audience.</p> <p>Inform the workforce of the hazards and risks to which they may be exposed prior to commencing employment and on a continuing basis during employment.</p> <p>Communicate with stakeholders on significant risks and their corresponding management plans in a culturally appropriate manner.</p> <p>Inform regulators, industry bodies and affected parties as soon as practicable of significant incidents, associated risks and steps taken to remedy their impacts.</p>
4.4 Develop, maintain and test effective emergency response procedures in collaboration with potentially affected parties.	<p>Identify potential emergencies and develop appropriate emergency response strategies and capabilities.</p> <p>Ensure adequate resources are available to respond to identified emergency scenarios.</p> <p>Conduct training and periodically test the effectiveness of emergency response strategies and capabilities. Capture the learnings from this process.</p> <p>Develop partnerships with local emergency services to provide mutual aid, for example, sharing mine rescue equipment with bush fire brigades.</p>
6. Seek continual improvement of our environmental performance.	
6.1 Assess the positive and negative, the direct and indirect, and the cumulative environmental impacts of new projects – from exploration through closure.	<p>Assess and manage environmental impacts for the whole project cycle.</p> <p>Predict, assess and monitor emissions to air, land and water, including noise, odour and vibration; ensure design emissions are within standards and guidelines; make project changes as necessary to ensure commissioned site can meet emission standards; provide a basis for future improvements.</p> <p>Predict, assess and monitor impacts on visual amenity prior to development and make necessary project changes to reduce such impacts.</p> <p>Annually review operations and implement management plans to mitigate potential impact of emissions to air, land and water.</p> <p>Use environmental impact assessments, change management and/or risk management approaches to evaluate and mitigate impact from new or altered processes.</p> <p>Predict, assess and monitor impacts on biodiversity and heritage issues.</p> <p>Where appropriate, contribute to total watershed and airshed management in partnership with relevant external organisations.</p>

Policy Reference	Implementation Guidance
6.2 Implement an environmental management system focused on continual improvement to review, prevent, mitigate or ameliorate adverse environmental impacts.	<p>Implement an environmental management system consistent with recognised quality standards that includes:</p> <ul style="list-style-type: none"> • An environmental policy statement; • An assessment of environmental aspects and impacts of operations, products and services; • As assessment of legal and voluntary obligations; • Documented environmental objectives and targets and programs to achieve them; • Identified management structures, responsibilities, training, awareness and competencies; • A communication system with document control; • Emergency preparedness and response procedures; • Checking and corrective action for non-conformance; • A series of periodic internal audits and management review; and • Continual improvement objectives. <p>The environmental management system is a component of the sustainable development system.</p>
6.3 Rehabilitate land disturbed or occupied by operations in accordance with appropriate post-mining land uses.	<p>Consult relevant stakeholders and develop a closure plan that clearly defines the post-closure land use.</p> <p>Where appropriate, rehabilitate progressively over the life of the operation:</p> <ul style="list-style-type: none"> • Monitor success criteria agreed with relevant stakeholders; and • Report performance. <p>Undertake and support research into land and water rehabilitation practices.</p> <p>Use appropriate technology to reduce negative environmental impacts and improve site rehabilitation techniques.</p> <p>Manage and, where appropriate, rehabilitate historical disturbances to an appropriate standard.</p>
6.4 Provide for safe storage and disposal of residual wastes and process residues.	<p>Design processes and facilities to minimise contamination and decrease closure costs:</p> <ul style="list-style-type: none"> • Monitor the supply and use of significant chemicals over the life of the mine to identify losses and potential opportunities for recovery; and • Identify opportunities for beneficial use of end wastes with other relevant stakeholders. <p>Document and apply effective process for:</p> <ul style="list-style-type: none"> • Materials handling, containment and control processes for all by-products and residues; and • Identification, assessment monitoring, management, and/or remediation of contaminated sites. <p>Review, continually improve and introduce good industry practice.</p>
6.5 Design and plan all operations so that adequate resources are available to meet the closure requirements of all operations.	<p>Plan operations to minimise costs and risks; comply with relevant law, standards and guidelines; maximise sustainable development opportunities; and deliver post closure landforms that are safe and stable from physical, geochemical and ecological perspectives.</p> <p>Provide adequate resources to achieve social objectives of closure including any costs associated with community dislocation.</p> <p>Set aside funds externally held and not accessible for other purposes to implement the closure plan and to undertake post closure monitoring and maintenance, taking risk into account.</p> <p>Periodically review closure plans in the light of changing regulatory requirements and community expectations.</p>
7. Contribute to conservation of biodiversity and integrated approaches to land use planning.	
7.1 Respect legally designated protected areas.	<p>Plan exploration activities and operations to avoid and/or minimise impacts on ecological and cultural values of legally protected areas.</p> <p>Work with key stakeholders to optimise the ecosystem integrity of protected areas proximal to the company's operations.</p>
7.2 Disseminate scientific data on and promote practices and experiences in biodiversity assessment and management.	<p>Share scientific and technical information regarding biodiversity assessment and management with key stakeholders, including academia and government.</p> <p>Make biodiversity information collected for the environmental impact assessment process publically available.</p> <p>Collect, collate and analyse scientific data, and disseminate final reports to stakeholders in a suitable format.</p> <p>Work with key stakeholders (including government) to protect endangered species and their habitat.</p> <p>Work with neighbouring communities and key stakeholders to minimise the impacts of feral animals and the spread of weeds and pests.</p> <p>Involve stakeholders from local and scientific communities in monitoring and reporting of information regarding biodiversity assessment and management where appropriate.</p> <p>Where feasible, work with stakeholders to optimise ecosystem integrity (including habitat protection) on a regional basis by addressing these issues proactively in mine planning and buffer zone management, and specifically in rehabilitation/closure planning.</p>
7.3 Support the development and implementation of scientifically sound, inclusive and transparent procedures for integrated approaches to land use planning, biodiversity, conservation and mining.	<p>Produce credible and timely information regarding land-use issues, involving the input of independent assessment as necessary, to address stakeholder and community concerns and expectations.</p> <p>Find ways to maintain, enhance and restore (where possible) habitats in and around operations, including buffer zones.</p> <p>Enhance biodiversity monitoring through use of bioindicators.</p> <p>Minimise the likelihood of localised extinctions and minimise impacts of feral animals, weeds and pests.</p> <p>Promote and apply the principles of multiple and sequential land use within the operation's sphere of influence.</p> <p>Where feasible, work with key stakeholders to optimise ecosystem integrity (including habitat protection) on a regional basis.</p> <p>Use offsetting programs to increase net conservation benefits where these are feasible and agreed with government.</p> <p>Seek to achieve a net positive environmental gain through partnership activities and resourcing of local biodiversity groups.</p> <p>Engage with state-based planning authorities to ensure that operations are consistent with regional or catchment scale land use planning priorities.</p> <p>Educate employees and contractors regarding the importance of biodiversity conservation values of the area subject to disturbance.</p>

Policy Reference	Implementation Guidance
8. Facilitate and encourage responsible	product design, use, re-use, recycling and disposal of our products
8.4 Provide regulators and other stakeholders with scientifically sound data and analysis regarding our products and operations as a basis for regulatory decisions.	<p>Understand the precautionary principle and its application in policy development and integrate this understanding into planning, design and the cycle of management review.</p> <p>As appropriate, provide regulators and the scientific community with scientific and technical advice about our products and operations, including the outcomes of site based monitoring.</p> <p>Collaborate in research on life cycle impacts of processes, products and by-products as appropriate.</p> <p>Encourage collaboration between government, industry and the scientific community in research and demonstration programs to foster improved science and informed policy development.</p>
9. Contribute to the social, economic and	institutional development of the communities in which we operate.
9.1 Engage at the earliest practical stage with likely affected parties to discuss and respond to issues and conflicts concerning the management of social impacts.	<p>Establish a stakeholder register to assist in the identification of relevant stakeholders, and keep this current over the whole cycle.</p> <p>Undertake engagement in a culturally-appropriate manner throughout the life of the operation.</p> <p>Implement systems to appropriately manage issues and effects, positive and negative, of mining.</p>
9.2 Ensure that appropriate systems are in place for ongoing interaction with affected parties making sure that minorities and other marginalised groups have equitable and culturally appropriate means of engagement.	<p>Establish fair and equitable processes for engagement with Indigenous and local communities.</p> <p>Establish processes to ensure ongoing interaction with communities regarding issues of interest to the mining operations and/or to the community.</p> <p>Understand and respect directly affected peoples' decision-making and dispute resolution processes and their time frames for going through these processes.</p> <p>Develop partnerships that provide opportunities for reciprocal learning and mutual understanding.</p> <p>Identify historically marginalised and implement strategies to address the special needs of individuals or groups in the community to ensure their effective participation.</p> <p>In engaging with the community ensure that proper consideration is given to community views and that they are considered in the company decision-making process.</p>
9.3 Contribute to community development from project development through closure in collaboration with host communities and their representatives.	<p>Contribute to the development of sustainable communities. Apply a development model with identifies communities' current strengths and long-term needs for economic, social and institutional security.</p> <p>Strengthen and diversify the local and regional economy by supporting local businesses and products when this is feasible and consistent with relevant institutions and organisations.</p> <p>Ensure that exit strategies are in place for all programs, particularly if they will terminate before mine closure.</p> <p>Engage the community in defining the intended post mining land-use in mine closure plans.</p> <p>Contribute to the professional development of young people in local communities through capacity building and mentoring programs.</p> <p>Meet community development commitments prior to divestment, or seek to ensure that these commitments are transferred to the asset purchaser.</p>
9.4 Encourage partnerships with governments and non-governmental organisations to ensure that programmes (such as community health, education, local business development) are well designed and effectively delivered.	<p>Undertake social and economic research and assessment in partnership with communities and appropriate organisations to support planning and development of operations with subsequent management review of social and economic effects through the whole cycle.</p> <p>Recognise existing community planning processes and utilise these where feasible to achieve mutually beneficial social outcomes. Develop community partnerships and work to secure community ownership of the processes and outcomes.</p> <p>Develop partnerships (including government, NGOs and other relevant organisations) where appropriate to facilitate program design and delivery.</p> <p>Implement programs (including apprenticeships and cadetships) to build skills and experience and to secure a skilled future workforce.</p>
10 Implement effective and transparent	engagement, communication and independently verified reporting arrangements with our stakeholders.
10.2 Provide information that is timely, accurate and relevant.	<p>Provide information within appropriate timeframes and contexts and identify the reporting period.</p> <p>Validate data, information and processes in performance reports.</p> <p>Utilise appropriate verification processes for reports to provide public confidence in the information being reported.</p> <p>Systematically identify stakeholder information needs to ensure that information provided is relevant.</p> <p>Utilise stakeholder feedback on the reporting structure, format, timeframes and verification to continually improve the reporting processes.</p>
10.3 Engage with and respond to stakeholders through open consultation processes.	<p>Ensure all stakeholders have been identified in an open and transparent manner.</p> <p>Conduct a stakeholder analysis to identify rights and interests, and periodically review this throughout the life of the operation.</p> <p>Utilise transparent and consultative communication processes to engage key stakeholders and provide feedback on issues raised.</p> <p>Apply appropriate mechanisms for hearing and resolving stakeholder feedback within transparent and defined timeframes.</p> <p>Maintain a complaint and comment register. Provide open and transparent grievance mechanisms. Publish reports about complaints and disputes and their resolutions.</p>

International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold

Principle	Standard of Practice
5 Decommissioning	
Protect communities and the environment from cyanide through development and implementation of decommissioning plans for cyanide facilities.	Plan and implement procedures for effective decommissioning of cyanide facilities to protect human health, wildlife and livestock.
	Establish an assurance mechanism capable of fully funding cyanide-related decommissioning activities.
9 Dialogue	
Engage in public consultation and disclosure.	Provide stakeholders the opportunity to communicate issues of concern.
	Initiate dialogue describing cyanide management procedures and responsively address indentified concerns.
	Make appropriate operational and environmental information regarding cyanide available to stakeholders.

Council for Responsible Jewellery Practices

Code of Practice	Implementation Guidance
2 Social Performance	
2.1 Legal Compliance	Members will at all times comply with the Applicable Law relating to their social conduct.
2.11 Community Impact	Members shall seek to support the development of the communities in which they operate through support of community initiatives.
3 Environmental Performance	
3.1 Legal Compliance	Members will at all times comply with the Applicable Law.
3.2 Waste	Control of hazardous waste substances: <ul style="list-style-type: none"> Members shall seek to minimise the quantity of any hazardous waste that is produced through their operations; and Members will dispose of hazardous waste substances in compliance with applicable law.
	Air and water emissions: <ul style="list-style-type: none"> Members shall seek to decrease emissions to air and water, relative to production output.
	General waste management <ul style="list-style-type: none"> Members shall take steps to reduce the quantity of general waste produced from this operations through the principles of reduce, recover, re-use and recycle. All waste shall be responsibly managed and the waste-disposal decision-making process shall take into account environmental considerations as well as cost considerations.
3.3 Energy Use and Natural Resources	Members shall seek to ensure the efficiency of their business operations in terms of consumption of natural resources including, but not limited to, water and energy.

United Nations Global Compact

Principles
Principle 7: Businesses should support a precautionary approach to environmental challenges

Extractive Industries Transparency Initiative

Principles
9 We are committed to encouraging high standards of transparency and accountability in public life, government operations and in business.
12 In seeking solutions, we believe that all stakeholders have important and relevant contributions to make – including governments and their agencies, extractive industry companies, service providers, multilateral companies, financial organisations, investors and ono-governmental organisations.

Institute of Social and Ethical Accountabilities Standard on Stakeholder Engagement

Requirements for Elements of Framework	
Thinking and Planning	
3.1 Identify stakeholders	The organisation shall establish a methodology, including systematic processes, to identify and map its stakeholders and to manage the relationship between them (taking into account the extent to which it already has means for doing this) in ways that build accountability to stakeholders and enhance overall performance. It shall communicate the stakeholder map to its stakeholders.
3.2 Initial identification of material issues	The organisation shall establish a methodology, including systematic processes, to identify material issues associated with its activities, products, services, sites and the subsidiaries, for which it has either management and legal responsibility or the ability to influence associated performance outcomes (e.g. effects of product use).
3.3 Determine and define engagement strategy, objective and scope	The organisation shall establish a strategy for stakeholder engagement. It shall establish the context, objective(s) and scope for engagement.
3.4 Establish engagement plan and implementation schedule	The organisation shall establish a stakeholder engagement plan and schedule that demonstrates the intent to engage with its stakeholders. It shall make these available to its stakeholders.
Preparing and Engaging	
3.5 Identify ways of engaging that work	The organisation shall establish appropriate ways of engaging with its stakeholders.
3.7 Engage with stakeholders in ways that facilitate understanding, learning and improvement	The organisation shall ensure that stakeholder concerns, opportunities and risks are identified and understood in a way that enhances the understanding of materiality. It shall identify enablers (i.e. the means) for learning and improving performance.
Responding and Measuring	
3.8 Operationalise, internalise and communicate learning	The organisation shall use what it learns from stakeholder engagement to inform its strategies and operations so that they are consistent with sustainable development. The organisation shall communicate what it learns and how it intends to respond.
3.10 Assess, re-map and re-define	The organisation shall assess and re-map its stakeholders and re-define its stakeholder strategy where changes have occurred or new learning has been gained.

The Global Sullivan Principles of Social Responsibility

Principle
Work with governments and communities in which we do business to improve the quality of life in those communities – their educational, cultural, economic and social well-being – and seek to provide training and opportunities for workers from disadvantaged backgrounds.