

G4

SECTOR
DISCLOSURES



**MINING AND
METALS**

A background graphic consisting of a network of interconnected lines in green, orange, and light blue. A central dark blue circle with a white center is connected to several lines. The text "MINING AND METALS" is written in a bold, dark blue, sans-serif font, slanted upwards, and positioned over the network lines.

MINING AND METALS



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Legend



Chapters with a full color flag present sector content developed following GRI's due process



The contents of chapters with an outlined flag assist reporters when using the Sector Disclosures in conjunction with the G4 Guidelines

1

HOW TO USE THE SECTOR DISCLOSURES

The Mining and Metals Sector Disclosures document is based on the 'GRI Mining and Metals Sector Supplement'.

This Sector Supplement was issued in 2010 and developed based on the G3 Guidelines (2006). Following the launch of the G4 Guidelines in May 2013, the complete Sector Supplement content is now presented in the 'Mining and Metals Sector Disclosures' document, in a new format, to facilitate its use in combination with the G4 Guidelines.

The contents of the Sector Supplement have been re-organized and streamlined to fit the G4 Guidelines' content, structure and requirements. New contents have not been added.

This document has been prepared by the GRI Secretariat under the direction of the Technical Advisory Committee.

The Mining and Metals Sector Disclosures document contains a set of disclosures for use by all organizations in the Mining and Metals sector. The disclosures cover key aspects of sustainability performance that are meaningful and relevant to the Mining and Metals sector and which are not sufficiently covered in the G4 Guidelines.

The Mining and Metals Sector Disclosures should be used by all organizations in the Mining and Metals sector that wish to prepare a report 'in accordance' with the G4 Guidelines, either Core or Comprehensive. Please consult the 'in accordance' criteria on pages 11-14 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

The Mining and Metals Sector Disclosures should be used in addition to and not as a replacement of the G4 Guidelines. Together, the G4 Guidelines and the Mining and Metals Sector Disclosures make up the reporting framework for the Mining and Metals sector.

This document contains additional disclosure requirements and guidance on existing G4 content, and standalone Aspects, Indicators and guidance for the sector. The following table summarizes the types of Sector Disclosures that are found in this document:

SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR

SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR	
Type of Sector Disclosure	Explanation
Sector specific Aspects	
Sector specific Aspects	<p>There may be standalone Aspects for the sector.</p> <p>Organizations should consider the sector specific Aspects in this document together with the Aspects in the G4 Guidelines when defining the content of the report. The process for selecting material Aspects is described on pages 31-40 of the G4 Guidelines – Implementation Manual.</p> <p>The final selection of material Aspects may contain Aspects from the G4 Guidelines and sector specific Aspects from this Sector Disclosures document.</p>
Sector specific Guidance for DMA	
Sector specific Guidance for DMA (Disclosures on Management Approach)	<p>For each material Aspect identified (either from the G4 Guidelines or this Sector Disclosures document), organizations should report the Generic DMA (G4-DMA), for both Core and Comprehensive ‘in accordance’ options. The Generic DMA (G4-DMA) can be found on page 46 of the G4 Guidelines – Reporting Principles and Standard Disclosures.</p> <p>There may be sector specific Guidance for the DMA, for either G4 Aspects or sector specific Aspects. The sector specific Guidance for the DMA is designed to provide additional detail on the information to report for the Aspect. It is not a requirement to be ‘in accordance’, for neither Core nor Comprehensive.</p> <p>In the G3 Mining and Metals Sector Supplement, the sector specific Guidance for the DMA is considered to be a requirement. For this reason, organizations should consult the sector specific Guidance for the DMA when preparing a sustainability report.</p>
Sector additions to G4 Indicators	
Additional disclosure requirements for G4 Indicators	<p>There may be additional disclosure requirements for any of the Indicators included in the G4 Guidelines.</p> <p>For the ‘in accordance’ Core option: organizations choose at least one Indicator related to each identified material Aspect in G4 to report against. Organizations should report the additional disclosure requirements for the sector, if available, related to the chosen G4 Indicator(s).</p> <p>For the ‘in accordance’ Comprehensive option: organizations should report all Indicators available for the identified material Aspects in G4. Organizations should report all additional disclosure requirements for the sector, if available, related to the chosen G4 Indicators.</p> <p><i>(*) Reasons for omission may apply in exceptional cases.</i></p>
Additional Guidance to G4 Indicators	<p>There may be additional sector Guidance for any of the Indicators included in the G4 Guidelines. It is not a requirement to be ‘in accordance’, for neither Core nor Comprehensive.</p> <p>Organizations should consult this Guidance when preparing a sustainability report.</p>

(*) **Please note:** If it is not possible to disclose certain information required by the Mining and Metals Sector Disclosures, reasons for omission may apply in exceptional cases. Please consult the reasons for omission on page 13 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

↓ SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR CONTINUED

SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR	
Type of Sector Disclosure	Explanation
Sector specific Indicators	
Sector specific Indicators located under G4 Aspects	<p>There may be standalone sector specific Indicators added to existing G4 Aspects.</p> <p>Indicators are reported for material Aspects only as follows:</p> <p>For the 'in accordance' Core option: for each of the G4 Aspects identified as material, organizations should report at least one Indicator from the G4 Guidelines and (if available) one Indicator from the Sector Disclosures document related to the material Aspects.</p> <p>For the 'in accordance' Comprehensive option: for each of the G4 Aspects identified as material, organizations should report all the Indicators from the G4 Guidelines and (if available) all the Indicators from the Sector Disclosures document related to the material Aspects.</p> <p>These Indicators are labeled MM1, MM2, MM3, etc.</p> <p><i>(*)Reasons for omission may apply in exceptional cases.</i></p>
Sector specific Indicators located under sector specific Aspects	<p>There may be standalone sector specific Indicators located under sector specific Aspects.</p> <p>Indicators are reported for material Aspects only as follows:</p> <p>For the 'in accordance' Core option: organizations should report at least one Indicator related to the sector specific Aspects identified as material.</p> <p>For the 'in accordance' Comprehensive option: organizations should report all the Indicators related to the sector specific Aspects identified as material.</p> <p>These Indicators are labeled MM8, MM9 and MM10.</p> <p><i>(*)Reasons for omission may apply in exceptional cases.</i></p>

(*) **Please note:** If it is not possible to disclose certain information required by the Mining and Metals Sector Disclosures, reasons for omission may apply in exceptional cases. Please consult the reasons for omission on page 13 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

NOTES FOR EXPERIENCED GRI REPORTERS

GRI has made available a series of resources to help GRI sector reporters in their transition from G3/G3.1 to G4:

- [G4 Frequently Asked Questions](#)
- [Overview of changes in Standard Disclosures from G3.1 to G4 Guidelines](#)
- [Overview of changes in Standard Disclosures from G3 to G4 Guidelines](#)

The naming conventions of the GRI Standard Disclosures (including Indicators) have changed in G4. Consult the above tables for an overview of the changes in Standard Disclosures.

Annex I of this document provides an overview of how the Sector Disclosures have been re-organized to fit the new structure of the G4 Guidelines and includes references to the original disclosures' location in the Mining and Metals Sector Supplement (2010). For ease of reference, the Sector Disclosures' labels used in the Sector Supplement (MM1, MM2, MM3, etc.) have been retained.

NOTES FOR FIRST-TIME REPORTERS

First-time reporters are advised to consult and familiarize themselves with the contents of the G4 Guidelines before they start using the Sector Disclosures.

It is not necessary for first-time reporters to consult the Mining and Metals Sector Supplement (2010).

Note to users of an electronic version of this document:

Throughout Section 3, page references to Section 4 are hyperlinked. Clicking on these page references takes the user to the relevant page. To return to the previous view, please right click and select "Previous View" or click "alt" + left arrow.

2

INTRODUCTORY SECTION FOR THE MINING AND METALS SECTOR

2.1 FOR WHOM ARE THESE SECTOR DISCLOSURES INTENDED?

The Mining and Metals sector includes exploration, mining and primary metal processing (including smelting, recycling and basic fabrication) and covers the complete project life cycle from development through operational lifetime to closure and post-closure. The sector is diverse, and can contain companies that specialize exclusively in one part of the cycle, such as exploration companies, as well as large multi-national or vertically-integrated enterprises. Large mining groups may encompass a wide range of different mineral products in their subsidiary operating companies. Junior and mid-tier miners can also be responsible for exploration and production operations, but because of their size or business models may face particular challenges in relating to sustainability issues; they too can usefully report on these challenges through the Sector Disclosures and improve their approaches.

The Guidelines give reporters the opportunity to describe their own scope of operation, particularly in the boundary-setting and materiality disclosures.

2.2 WHAT IS THE CONTEXT OF THESE SECTOR DISCLOSURES?

These Sector Disclosures deal with the aspects of sustainable development that characterize the Mining and Metals sector, often because they are encountered more frequently or in greater measure than in other sectors. Reporting companies and the users of their reports are actively interested in these aspects, which therefore may merit a level of treatment not captured in the main Guidelines. The main contextual issues include:

- The control, use, and management of land
- The contribution to national economic and social development
- Community and stakeholder engagement
- Labor relations
- Environmental management
- Relationships with artisanal and small-scale mining
- An integrated approach to minerals use

2.3 REPORTING ON INCIDENTS AND GRIEVANCES

Reporting on the quality of the management processes in place to limit incidents involving communities, and the nature of the resolution of disputes is arguably more informative than the simple number of incidents and grievances occurring. There is opportunity for reporting of incidents, the resolution of any grievances arising, and their outcomes, within the context of other more specific indicators (such as MM6, MM7, and MM9), as well as under the different G4 disclosures.

3

MINING AND METALS SECTOR DISCLOSURES

3.1 OVERVIEW OF CONTENT FOR THE MINING AND METALS SECTOR

GENERAL STANDARD DISCLOSURES				
<ul style="list-style-type: none"> • Strategy and Analysis • Organizational Profile • Identified Material Aspects and Boundaries • Stakeholder Engagement 			<ul style="list-style-type: none"> • Report Profile • Governance • Ethics and Integrity 	
SPECIFIC STANDARD DISCLOSURES				
Category	Economic		Environmental	
Aspects ¹	<ul style="list-style-type: none"> • Economic Performance + • Market Presence + • Indirect Economic Impacts • Procurement Practices 		<ul style="list-style-type: none"> • Materials + • Energy • Water • Biodiversity + • Emissions + • Effluents and Waste + • Products and Services • Compliance • Transport • Overall • Supplier Environmental Assessment • Environmental Grievance Mechanisms 	
Category	Social			
Sub-Categories	Labor Practices and Decent Work	Human Rights	Society	Product Responsibility
Aspects ¹	<ul style="list-style-type: none"> • Employment + • Labor/Management Relations + • Occupational Health and Safety + • Training and Education • Diversity and Equal Opportunity • Equal Remuneration for Women and Men • Supplier Assessment for Labor Practices • Labor Practices Grievance Mechanisms 	<ul style="list-style-type: none"> • Investment • Non-discrimination • Freedom of Association and Collective Bargaining + • Child Labor • Forced or Compulsory Labor • Security Practices • Indigenous Rights + • Assessment • Supplier Human Rights Assessment • Human Rights Grievance Mechanisms 	<ul style="list-style-type: none"> • Local Communities + • Anti-corruption • Public Policy • Anti-competitive Behavior • Compliance + • Supplier Assessment for Impacts on Society • Grievance Mechanisms for Impacts on Society • Emergency Preparedness ++ • Artisanal and Small-scale mining ++ • Resettlement ++ • Closure Planning ++ 	<ul style="list-style-type: none"> • Customer Health and Safety • Product and Service Labeling • Marketing Communications • Customer Privacy • Compliance • Materials Stewardship ++

1) The word **topic** is used in the Guidelines to refer to any possible sustainability subject. The word **Aspect** is used in the Guidelines to refer to the list of subjects covered by the Guidelines.

+ G4 General Standard Disclosures and G4 Aspects where sector specific content has been added.

++ Sector specific Aspects.

3.2 SPECIFIC STANDARD DISCLOSURES FOR THE MINING AND METALS SECTOR

IMPORTANT NOTE




This section is organized by (sub-)Category and Aspect. For each (sub-)Category, G4 Aspects are presented first and the sector specific Aspects are presented last. Only G4 Aspects that contain sector additions are presented in this section.

The following Aspects and related disclosures should only be reported if they have been identified as material. The Reporting Principles for Defining Report Content have been designed to assist organizations in identifying material Aspects. (The description of these Principles, as well as Guidance on how to apply them, can be found in the [G4 Implementation Manual](#) on pp. 9-13 and pp. 31-40.)



CATEGORY: ECONOMIC

ECONOMIC DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Economic Performance	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EC1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <ul style="list-style-type: none"> Additional disclosure requirements Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI). Additional Guidance <i>Compilation</i> <i>Operating costs</i> Payments to local communities as part of land use agreements, not including land purchases. See entire G4-EC1 in the G4 Implementation Manual pp. 69-70
Market Presence	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EC6 PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION</p> <ul style="list-style-type: none"> Additional disclosure requirements In significant locations of operation, report proportion of the facility's total workforce from the local community. ('Workforce' is employees and supervised workers; as defined in G4-10) See entire G4-EC6 in the G4 Implementation Manual p. 77

CATEGORY: ENVIRONMENTAL

ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Materials	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</p> <p> Additional Guidance</p> <p>Definitions</p> <p><i>Recycled input materials</i></p> <p>See definition of 'Recycled input materials' in the G4 Implementation Manual p. 251</p> <p>Includes both post-consumer recycled material and waste from industrial sources (e.g. new scrap from fabricators and old scrap from end-of-life equipment), but excludes internal recycling within the facility (home scrap).</p> <p> See entire G4-EN2 in the G4 Implementation Manual p. 87</p>
Biodiversity	<p>SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT</p> <p>For the purposes of these Sector Disclosures, the term 'biodiversity' includes ecosystems and the goods (e.g. timber, fodder, natural medicines, freshwater) and services (e.g. climate regulation, water purification, soil production, air quality regulation) that they provide.</p>







↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Biodiversity (cont.)	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance</p> <p>Disclosures on the approach to biodiversity management should include consideration of ecosystems services and associated values (See section 3.3 for sources of information on ecosystems services value on pp. 21-22).</p> <p>Report whether and how biodiversity offsets have been used as part of the overall policy and approach to habitat protection and restoration.</p> <p>Relevance</p> <p>The mining and metals sector has potentially complex relationships with the environment, sometimes extending over large areas, requiring a careful assessment of the potential for direct environmental impact. Indirectly, the relationship between mining operations and local communities can also result in changes to the way in which those communities interact with and impact upon the natural environment. For those reasons, disclosures on biodiversity strategies are most informative when they are set within a broad context which addresses how the operations relate to biodiversity and the functioning of the local ecosystems, including the services that they provide to communities and to mining operations.</p> <p>Definitions</p> <p>Ecosystems services</p> <p>The functions of ecosystems that provide benefits to people. For example, the functions of fresh water, fisheries and forests production; climate and natural hazard regulation; cultural and recreational services - functions which provide benefits such as food, health, shelter and raw materials.</p> <p>References</p> <ul style="list-style-type: none"> • The Convention on Biological Diversity. • Millennium Ecosystem Assessment. <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 100</p>





↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Biodiversity (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN12 DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p> Additional disclosure requirements Include impacts identified as a consequence of any resettlement and closure activities reported under Indicators MM9 and MM10 respectively.</p> <p> Additional Guidance Relevance Environmental and social aspects are inter-linked, and environmental consequences may be linked to community resettlement arising from the opening of mining operations, or arising from mine closure.</p> <p>During resettlement, the relationship between communities and local biodiversity may be altered, and new impacts on biodiversity may be introduced. Reporting the actions that mining companies take to reduce the negative impacts on communities, and the communities' impacts on biodiversity, will shed light on these issues. Where possible, include descriptions of the impact (gain or loss) on sustainable land use.</p> <p> See entire G4-EN12 in the G4 Implementation Manual p. 102</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>MM1 AMOUNT OF LAND (OWNED OR LEASED, AND MANAGED FOR PRODUCTION ACTIVITIES OR EXTRACTIVE USE) DISTURBED OR REHABILITATED See  disclosure requirements and  Guidance on pp. 23-24</p> <p>MM2 THE NUMBER AND PERCENTAGE OF TOTAL SITES IDENTIFIED AS REQUIRING BIODIVERSITY MANAGEMENT PLANS ACCORDING TO STATED CRITERIA, AND THE NUMBER (PERCENTAGE) OF THOSE SITES WITH PLANS IN PLACE See  disclosure requirements and  Guidance on p. 25</p>
Emissions	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance The disclosure on management approach regarding Emissions should include discussion of:</p> <ul style="list-style-type: none"> • The management of fugitive emissions such as dust from mining and processing activities or noise and seismic impacts from explosives use through, for example, monitoring activities and compliance with regulatory limits. <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 106</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Emissions (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN21 NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS</p> <p> Additional disclosure requirements Include emissions from both major mobile sources and on-site stationary sources.</p> <p> Additional Guidance</p> <p>References</p> <ul style="list-style-type: none"> • International Finance Corporation (IFC) Environmental, Health and Safety Guidelines, April 2007. Section 1.1 relates to air emissions and ambient air quality. <p> See entire G4-EN21 in the G4 Implementation Manual pp. 119-120</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance</p> <p>The disclosure on management approach regarding Effluents and Waste should include discussion of:</p> <ul style="list-style-type: none"> • Processes to assess and manage risks associated with overburden, waste rock, tailings, sludges and other residues (for example, structural stability of storage facilities, metal leaching potential, and hazardous properties). • Types of tailings facilities that it owns or operates including riverine, lake and submarine tailings disposal, and the use of lined vs. unlined pits. • Approaches taken to minimize waste and its potential environmental impacts.
Effluents and Waste	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD</p> <p> Additional Guidance</p> <p>Compilation</p> <p>Indicator G4-EN23 refers to site waste, e.g., waste oils, spent cell lining, office, canteen and camp waste, scrap steel, tires and construction waste.</p> <p>Large-volume mining and mineral processing waste should be reported under MM3.</p> <p> See entire G4-EN23 in the G4 Implementation Manual p. 123</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Effluents and Waste (cont.)	<p>G4-EN24 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS</p> <p> Additional disclosure requirements</p> <p>Include spillage of tailings, slimes, or other significant process materials.</p> <p>Report follow-up to incidents including a description of actions taken to reduce number and seriousness of spills, even at a level before emergency procedures are required.</p> <p> See entire G4-EN24 in the G4 Implementation Manual p. 124</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>MM3 TOTAL AMOUNTS OF OVERBURDEN, ROCK, TAILINGS, AND SLUDGES AND THEIR ASSOCIATED RISKS</p> <p>See  disclosure requirements and  Guidance on p. 26</p>







CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Employment	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Report how all policies, standards and practices are applied to contractors.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual pp. 144-145</p>
	<p>Labor/ Management Relations</p> <p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Reporting on the representation and engagement with employees, other workers and their trade unions in stakeholder consultation processes is of high importance given their direct involvement and significance in mining operations.</p> <p>SECTOR SPECIFIC INDICATORS</p> <p> NUMBER OF STRIKES AND LOCK-OUTS EXCEEDING ONE WEEK’S DURATION, BY COUNTRY See  disclosure requirements and  Guidance on p. 27</p>
Occupational Health and Safety	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Organizations should report in particular on the application of ILO Convention 176 on health and safety in mines.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 151</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK RELATED FATALITIES, BY REGION AND BY GENDER</p> <p> Additional disclosure requirements Provide a description of each accident resulting in a fatality, and actions taken following the accident. These may be aggregated where the causes of accidents or the actions taken are similar.</p> <p> See entire G4-LA6 in the G4 Implementation Manual pp. 153-154</p>


↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: HUMAN RIGHTS








HUMAN RIGHTS DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Freedom of Association and Collective Bargaining	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Report how the organization’s freedom of association policy is implemented in practice.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 180</p>
Indigenous Rights	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Report on any policies relating to community consultation and support (including free, prior and informed consent), and settings where such dialogues are required by company policy and where they are not.</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p> TOTAL NUMBER OF OPERATIONS TAKING PLACE IN OR ADJACENT TO INDIGENOUS PEOPLES’ TERRITORIES, AND NUMBER AND PERCENTAGE OF OPERATIONS OR SITES WHERE THERE ARE FORMAL AGREEMENTS WITH INDIGENOUS PEOPLES’ COMMUNITIES</p> <p>See  disclosure requirements and  Guidance on p. 28</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: SOCIETY

SOCIETY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Local Communities	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance</p> <p>Report whether there are programs in place for assessing the impacts of operations on local communities:</p> <ul style="list-style-type: none"> • Prior to entering the community; • While operating in the community; and • While making decisions to exit the community. <p>Issues for particular consideration include:</p> <ul style="list-style-type: none"> • Community economic development planning processes, including sources of community income, community access to services and social infrastructure, access to capital and natural resources, and access to further education and skills training. • Co-ordination with other agencies, for example on poverty alleviation and natural resource management. • Procedures for identifying and protecting subsistence-related resources of local communities, including water, plants, and wildlife. • Measures of community health and well-being, including prevalence of cultural practices and associations. <p>Report on measures in place for social inclusion. Such measures may be disclosed (for example) in corporate policies, approaches to stakeholder selection, participatory approaches in community consultation, and in assessment procedures.</p> <p>Relevance</p> <p>Reporting on systematic approaches to community participation is of particular importance for the extractive industry, which can often become a significant presence – in economic, social and environmental terms – in communities that may otherwise be poor, small, remote, or under-developed.</p> <p>In that sense, reporting can usefully disclose how companies act to mitigate negative impacts, and contribute to local development, and how consultation processes ensure that the assessments of impact and the valuations of benefit properly reflect local views.</p> <p>Reporting on the extent to which community participation processes are socially inclusive and which ensure the engagement with women or disadvantaged groups can indicate a company's ability to manage relationships with groups that otherwise might not benefit from its operations (a social responsibility aspect) or which can oppose operations if they do not feel that they are treated equitably (a risk mitigation aspect).</p> <p>Reporting on community engagement processes is also valuable when it describes how wider and more indirect public benefits are provided (as may be reported in Indicator G4-EC7), and can be indicative of a company's approach to building broad-based relationships with a local community, not just the direct beneficiaries.</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
Local Communities (cont.)	<p>SECTOR SPECIFIC GUIDANCE FOR DMA (CONT.)</p> <p>G4-DMA Definitions <i>Social inclusion</i> (cont.) Social inclusion describes the active and demonstrable engagement with disadvantaged and vulnerable groups.</p> <p>References</p> <ul style="list-style-type: none"> • IFC Performance Standard 1: Social and Environmental Impact Assessment and Management Systems. <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 199</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>MM6 NUMBER AND DESCRIPTION OF SIGNIFICANT DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES See  disclosure requirements and  Guidance on p. 29</p> <p>MM7 THE EXTENT TO WHICH GRIEVANCE MECHANISMS WERE USED TO RESOLVE DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES, AND THE OUTCOMES See  disclosure requirements and  Guidance on p. 30</p>
Compliance	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-SO8 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS  Additional disclosure requirements Report a summary of judgments made against the organization in the areas related to health and safety and labor laws.</p> <p> See entire G4-SO8 in the G4 Implementation Manual p. 214</p>


↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
Sector specific Aspects	
Emergency Preparedness	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA Additional Guidance</p> <p>Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p><i>This sector specific Aspect does not contain Indicators.²</i></p>
Artisanal and Small-scale Mining	<p>SECTOR SPECIFIC INDICATORS</p> <p>MM8 NUMBER (AND PERCENTAGE) OF COMPANY OPERATING SITES WHERE ARTISANAL AND SMALL-SCALE MINING (ASM) TAKES PLACE ON, OR ADJACENT TO, THE SITE; THE ASSOCIATED RISKS AND THE ACTIONS TAKEN TO MANAGE AND MITIGATE THESE RISKS</p> <p>See disclosure requirements and Guidance on p. 31</p>
Resettlement	<p>SECTOR SPECIFIC INDICATORS</p> <p>MM9 SITES WHERE RESETTLEMENTS TOOK PLACE, THE NUMBER OF HOUSEHOLDS RESETTLED IN EACH, AND HOW THEIR LIVELIHOODS WERE AFFECTED IN THE PROCESS</p> <p>See disclosure requirements and Guidance on p. 32</p>
Closure Planning	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA Additional Guidance</p> <p>Report the scope of closure planning; its associated financial provision, and its coverage of health, safety, social, environmental, legal, governance and human resource aspects.</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>MM10 NUMBER AND PERCENTAGE OF OPERATIONS WITH CLOSURE PLANS</p> <p>See disclosure requirements and Guidance on p. 33</p>

2) To address this Aspect, the organization may use alternative indicators or develop their own indicators. Organization-specific indicators included in the report should be subject to the GRI Reporting Principles and have the same technical rigor as GRI's Standard Disclosures.

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: PRODUCT RESPONSIBILITY

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Sector Disclosures
Sector specific Aspects	
Materials Stewardship	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Programs and progress relating to materials stewardship (former MM11)</p> <p>See full Guidance text on p. 34</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p><i>This sector specific Aspect does not contain Indicators.³</i></p>

3) To address this Aspect, the organization may use alternative indicators or develop their own indicators. Organization-specific indicators included in the report should be subject to the GRI Reporting Principles and have the same technical rigor as GRI's Standard Disclosures.

3.3 ADDITIONAL MINING AND METALS REFERENCES

These references do not have their origin in internationally-adopted documents, conventions or protocols as those cited as formal references in the main text; they may however be useful sources of guidance to reporters when compiling indicators.

CATEGORY: ECONOMIC

G4 Aspect: Economic Performance

Indicator G4-EC1

References for the Extractive Industries Transparency Initiative (EITI):

- “Advancing the EITI in the Mining Sector”, EITI 2009-10-31.
- “EITI Business Guide”, WBLF/EITI 2008.

CATEGORY: ENVIRONMENTAL

G4 Aspect: Biodiversity

Sector specific Guidance for DMA

References for ecosystem goods and services:

- ICMM Good Practice Guidance for Mining and Biodiversity.
- World Business Council on Sustainable Development.
- Corporate Ecosystem Services Review (World Resources Institute).

Indicator G4-EN13

Reference for biodiversity offsets:

- The Convention on Biological Diversity and the Ramsar Convention endorse the Business and Biodiversity Offsets Programme (BBOP); summarized in “Business, Biodiversity Offsets and the BBOP: An Overview”. BBOP, Washington DC, 2009.

Indicator MM2

- IUCN/ICMM Good Practice Guidance for Mining and Biodiversity.

CATEGORY: SOCIAL

SUB-CATEGORY: HUMAN RIGHTS

G4 Aspect: Indigenous Rights

Indicator MM5

- ICMM Position Statement on Mining and Indigenous Peoples, May 2008.

SUB-CATEGORY: SOCIETY

Sector specific Aspect: Emergency Preparedness

Sector specific Guidance for DMA

Reference for emergency preparedness:

- The United Nations Environment Programme APELL (Awareness and Preparedness for Emergencies at Local Level) Programme (2001) and its application to the mining industry is summarized in the UNEP/ICMM publication “Good practice in emergency preparedness and response”, (2005).

Sector specific Aspect: Artisanal and Small-scale Mining

Indicator MM8

Reference for artisanal and small-scale mining:

- Communities and Small Mining (CASM) – working together paper.

Sector specific Aspect: Resettlement

Indicator MM9

Reference for resettlement:

- IFC Handbook for Preparing a Resettlement Action Plan 2002.

Sector specific Aspect: Closure Planning

Indicator MM10

- ICMM Planning for Integrated Mine Closure Toolkit.

SUB-CATEGORY: PRODUCT RESPONSIBILITY

Sector specific Aspect: Materials Stewardship

Sector specific Guidance for DMA

References for materials stewardship:

- “Maximizing Value: Guidance on implementing materials stewardship in the minerals and metals value chain”, ICMM.
- “Minerals and Metals Management 2020”, ICMM.

4

FULL TEXT FOR
THE MINING AND
METALS SECTOR
DISCLOSURES4.1 FULL TEXT FOR SPECIFIC STANDARD DISCLOSURES FOR THE MINING
AND METALS SECTOR

CATEGORY: ENVIRONMENTAL

G4 Aspect: Biodiversity

Indicators

MM1

**AMOUNT OF LAND (OWNED OR LEASED, AND MANAGED FOR PRODUCTION ACTIVITIES OR EXTRACTIVE USE)
DISTURBED OR REHABILITATED****1. Relevance**

Mining companies can own or hold licenses over very large areas of land. Often, the extraction sites, infrastructure, or other production activities may disturb a small proportion of that land holding. The impact on habitats and biodiversity is therefore more accurately assessed against the amount of land disturbed, and by the amount of land returned to beneficial use.

2. Compilation

2.1 This indicator should be reported in hectares.

2.2 This indicator refers to land disturbed by the company's operations.

2.3 This indicator refers to land that is owned or leased and is being managed for production activities or extractive use.

2.4 'Land' may refer to sea, lake or river beds if appropriate.

2.5 Report the following data:

- Total land disturbed and not yet rehabilitated (A: opening balance);
- Total amount of land newly disturbed within the reporting period (B);
- Total amount of land newly rehabilitated within the reporting period to the agreed end use (C);
- Total land disturbed and not yet rehabilitated (D= A+B-C; closing balance).

The above set of figures allows the reader to assess both the stock of land disturbed and the annual changes.

3. Definitions**Disturbance**

May include physical or chemical alteration which substantially disrupts the pre-existing habitats and land cover.

↓ MM1 CONTINUED

Agreed end use

Use to which land is returned upon completion of rehabilitation, as a result of negotiation with affected parties where appropriate. 'Agreed use' does not necessarily mean returning land to its prior condition, as post-mining end use may result in a changed state (such as flooded open-cast workings creating wetland habitat).

4. Documentation

Sources of information will include the company's land holdings data (purchases and leases) together with site-level records of land management, and may include reports filed with regulatory authorities on compliance with environmental management plans specified in the regulator's approval for the operation.

5. References

None.

MM2

THE NUMBER AND PERCENTAGE OF TOTAL SITES IDENTIFIED AS REQUIRING BIODIVERSITY MANAGEMENT PLANS ACCORDING TO STATED CRITERIA, AND THE NUMBER (PERCENTAGE) OF THOSE SITES WITH PLANS IN PLACE

1. Relevance

Mining operations have the potential to impact biodiversity in various ways and to various degrees depending on the location of the operation, and the sensitivity and value of the area. These interactions and the resultant opportunities and risks need to be assessed and effectively managed.

The organization-wide approach to biodiversity management can be stated in the DMA for the Biodiversity Aspect (see Generic DMA and Aspect-specific DMA Guidance in the [G4 Implementation Manual](#) pp. 64-65 and 100, and sector specific DMA Guidance in the Mining and Metals Sector Disclosures p. X). This indicator will provide information on how this approach is translated into decisions on whether, and to what degree, a specific site requires a Biodiversity Management Plan (BMP) and thus indicates how an organization assesses biodiversity management priorities.

Data on the number of sites requiring BMPs will indicate the extent to which the company is managing associated risks and opportunities. The degree of coverage of such sites with active BMPs will indicate the company's progress in protecting and enhancing functioning eco-systems.

2. Compilation

- 2.1** Identify the total number of sites. Sites reported under G4-EN11 (i.e. those located in or adjacent to high biodiversity value areas) should be included in this reporting as well as in G4-EN11.
- 2.2** Report criteria for deciding that a BMP is required. For the purposes of this indicator, a BMP would be considered to be a plan that covered most of the following:
- Scale of impact
 - Sensitivity of the area
 - Local community use of biodiversity
 - Ecosystems services provided by the local environment – e.g. wetlands (water purification, carbon sequestration), etc.
 - Cultural relevance
 - Protected status (or proximity to protected areas)
 - Iconic species or red listed species
 - Potential post closure use
 - Business case/risk aspects

- 2.3** Report the number (and percentage) of total sites that have been assessed under the criteria as in need of a BMP.

- 2.4** Of the number of sites in need of a BMP, report the number (and percentage) that have a BMP in place and operational.

3. Definitions

Biodiversity management plan (BMP)

A plan to ensure the protection and enhancement of the habitats and biodiversity of an area.

4. Documentation

None.

5. References

- IFC Performance Standard 6 on Biodiversity Conservation and Sustainable Natural Resource Management.

G4 Aspect: Effluents and Waste

Indicators



MM3

TOTAL AMOUNTS OF OVERBURDEN, ROCK, TAILINGS, AND SLUDGES AND THEIR ASSOCIATED RISKS

1. Relevance

The mining sector deals with large quantities of material as a result of its extractive activities. Non-product materials (overburden) have to be removed to give access to product-bearing material (ores), which are processed, physically or chemically, to release them from their matrix and convert them into output products. Waste material can be generated at any or all of these stages, whether it be overburden, waste rock or processing tailings, slags, sludges, slimes or other process residues. These residues may be disposed of in a variety of different ways: in pits or underground; on site in engineered facilities; or off site.

Reporting on the presence, location (country level), quantities and the associated risk assessment regimes can indicate a company's ability to manage risks and mitigate any potential consequences.

2. Compilation

2.1 This indicator should be reported as tons.

2.2 The relevance of risks associated with specific types of waste will be determined by risk assessment. The combination of waste material and disposal location may define the risk; for example, acid generating rock materials may leach acid products into water systems; inert materials may blanket ecosystems if disposed of in inappropriate settings; poorly engineered or maintained impoundments may give rise to toxic spills or structural failures.

2.3 Report the total amounts of overburden, rock, tailings, and sludges generated and any associated risks as defined in 2.2.

3. Definitions

None.

4. Documentation

Information on quantities will be available from site production data. Hazard identification may be available from site risk assessments.

5. References

None.

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

G4 Aspect: Labor/Management Relations

Indicators



MM4

NUMBER OF STRIKES AND LOCK-OUTS EXCEEDING ONE WEEK'S DURATION, BY COUNTRY

1. Relevance

Strikes and lockouts are indicative of a serious breakdown in labor/management relations, and a suspension of consultative processes. Data on the occurrence of such industrial incidents can convey a useful measure of the state of labor/management relations, and the direction of its progression over time. It will need to be set against the context of any limitations set by local legislation, and be benchmarked against norms for inter-country, inter-industry, and inter-sectoral comparisons.

2. Compilation

- 2.1 Identify the strikes exceeding one week's duration, by country.
- 2.2 Identify lockouts exceeding one week's duration, by country.
- 2.3 Report the total number of strikes and lock-outs that exceeded one week's duration during the reporting period, by country.

3. Definitions

Strike

A work stoppage caused by the mass refusal by employees to perform work, usually in response to employee grievances.

Lockout

A form of work stoppage in which an employer refuses to allow employees to work, often as a counter to a strike.

4. Documentation

Information may be collated from Human Resources records at operating site level.

5. References

None.

SUB-CATEGORY: HUMAN RIGHTS

G4 Aspect: Indigenous Rights

Indicators



MM5

TOTAL NUMBER OF OPERATIONS TAKING PLACE IN OR ADJACENT TO INDIGENOUS PEOPLES' TERRITORIES, AND NUMBER AND PERCENTAGE OF OPERATIONS OR SITES WHERE THERE ARE FORMAL AGREEMENTS WITH INDIGENOUS PEOPLES' COMMUNITIES

1. Relevance

The remote locations of mining operations have often brought mining companies into contact with Indigenous Peoples. The IFC's Performance Standard 7 (pertaining to Indigenous Peoples) ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples have focused increased public attention on corporate performance in relation to indigenous communities. This indicator measures the level of risk associated with a company's exposure in operating on or near territory claimed by indigenous communities and the extent to which that risk is managed through formalized agreements recognized by all parties. Key stakeholders including investors and lenders, as well as Indigenous Peoples themselves, are increasingly interested in policies on free, prior and informed consent.

2. Compilation

- 2.1** 'Adjacent' refers to land physically contiguous to, or influenced by, the operating site.
- 2.2** 'Formal agreements' refer to written agreements or other agreements that are recognized by the appointed leaders of the community.
- 2.3** If a site impinges upon a number of different indigenous communities, then the status of the agreement reached with each should be reported.
- 2.4** Report the number of sites on or adjacent to indigenous territories.

2.5 Report the number or percentage of these sites covered by formal benefit agreements or community development plans with indigenous communities.

2.6 Significant disputes under existing agreements, and steps taken to resolve the disputes, should be reported under Indicator G4-HR8.

3. Definitions

Indigenous territories

Areas in which Indigenous Peoples hold title to land, or have filed formal land claims or have long standing land tenure, including areas where ownership is claimed by multiple parties.

4. Documentation

Potential information sources include the government identified areas of indigenous territories and areas claimed by Indigenous Peoples; the reporting organizations agreements reached with Indigenous Peoples and the company's policies and procedures pertaining to free, prior and informed consent.

5. References

- International Finance Corporation Performance Standard 7 (Indigenous Peoples) April 30, 2006.
- ILO Convention (169) Concerning Indigenous and Tribal Peoples in Independent Countries, 1991.
- UN Declaration on the Rights of Indigenous Peoples, 2007.

SUB-CATEGORY: SOCIETY

G4 Aspect: Local Communities

Indicators



MM6

NUMBER AND DESCRIPTION OF SIGNIFICANT DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES

1. Relevance

Extractive industries are highly dependent on stable access to land and natural resources. Land and related customary resources are of fundamental importance to local communities and Indigenous Peoples since they constitute the basis of their economic livelihood and are the source of their spiritual, cultural and social identity. Access to land and resources therefore often becomes a point of conflict between company facilities and local communities if management processes are not put in place to effectively assess and manage, if not prevent, the conflict.

The number of recorded incidents relating to land and other related resources provides information about the implementation of an organization's policies. This information will help indicate the state of relations with local stakeholder communities, particularly in regions where Indigenous People reside or have interests near operations of the reporting organization.

2. Compilation

- 2.1** Identify significant disputes relating to land or resource use of local communities and Indigenous Peoples associated with current, planned or proposed future operations of the reporting organization. The criteria for classifying disputes as 'significant' should be reported.
- 2.2** Report the number of these disputes, and describe their nature.

3. Definitions

Indigenous peoples

See definition of 'Indigenous peoples' in the [G4 Implementation Manual](#) p. 249.

4. Documentation

Potential information sources include the reporting organization's operating procedures and guidelines on the issue. Other information may be supplied by country managers and by legal specialists of the reporting organization.

5. References

- IFC Performance Standard 1: Social and Environmental Assessment and Management System, 2006.
- IFC Performance Standard 7: Indigenous Peoples, 2006.

**MM7**

THE EXTENT TO WHICH GRIEVANCE MECHANISMS WERE USED TO RESOLVE DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES, AND THE OUTCOMES**1. Relevance**

This indicator is paired with MM6.

The existence and use of grievance mechanisms can disclose the extent to which a company has made preparations for the resolution of disputes with local communities, and the outcomes of their use can indicate their effectiveness.

2. Compilation

- 2.1** Refer to the disputes relating to land or resource use of local communities and Indigenous Peoples as reported in MM6.
- 2.2** Report the status of the disputes and actions taken, including the use and outcome of any grievance procedures.

3. Definitions

None.

4. Documentation

Potential information sources include the reporting organization's operating procedures and guidelines on the issue. Other information may be supplied by country managers and by legal specialists of the reporting organization. Where relevant grievance procedures exist, they may record relevant incidents.

5. References

- IFC Performance Standard 1: Social and Environmental Assessment and Management System, 2006.
- IFC Performance Standard 7: Indigenous Peoples, 2006.

Sector specific Aspect: Artisanal and Small-scale Mining

Indicators



MM8

NUMBER (AND PERCENTAGE) OF COMPANY OPERATING SITES WHERE ARTISANAL AND SMALL-SCALE MINING (ASM) TAKES PLACE ON, OR ADJACENT TO, THE SITE; THE ASSOCIATED RISKS AND THE ACTIONS TAKEN TO MANAGE AND MITIGATE THESE RISKS

1. Relevance

Artisanal and small-scale mining can have negative impacts on both the environment and the health and safety of those involved. At the same time, ASM can provide an important source of livelihood for many communities. The context in which ASM exists can provide significant risk to companies. This indicator provides insight into how the company manages risks associated with ASM, such as:

- Environmental risks (e.g. mercury and cyanide pollution, dumping of tailings into river systems).
- Social issues, including potential conflict over land access and with security teams.
- Hazards to health.

2. Compilation

- 2.1 Identify where ASM takes place on or adjacent to company sites, or presents risks to the company's operations.
- 2.2 Report these sites as a number and as a percentage of the company's total operating sites.
- 2.3 Report the nature of the risks and the actions taken to manage and mitigate them.

3. Definitions

Artisanal and small-scale mining

Whilst there is no internationally accepted definition of ASM, the broad distinction is made between artisanal mining which may involve only individuals or families, and small-scale mining which may be more extensive and more mechanized. They may both share some or all of the following characteristics:

- Exploitation of small or marginal deposits
- Low capital input
- Labor-intensive
- Poor access to markets and support services
- Low standards of occupational health and safety
- Significant environmental impact

4. Documentation

Environmental and Social Impact Assessments, risk assessments, stakeholder engagement registers, community development plans, etc.

5. References

None.

Sector specific Aspect: Resettlement

Indicators



MM9

SITES WHERE RESETTLEMENTS TOOK PLACE, THE NUMBER OF HOUSEHOLDS RESETTLED IN EACH, AND HOW THEIR LIVELIHOODS WERE AFFECTED IN THE PROCESS

1. Relevance

The establishment of mining operations may involve the displacement and resettlement of people. Whether voluntary or involuntary, potential impacts may include: loss of productive land, loss of employment and income, loss of housing, loss of access to common resources and public services, and social fragmentation.

2. Compilation

- 2.1 Identify sites where resettlement of a community occurred.
- 2.2 Report the number of households involved in any resettlement program. If available, the number of individuals or an informed estimate can also be reported.
- 2.3 Report the consultation processes and measures put in place to re-establish the affected community, to mitigate any impacts of relocation, and the outcomes in terms of livelihoods, including sustainable land use.
- 2.4 Report any significant disputes related to resettlement and the processes employed to resolve outstanding issues.

3. Definitions

Sustainable land use

Long-term patterns of land use for agricultural or other productive use that maintain and do not deplete both natural resource systems and biological ecosystems.

4. Documentation

Potential information sources include organizational policies and procedures, and country or site level reports.

5. References

- IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement, February 2006.

Sector specific Aspect: Closure Planning

Indicators



MM10

NUMBER AND PERCENTAGE OF OPERATIONS WITH CLOSURE PLANS

1. Relevance

The withdrawal or closure of mining operations will have considerable potential impacts on the workforce, the wider community, the local economy and the environment. 'Closure' may take many forms; it may be sudden or progressive; it may leave behind residual operations or it may represent a complete withdrawal.

Whilst an operation may have a closure plan, the nature and content of the plan may vary with the different stages of a mining operation's life cycle; from conceptual at the outset to more detailed and practical as the planned closure stage approaches. This indicator seeks disclosure of the extent to which operational sites have associated closure plans; the impacts of actual closure upon the environment and upon communities may be recorded under Indicators G4-EN12 and the DMA for the Local Communities Aspect respectively.

2. Compilation

- 2.1 Identify company operations that have closure plans.
- 2.2 Identify the company's total number of operations.
- 2.3 Report the number of company operations that have closure plans, and the percentage of the company's total number of operations.
- 2.4 Report on the overall financial provision for closure, or include a reference to the relevant financial statements.

3. Definitions

Labor transition plans

The arrangements made by a company to assist the established workforce to manage the progressive transition to post-closure phase of operations (which may include aspects such as re-deployment, assistance with re-employment, resettlement, redundancy etc.).

4. Documentation

None.

5. References

None.

SUB-CATEGORY: PRODUCT RESPONSIBILITY

Sector specific Aspect: Materials Stewardship

..... 

GUIDANCE - DISCLOSURES ON MANAGEMENT APPROACH

Programs and progress relating to materials stewardship (former MM11)

1. Relevance

The mining and metals industry is generally characterized by long and complex production chains employing a high volume of materials. This presents opportunities for improving efficiencies and sustainability throughout procurement, production, use, and disposal processes. It also implies a high level of responsibility for materials life cycles. Materials stewardship schemes are often consistent with the concepts and approaches of eco-efficiency and industrial ecology.

2. Compilation

2.1 Identify programs related to materials stewardship including activities such as:

- Communications of materials and product related information to users up and down the value chain.
- Overall approach to, and progress with, use of Life-cycle Assessment (LCA) to improve processes and products.
- Processes for assessing the eco-efficiency and sustainability attributes of products (e.g. recyclability, material use, energy use, toxicity, etc.).
- Traceability schemes.
- Collaborative efforts with groups such as product designers, manufacturers, consumers, local authorities, etc.
- Support of scientific research activities.

2.2 Report programs and progress related to materials stewardship.

3. Definitions

Eco-efficiency

Economically and environmentally efficient; the production of economically valuable goods and services while reducing the ecological impacts of production by using fewer resources and creating less waste and pollution.

Materials Stewardship

Includes process and product stewardship.

Industrial ecology

Industrial ecology is an interdisciplinary framework for designing and operating industrial systems as living systems interdependent with natural systems. It seeks to balance environmental and economic performance within an understanding of local and global ecological constraints.

4. Documentation

None.

5. References

None.

5

ANNEX I. OVERVIEW
OF LINKS WITH
THE MINING AND
METALS SECTOR
SUPPLEMENT

Annex I provides an overview of how the Mining and Metals Sector Supplement (2010) contents have been re-organized to fit the new structure of the G4 Guidelines and includes references to the original contents' location in the Sector Supplement.



Legend:

The following references correspond to the different chapters of the *G3 Mining and Metals Sector Supplement* as follows:

- RG & MMSS → Sustainability Reporting Guidelines & Mining and Metals Sector Supplement
- IP: EC & MMSS → Indicator Protocols Set Economic (EC)
- IP: EN & MMSS → Indicator Protocols Set Environment (EN)
- IP: LA & MMSS → Indicator Protocols Set Labor Practices and Decent Work (LA)
- IP: HR & MMSS → Indicator Protocols Set Human Rights (HR)
- IP: SO & MMSS → Indicator Protocols Set Society (SO)
- IP: PR & MMSS → Indicator Protocols Set Product Responsibility (PR)

SPECIFIC STANDARD DISCLOSURES FOR THE MINING AND METALS SECTOR

CATEGORY: ECONOMIC

ECONOMIC DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Economic Performance	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EC1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <p> Additional disclosure requirements See Sector Supplement IP: EC & MMSS, p. 5</p> <p> Additional Guidance See Sector Supplement IP: EC & MMSS, p. 5</p>

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Market Presence	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION</p> <p> Additional disclosure requirements See Sector Supplement IP: EC & MMSS, p. 12</p>

CATEGORY: ENVIRONMENTAL









ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Materials	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</p> <p> Additional Guidance See Sector Supplement IP: EN & MMSS, p. 6</p>
	<p>Biodiversity</p> <p>SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT See Sector Supplement RG & MMSS, p. 31</p> <p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & MMSS, pp. 21-22</p> <p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN12 DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & MMSS, p. 18</p> <p> Additional Guidance See Sector Supplement IP: EN & MMSS, p. 18</p> <p>SECTOR SPECIFIC INDICATORS</p> <p>MM1 AMOUNT OF LAND (OWNED OR LEASED, AND MANAGED FOR PRODUCTION ACTIVITIES OR EXTRACTIVE USE) DISTURBED OR REHABILITATED See Sector Supplement IP: EN & MMSS, p. 20</p> <p>MM2 THE NUMBER AND PERCENTAGE OF TOTAL SITES IDENTIFIED AS REQUIRING BIODIVERSITY MANAGEMENT PLANS ACCORDING TO STATED CRITERIA, AND THE NUMBER (PERCENTAGE) OF THOSE SITES WITH PLANS IN PLACE See Sector Supplement IP: EN & MMSS, p. 23</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Emissions	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 31</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & MMSS, p. 30</p> <p> Additional Guidance See Sector Supplement IP: EN & MMSS, p. 30</p>
Effluents and Waste	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 31</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD</p> <p> Additional Guidance See Sector Supplement IP: EN & MMSS, p. 32</p> <p> TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & MMSS, p. 34</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p> TOTAL AMOUNTS OF OVERBURDEN, ROCK, TAILINGS, AND SLUDGES AND THEIR ASSOCIATED RISKS See Sector Supplement IP: EN & MMSS, p. 33</p>




CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK




LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Employment	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 35</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 35</p>
Labor/Management Relations	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 35</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p> NUMBER OF STRIKES AND LOCK-OUTS EXCEEDING ONE WEEK’S DURATION, BY COUNTRY</p> <p> Additional Guidance See Sector Supplement LA & MMSS, p.10</p>
Occupational Health and Safety	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 35</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK RELATED FATALITIES, BY REGION AND BY GENDER</p> <p> Additional disclosure requirements See Sector Supplement IP: LA & MMSS, p. 12</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: HUMAN RIGHTS

HUMAN RIGHTS DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Freedom of Association and Collective Bargaining	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement IP: HR & MMSS, p. 7</p>
Indigenous Rights	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & MMSS, p. 37</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p> TOTAL NUMBER OF OPERATIONS TAKING PLACE IN OR ADJACENT TO INDIGENOUS PEOPLES' TERRITORIES, AND NUMBER AND PERCENTAGE OF OPERATIONS OR SITES WHERE THERE ARE FORMAL AGREEMENTS WITH INDIGENOUS PEOPLES' COMMUNITIES See Sector Supplement IP: HR & MMSS, p. 11</p>

SUB-CATEGORY: SOCIETY


SOCIETY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Local Communities	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement IP: SO & MMSS, pp. 3-4</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p> NUMBER AND DESCRIPTION OF SIGNIFICANT DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES See Sector Supplement IP: SO & MMSS, p. 5</p> <p> THE EXTENT TO WHICH GRIEVANCE MECHANISMS WERE USED TO RESOLVE DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES, AND THE OUTCOMES See Sector Supplement IP: SO & MMSS, p. 6</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
G4 Aspects	
Compliance	<p style="color: #008000;">SECTOR ADDITIONS TO G4 INDICATORS</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px;">G4-SO8</div> <p>MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS</p> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;"> </div> <p>Additional disclosure requirements</p> </div> <p>See Sector Supplement IP: SO & MMSS, p. 16</p>
Sector specific Aspects	
Emergency Preparedness	<p style="color: #008000;">SECTOR SPECIFIC GUIDANCE FOR DMA</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px;">G4-DMA</div> <div style="margin-left: 10px;"> Additional Guidance See Sector Supplement RG & MMSS, p. 39 </div> </div>
Artisanal and Small-scale Mining	<p style="color: #008000;">SECTOR SPECIFIC INDICATORS</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px;">MM8</div> <p>NUMBER (AND PERCENTAGE) OF COMPANY OPERATING SITES WHERE ARTISANAL AND SMALL-SCALE MINING (ASM) TAKES PLACE ON, OR ADJACENT TO, THE SITE; THE ASSOCIATED RISKS AND THE ACTIONS TAKEN TO MANAGE AND MITIGATE THESE RISKS</p> </div> <p>See Sector Supplement IP: SO & MMSS, p. 7</p>
Resettlement	<p style="color: #008000;">SECTOR SPECIFIC INDICATORS</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px;">MM9</div> <p>SITES WHERE RESETTLEMENTS TOOK PLACE, THE NUMBER OF HOUSEHOLDS RESETTLED IN EACH, AND HOW THEIR LIVELIHOODS WERE AFFECTED IN THE PROCESS</p> </div> <p>See Sector Supplement IP: SO & MMSS, p. 8</p>
Closure Planning	<p style="color: #008000;">SECTOR SPECIFIC GUIDANCE FOR DMA</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px;">G4-DMA</div> <div style="margin-left: 10px;"> Additional Guidance See Sector Supplement RG & MMSS, p. 39 </div> </div> <p style="color: #008000;">SECTOR SPECIFIC INDICATORS</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px;">MM10</div> <p>NUMBER AND PERCENTAGE OF OPERATIONS WITH CLOSURE PLANS</p> </div> <p>See Sector Supplement IP: SO & MMSS, p. 9</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: PRODUCT RESPONSIBILITY

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE MINING AND METALS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2010)
Sector specific Aspects	
Materials Stewardship	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance Programs and progress relating to materials stewardship (former MM11)</p> <p>See Sector Supplement IP: PR & MMSS, p. 3</p>

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ANNEX II. MINING AND METALS SECTOR DISCLOSURES CONTENT DEVELOPMENT

CONSULTANTS

The GRI Secretariat enlisted the (paid) help of the following consultants during the Mining and Metals Sector Supplement development process:

- Sustainable Development Consultancy (Lead consultant - Frank Almond)

MINING AND METALS SECTOR SUPPLEMENT WORKING GROUP MEMBERS

The Mining and Metals Sector Supplement Working Group was responsible for developing the set of new, sector-specific disclosures and performance indicators, as well as commentary on the G3 Guidelines content. The first Working Group process ran from October 2003 through February 2005. The second Working Group process ran from July 2008 through March 2010. The two Working Groups were formed by volunteers from mining and metals companies, investors, labor and nongovernmental organizations.

- Frank Almond, World Wildlife Fund (WWF), Switzerland
- Andrea Athanas, International Union for the Conservation of Nature (IUCN), Switzerland
- David Baker, Newmont Mining, USA
- Pierre Berner, Ambatovy Nickel and Cobalt, Madagascar
- Simon Billenness, Oxfam International, UK
- Mauricio Born, Alcoa, USA
- Peter Bradshaw, First Point Minerals Corporation, Canada
- Joe Drexler, International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), Switzerland
- Ian Emsley, Anglo American, UK
- Liesel Filgueiras, Vale, Brazil
- Nilton Freitas, International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), Switzerland
- Maxwell Gomera, International Union for Conservation of Nature (IUCN), Switzerland
- Pippa Howard, Flora and Fauna International (FFI), UK
- Karin Ireton, Anglo American, UK
- Toshiharu Kanai, Sumitomo Metal Mining, Japan
- Scott Klinger, First Peoples Worldwide, USA
- Rob Lake, Hendersons Global Investors, UK
- James Logan, European Nickel, UK
- Julie McDowell, Standard Life Investments, USA
- Glenn Mpufane, National Union of Mineworkers (NUM), South Africa
- Angeles Pereira, Centre for Human Rights and Environment (CEDHA), Argentina
- Calvin Price, Placer Dome⁴, Canada
- Michael Rae, The Mining Certification Evaluation Project (MCEP), Australia
- Jo Render, Newmont Mining, USA
- Christopher Sheldon, World Bank, USA

4) Placer Dome was acquired by Barrick Gold in 2006.

- Leonard Surges, Noranda⁵, USA
- Bert Swennen, Umicore, Belgium
- Carmen Turner, Teck, Canada
- Phil Turner, Rio Tinto, UK/Australia
- Andrew Vickerman, Rio Tinto, UK/Australia
- Ian Wood, BHP Billiton, UK/Australia
- Ian Wylie, Rio Tinto, UK/Australia

5) Noranda merged with Falconbridge in 2005, and the merged company was acquired by Xstrata in 2006.

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