Responsible Mining Index

Input regarding the Working Group's Report on the Gender Lens to the UN Guiding Principles on Business and Human Rights

Background

RMI covers a broad range of economic, environmental, social and governance (EESG) issues related to responsible mining. It assesses companies from the perspective of what society can reasonably expect of large-scale mining companies, and examines the extent to which companies are addressing these issues in a systematic manner across all their mining activities and throughout the project lifecycle.

The first Index, RMI 2018, covers 30 companies from 16 home countries, including publicly-listed, state-owned and private companies. These companies operate more than 850 sites in over 40 producing countries, and the assessment covers most mined commodities, excluding oil and gas. The Index focuses largely on company-wide behaviour, while also looking at site-level actions at 127 mine sites, in order to provide a snapshot of information disaggregated to the level of individual mining operations.

The RMI assessment is based on publicly available information on these companies and mine sites. As an evidence-based assessment, the Index measures the extent to which companies can demonstrate, rather than simply claim, that they have established responsible policies and practices.

The Index covers six thematic areas:

- Economic Development
- Business Conduct
- Lifecycle Management
- Community Wellbeing
- Working Conditions
- Environmental Responsibility

The assessment includes 73 indicators applied at the company-wide level across these thematic areas. In addition, each indicator is categorised as belonging to one of three measurement areas:

Commitment indicators assess the extent to which companies have:

(i) formalised their commitments on particular issues;
(ii) assigned responsibilities and accountabilities for the implementation of these commitments; and
(iii) provided resources and staffing to operationalise the commitments.

Action indicators assess the extent to which companies have developed systematic approaches to address particular issues and disclose key aspects of their activities

Effectiveness indicators assess the extent to which companies track, and report on, their performance in managing particular issues and demonstrate continuous improvement on these issues.

Findings

Very few companies show evidence of systematically ensuring their operations address gender issues. For example, only 20% of companies show any evidence of taking a systematic approach to ensuring women workers are protected from harassment and sexual exploitation. Within mining-affected communities too, systematic action by companies on gender is lacking. This includes, for example, taking measures to facilitate the participation of women in their community engagement activities or to involve women as well as men in local business development activities. None of the companies show any evidence of tracking their performance on managing the impacts of their activities on women. Reviewing and improving how they manage the impacts of mining on women in the workplace and within affected communities can enable companies to better address the serious risks and disadvantages faced by women.

All gender-related scores from the RMI 2018 assessment are presented here. They are part of the thematic areas "Community Wellbeing" and "Working Conditions".

Leading Practices

Gender parity target
BHP

In 2016, with female staff accounting for 17% of its workforce, BHP Billiton set out a plan for the company to achieve gender parity by 2025. The plan includes linking the bonuses of the most senior staff to achieving a 3% increase in female staff each year.

Gender parity target
Newmont mining

As a member of the Paradigm for Parity Coalition, Newmont has committed to achieving gender parity in senior management by 2030, with a near-term goal of women holding at least 30 percent of senior roles.

Campaigns on workforce diversity and inclusion
Vale

As a member of the Paradigm for Parity Coalition, Newmont has committed to achieving gender parity in senior management by 2030, with a near-term goal of women holding at least 30 percent of senior roles.

**Comprehensive gender equality policy**
AngloGold Ashanti

AngloGold Ashanti has developed and disclosed a comprehensive policy on Gender Equality and Empowerment of Women. The policy, produced in 2015, is based on UN Women's Empowerment Principles and covers gender equality in the workforce as well as in its relations with communities. The policy specifies a number of strategic interventions and specific actions to ensure gender equality in, for example, recruitment, remuneration, family friendly practices, communication, monitoring and evaluation.

Community Wellbeing
Thematic Area Brief - Extract

In Community Wellbeing, RMI looks at companies' day-to-day interactions with mining-affected communities and key stakeholder groups. Community Wellbeing indicators assess the extent to which companies have policies and systems in place to respect human rights, assess, manage, track and remedy their socio-economic impacts, and ensure meaningful engagement with local stakeholder groups including women, Indigenous Peoples, and artisanal and small-scale miners.

Results: Community Wellbeing

Commitment (3 indicators)   **Action (13 indicators)**   **Effectiveness (7 indicators)**
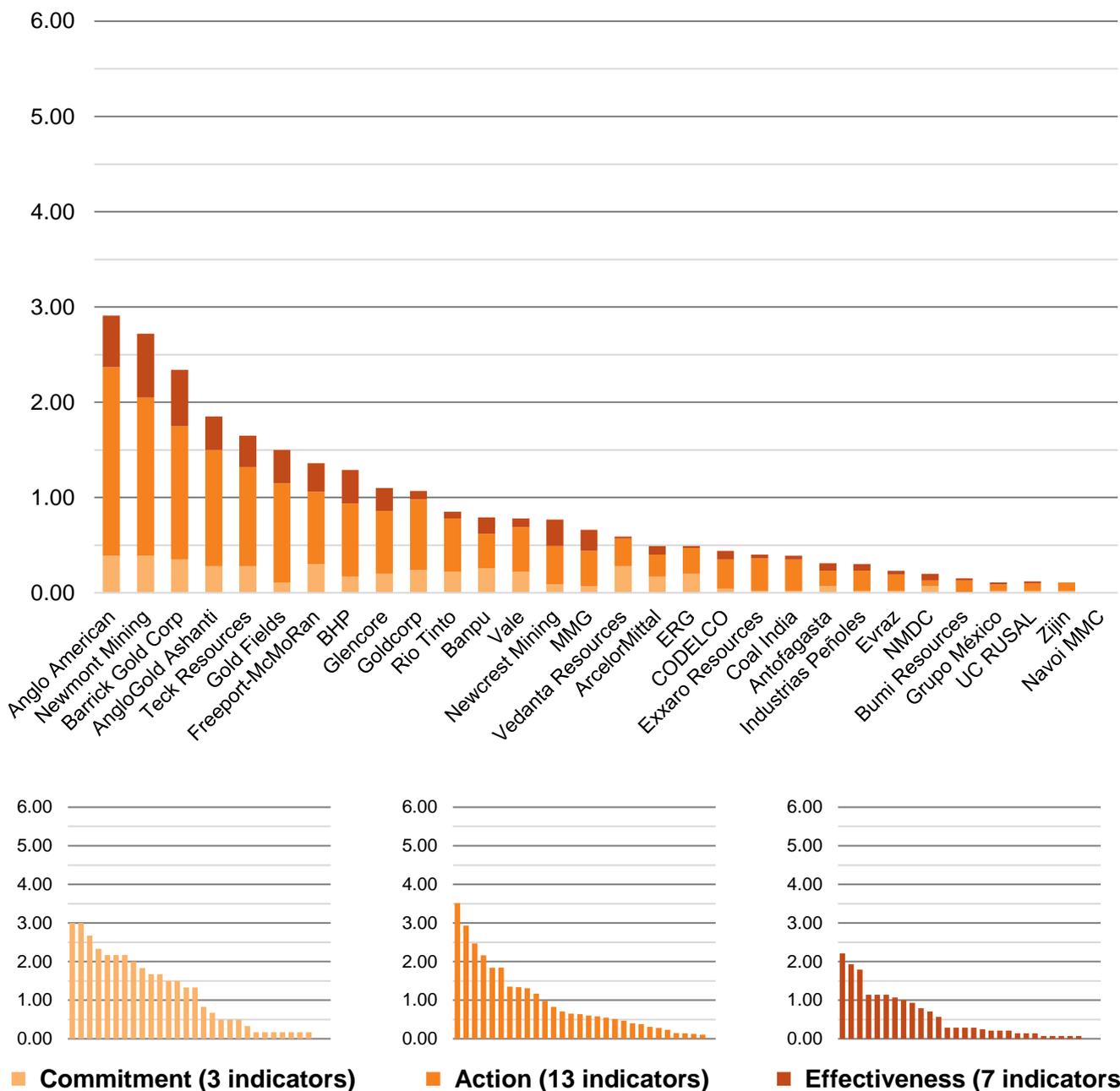
The 0.00-6.00 scale is the scoring scale used in the assessment.

Summary of results: Community Wellbeing

Overall, performances in Community Wellbeing are low, with the largest number of low-performing companies relative to other issue areas. The three strongest performing companies (Anglo American, Newmont Mining and Barrick Gold Corp) have developed more systematic approaches to address risks and impacts (e.g. human rights due diligence and socio-economic impact assessment), to engage with local communities, and to support local business development.

Leading practices for Community Wellbeing include, for example, systematic approaches to develop local entrepreneurship, and innovative efforts to support local suppliers.

Companies perform particularly poorly on their attention to one stakeholder group: hardly any companies have made an explicit commitment to protect human rights defenders. And while some companies may have systems for addressing their impacts on women in local communities, no companies show evidence of efforts to track how well they are managing these impacts. Another area where the vast majority of the 30 companies show no evidence of systematic action is in tracking their performance on ensuring livelihoods are restored or improved following resettlement.

Indicator-level Results

Avg: Average score of the 30 companies
Min: Lowest score obtained by 1 or more of the 30 companies
Max: Best score obtained by 1 or more of the 30 companies

Topic D.02: Community and stakeholder engagement

Indicator D.02.1	**The company has systems in place to ensure its operations support and facilitate ongoing and inclusive engagement of affected communities, including women and youth, with mechanisms for community members to participate in discussions and decision-making on matters that may impact them.**

a. Can your company demonstrate at the corporate level that it:
(i)   Has systems in place to ensure its operations identify and map affected communities?
(ii)   Has systems in place to ensure its operations develop mechanisms for community members to participate in discussions and decision-making on matters that may impact them?
(iii)   Systematically tracks the implementation of these mechanisms?

b. Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:
(i)   Pay particular attention to vulnerable and under-represented groups when identifying and mapping affected communities?
        Avg: 0.6
(ii)   Involve special efforts to enable and facilitate the participation of women in their community engagement activities?
        Avg: 0.3
(iii)   Involve special efforts to enable and facilitate the participation of youth in their community engagement activities?
        Avg: 0.2

Observation

Although often limited in detail, most companies state that they have systems for community engagement in discussions and decision-making. Only a very few companies detail how they pay particular attention to vulnerable groups or specify any special efforts to support the participation of women or youth in their community engagement Processes. Only one company reports in detail its tracking of how its systems for inclusive community engagement are being implemented.

Avg
1.46

Min
0.00

Max
5.20

Topic D.03: Economic and social viability

<table>
<tr><td>Indicator D.03.1</td><td>The company has systems in place to ensure its operations conduct and disclose regular assessments of their socio-economic impacts, through inclusive participation of affected communities, <mark>including women and youth</mark>.</td></tr>
</table>

a. Can your company demonstrate at the corporate level that it:

(i)   Has systems in place to ensure its operations identify affected communities' socio-economic baseline conditions and changes, through inclusive participation?

(ii) Has systems in place to ensure its operations identify and assess the socio-economic impacts of its activities on affected communities?

(iii) Regularly and systematically discloses and ensures accessibility of its assessments of socio-economic impacts to local communities?

b. Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

(i)   Systematically pay particular attention to vulnerable and under-represented groups when identifying and assessing the socio-economic impacts of their activities on affected communities?
Avg: 0.4

(ii) <mark>Actively involve women in the assessment of socio-economic baseline conditions and impacts?</mark>
Avg: 0.1

(iii) Actively involve youth in the assessment of socio-economic baseline conditions and impacts?
Avg: 0.0

Observation

Companies demonstrate various levels of formalised systems to conduct and disclose a range of processes for inclusive socio-economic impact assessment. However, in many cases, information on the company approach is limited, for instance to a simple statement that baseline studies were conducted. A very small number of companies demonstrate how their participatory impact assessment processes are inclusive of vulnerable groups, women and youth, and how these assessments are disclosed and made accessible to local communities.

Avg 1.03
Min 0.00
Max 4.90
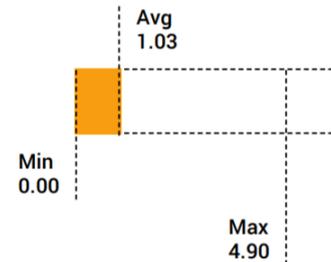
<table>
<tr><td>Indicator D.03.2</td><td>The company has systems in place to ensure its operations encourage local entrepreneurship, support local business development and develop local procurement opportunities, <mark>including for women and youth</mark>.</td></tr>
</table>

Can your company demonstrate at the corporate level that it:

(i)   Has systems in place to ensure its operations develop strategies and plans to develop local entrepreneurship and businesses and local procurement opportunities?
Avg: 0.7

(ii) <mark>Has systems in place to ensure its operations actively include women and youth in these strategies and plans?</mark>
Avg: 0.2

(iii) Systematically tracks the implementation of these strategies and plans?
Avg: 0.3

Observation

While most companies provide some relevant information on their approach to actively encourage local businesses, only a few demonstrate how they do this in a systematic, planned manner. A very small number of companies provide substantial detail on their approaches. Although some companies refer to how they specifically involve women and youth in these approaches, generally very little detail is provided on this.

Avg 1.18
Min 0.00
Max 5.00
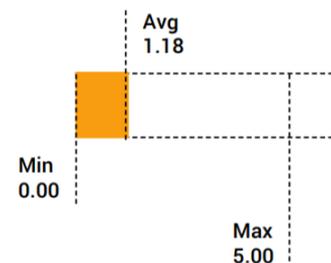
Topic D.05: Gender equity

|	
Indicator D.05.1	**The company tracks its performance on managing any impacts of its activities on women, and acts upon the results, demonstrating continuous improvement in avoiding, minimising and mitigating these impacts, while contributing to women's empowerment.**

Can your company demonstrate that it systematically:
(i)   Tracks, against a baseline and/or target(s), its performance on managing the impacts of its activities on women?
(ii)   Audits and/or reviews, against a baseline and/or target(s), the effectiveness of its measures taken to manage the impacts of its activities on women?
(iii)   Acts on the findings of these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage the impacts of its activities on women, in order to avoid, minimise and mitigate these impacts, while contributing to women's empowerment?

Observation

While some companies make reference to how they manage impacts on women in affected communities, no company demonstrates that they systematically track their performance on managing these impacts.

Avg
0.00

Min
0.00

Max
0.00
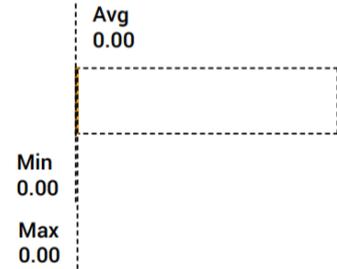
## Topic D.08: Land use and resettlement

Indicator D.08.2	The company has systems in place to ensure its operations identify and assess the potential impacts of the physical and/or economic displacement of project-affected people, and to design and implement strategies and plans to avoid, minimise and mitigate identified impacts, through inclusive participation, ==including by women and youth==.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

(i)   Assess the potential impacts of physical and/or economic displacement of project-affected people?
      Avg: 0.6

(ii) Develop strategies and plans to avoid, minimise and mitigate negative impacts?
      Avg: 0.6

(iii) Involve project-affected people, including women and youth, in the assessment of impacts and in the development of strategies to manage these impacts?
      Avg: 0.4

Observation

Only a small number of companies demonstrate a clear, formalised systems to identify potential displacement impacts. Generally, these companies also demonstrate that they systematically develop strategies and plans to manage these identified impacts and involve project-affected people in the process. Several companies show evidence of identifying and managing resettlement impacts at particular mine sites, but did not appear to have a company-wide approach to this.

Avg 1.57
Min 0.00
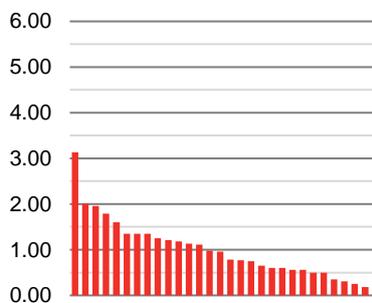Max 6.00
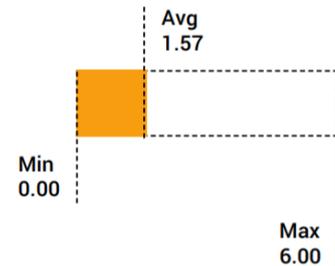
Working Conditions
Thematic Area Brief

Working Conditions cover the rights of employees and contractors to work in safe and healthy conditions, express their concerns and organise on labour matters, and receive fair treatment in recruitment, employment and promotion. Working Conditions indicators assess how companies are ensuring respect for these rights, and the elimination of poor labour practices.
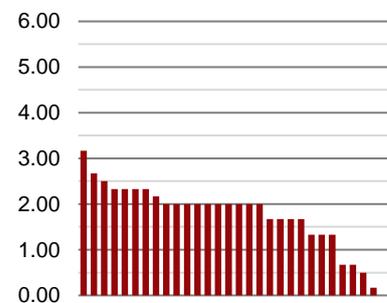
Results: Working Conditions
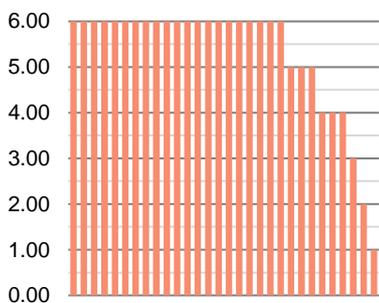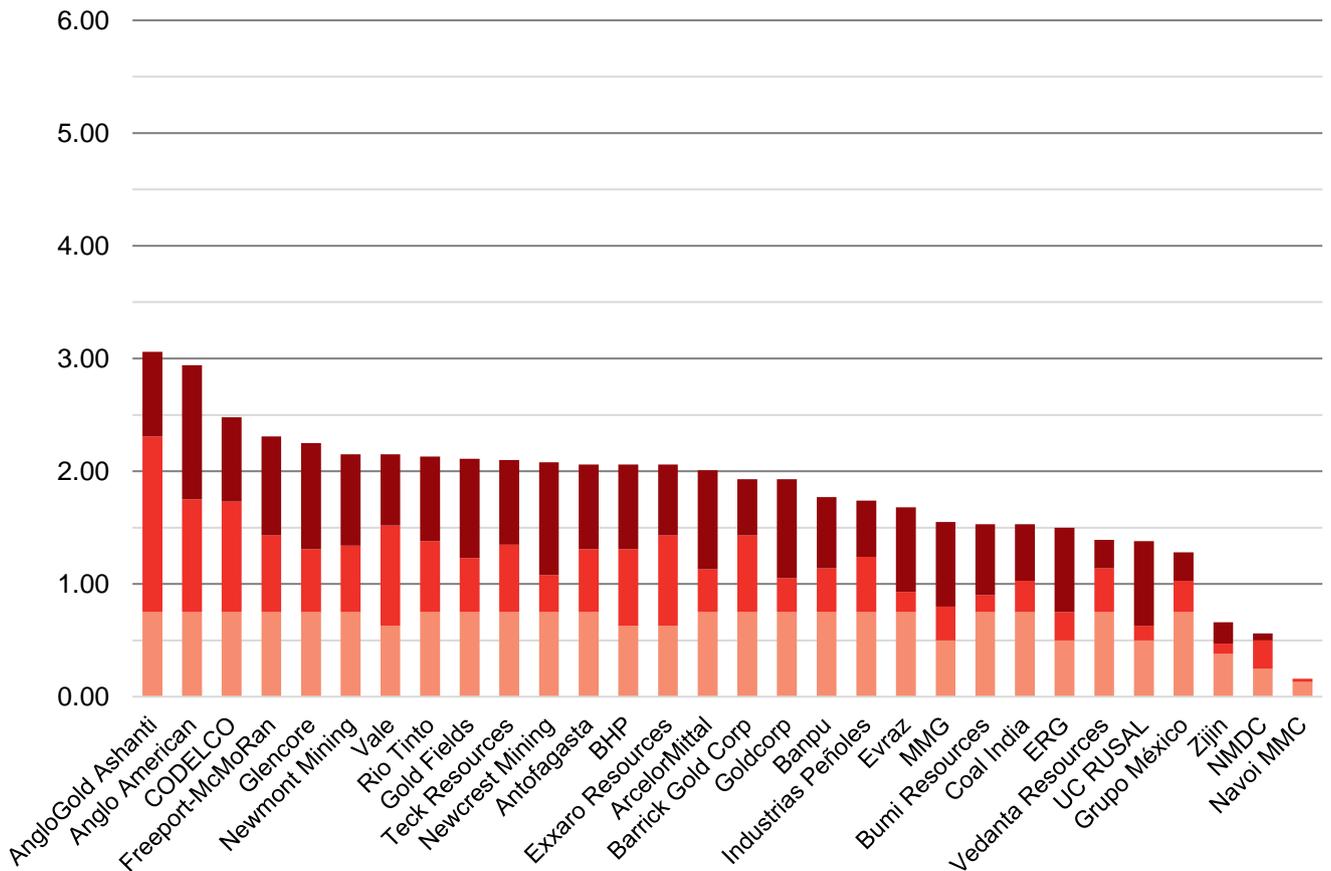
Commitment (1 indicator)   **Action (4 indicators)**   **Effectiveness (3 indicators)**

The 0.00-6.00 scale is the scoring scale used in the assessment.

Summary of results: Working Conditions

Performances on Working Conditions are fairly evenly distributed across the 30 companies, with only two or three companies performing significantly better or worse than most. The similarity in performance levels is due largely to the fact that the vast majority of companies are paying attention to one issue – occupational health and safety. Nearly all companies have made formal commitments to provide a safe and healthy work environment; most companies also track and report on their performance in this area and show evidence of efforts to improve their performance on health and safety. The two strongest performing companies in Working Conditions (AngloGold Ashanti and Anglo American) have gone further, to systematically address the risk of poor labour practices, such as the use of forced and child labour.

Leading practices for Working Conditions relate to, for example, special measures to address the needs of women workers and encourage respect for diversity among the workforce.

One large performance gap stands out: barely any companies show evidence of having assessed how the wages they pay to workers match up to living wage standards and none of the 30 companies demonstrate show evidence of efforts to meet or exceed living wage standards.

Indicator-level Results

Avg: *Average score of the 30 companies*
Min: *Lowest score obtained by 1 or more of the 30 companies*
Max: *Best score obtained by 1 or more of the 30 companies*

Topic E.02: Occupational health and safety

Indicator E.02.2	The company has systems in place to ensure its operations address the specific health and safety needs of women workers.

a. Can your company demonstrate at the corporate level that it has systems in place to ensure its operations take specific measures to prevent:
(i)   Intimidation and moral harassment of women workers?
    Avg: 0.2
(ii)   Sexual harassment of women workers?
    Avg: 0.2
(iii)   Gender-related violence against women workers?
    Avg: 0.0

b. Can your company demonstrate at the corporate level that it has systems in place to ensure its operations provide gender-appropriate:
(i)   Sanitation facilities (e.g.: toilets, showers)?
    Avg: 0.2
(ii)   Safety equipment (e.g.: PPE designed for women)?
    Avg: 0.3
(iii)   Health services (e.g.: for family planning and sexual health)?
    Avg: 0.1

Observation

Although many companies state a commitment to prevent intimidation and harassment of women workers (often as part of a commitment to all workers in general) very few demonstrate that they have taken specific measures to address these issues. Only one company explicitly mentions the issue of gender-based violence. Similarly, although a small number of companies stated a commitment to provide gender-appropriate safety equipment, health services, and/or sanitation facilities, very few companies show they have taken specific measures on this.

Avg
0.44

Min
0.00

Max
2.83