



IRMA: An Introduction and Overview

Mining Sector Deep-Dive Session

December 14, 2023

DEEP DIVE SESSION—MINING

Welcome & Agenda

- **Introduction to IRMA**
- **Perspectives from the Purchasing Sector:**
 - J.J Messner de Latour — Microsoft
- **Perspectives from the Finance Sector:**
 - Bob Walker — IRMA's Finance Lead
- **Perspectives from the Mining Sector:**
 - Jon Samuel — Anglo American
 - Javier Silva — SQM
 - Ellen Lenny-Pessagno — Albemarle
- **Closing**

Housekeeping Notes

- This call will be **recorded** and shared.
- Interpretation is available during the call in **seven languages**.
- Please use the **Q&A function** to post questions throughout the session.

Anti-Trust Compliance Statement

IRMA and its Members and affiliated organizations are committed to advancing social and environmental responsibility in the mining industry. In doing so, we are also committed to complying with all applicable antitrust laws and regulations. As a multi-stakeholder governed initiative, it is crucial that we **avoid any discussions that could be construed as anticompetitive.**

To ensure that IRMA activities are in full compliance with the antitrust laws, IRMA Members will refrain from sharing any competitively sensitive business information, including but not limited to **pricing, business plans, customer lists, information considered confidential in the industry, or other similar data.** Additionally, IRMA does not promote activities used to attempt to limit or restrict competition or exclude market participation.

Please refer to the full IRMA Antitrust Compliance Policy for further guidance.

An Introduction to IRMA

IRMA System Fundamentals

1

Assessments for Industrial- Scale Mines

Mines anywhere on the planet can participate.

2

Applies to All Mined Materials

This allows mining companies with multiple materials to learn one standard.

3

Mine-Site Assessment

A site's performance, rather than overall company performance, is assessed.

4

A System of Continuous Improvement

Mines at any performance level can participate and demonstrate continuous improvement.

The IRMA Standard's 26 Chapters

Business Integrity

- Legal compliance
- Stakeholder engagement
- Stakeholder grievance mechanism
- Human rights due diligence
- Revenue transparency/anti-corruption

Social Responsibility

- Labor rights
- Worker health & safety
- Community health and safety
- Conflict-affected areas
- Security arrangements
- Cultural heritage protection
- Artisanal and small-scale mining (ASM)

Environmental Responsibility

- Water management
- Waste (tailings) management
- Air quality
- Greenhouse gases emissions
- Noise management
- Biodiversity, ecosystem services, protected areas
- Cyanide management
- Mercury management

Planning for Positive Legacies

- Environmental and social impact assessment and management
- Free, Prior and Informed Consent
- Community support and benefits
- Resettlement
- Emergency preparedness and response
- Planning and financing reclamation and closure

IRMA'S STANDARD

A Reflection of Best Practice Norms

Many organizations have developed guidance for responsible mining throughout the years.

IRMA's Standard brings them under one umbrella.

- Extractive Industries Transparency Initiative (EITI)
- Greenhouse Gas Protocol Corporate Standard
- GRI 305 Emissions Reporting Standard
- IFC Performance Standards
- International Cyanide Management Code
- International Labour Organization (ILO)
- International Union for Conservation of Nature (IUCN) Protected Areas
- OECD Due Diligence Guidance
- UN Basic Principles on the use of Force
- UN Guiding Principles on Business and Human Rights
- UNESCO Biosphere Reserves
- United Nations Declaration on the Rights of Indigenous Peoples
- UNEP
- Voluntary Principles on Security and Human Rights
- Multiple National Regulations



Mining Industry Engagement In IRMA

80 mining companies are engaged in the IRMA system representing **101 sites**:

- **59 are self-assessing**, the first step before independent audit
- **24 are piloting** the draft exploration self-assessment
- **18 are in the independent assessment system**

Countries

1. Argentina
2. Australia
3. Brazil
4. Canada
5. Chile
6. China
7. Colombia
8. Dominican Rep.
9. Finland
10. France
11. Indonesia
12. Liberia
13. Mexico
14. Mozambique
15. Namibia
16. New Caledonia
17. Norway
18. Panama
19. Portugal
20. Philippines
21. Russia
22. Senegal
23. South Africa
24. Spain
25. Sri Lanka
26. Turkey
27. Ukraine
28. United States
29. Zambia
30. Zimbabwe

Materials

1. Aggregates
2. Barite
3. Bauxite
4. Cerium
5. Chromite
6. Chromium
7. Coal (metallurgical)
8. Cobalt
9. Copper
10. Diamonds
11. Europium
12. Feldspar
13. Gadolinium
14. Gold
15. Graphite
16. Iridium
17. Iron
18. Kyanite
19. Lanthanum
20. Lead
21. Limestone
22. Lithium
23. Magnesium
24. Mica
25. Mineral sands
26. Molybdenum
27. Monazite sand
28. Neodymium
29. Nickel
30. Osmium
31. Palladium
32. Praseodymium
33. Platinum
34. Potash
35. Quartz
36. Rare earth elements
37. Rhodium
38. Ruthenium
39. Samarium
40. Sand
41. Selenium
42. Silver
43. Staurolite
44. Sulphur
45. Talc
46. Tellurium
47. Titanium
48. Tourmaline
49. Vanadium
50. Xenotime
51. Zinc
52. Zircon

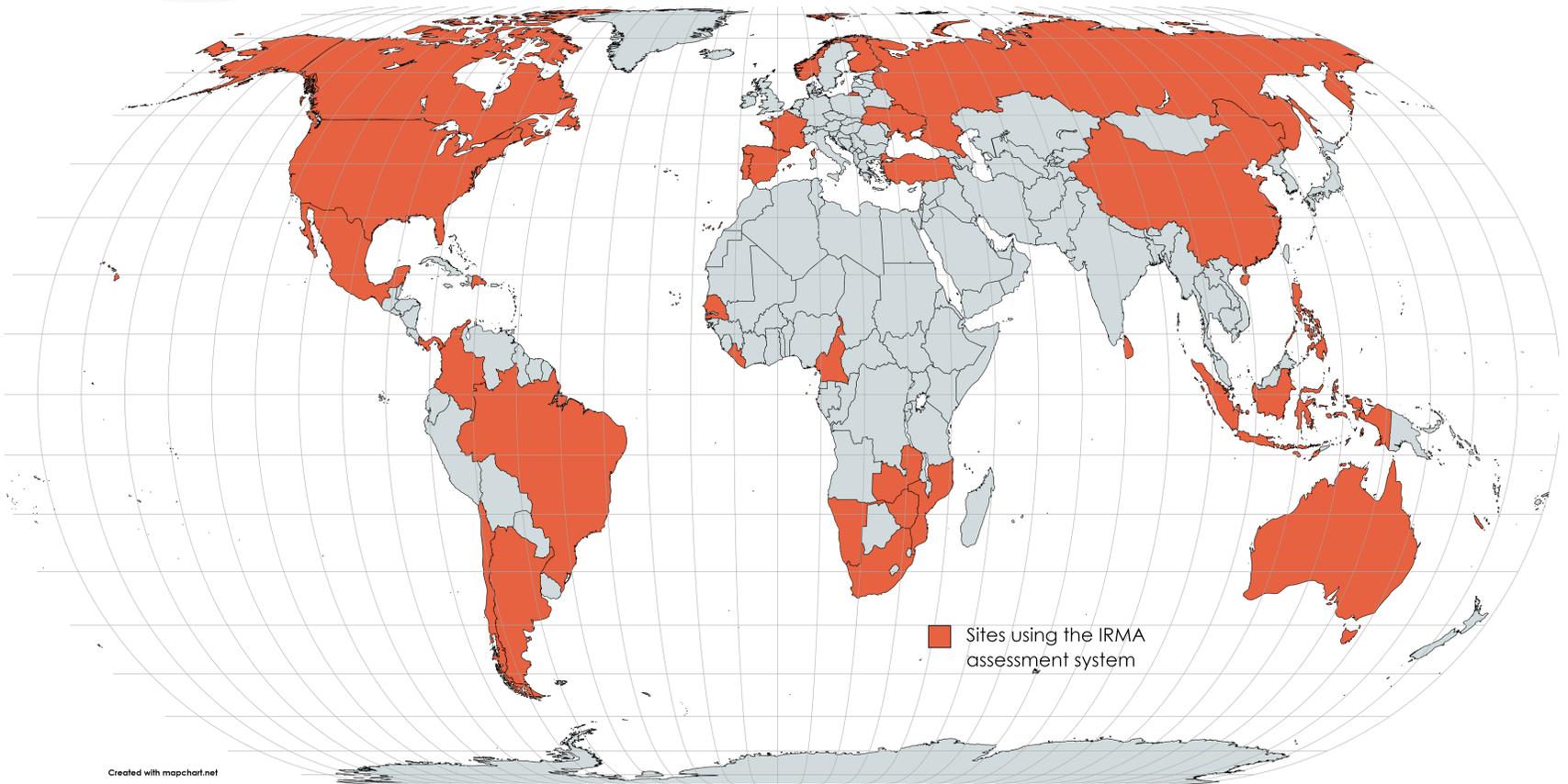
Mining Industry Engagement In IRMA

Overall Engagement

- **80** mining companies operating **101** sites

Diverse Reach

- **30** countries
- **6** continents
- **50+** minerals



Key Pillars of IRMA

Transparency

Audits are publicly noticed.

Audits include interviews with workers and community stakeholders.

Detailed audit reports are public and freely available.

Continuous Improvement

IRMA's scoring system allows for:

- more nuance and a clearer picture than pass/fail ratings
- details on achievements and areas for improvement
- an open conversation with stakeholders

Equal Governance

IRMA was built by a dedicated group of organizations, working together for the benefit of all.

IRMA has been built on a model of **equal governing authority** for each sector.

Mining	Purchasing	NGOs	Organized Labor	Affected Communities	Investors and Finance
Jon Samuel (Anglo American)	Claudia Becker (BMW Group)	Payal Sampat (Earthworks)	Meg Gingrich (United Steelworkers)	Pavel Sulyandziga (Batani Foundation)	Ashley Hamilton Claxton (Royal London Asset Management)
Grace Barasso (ArcelorMittal)	J.J. Messner de Latour (Microsoft)	Jim Wormington (Human Rights Watch)	Glen Mpuwane (IndustriALL Global Union)	Meschack Mbangula (Mining Affected Communities United in Action)	Jamie Bonham (NEI Investments)

How Mining Companies Can Engage in IRMA

How to Engage with IRMA

1

Use Self-Assessment Tool: Mine Measure

Can be used to **gauge current performance** against the IRMA Standard.

Self-assessment is **required to prepare for independent audit** and helps reduce audit costs.

Both use of the system and the results are **confidential** unless a company chooses to share publicly.

The tool is free to use for the first site of each company.

2

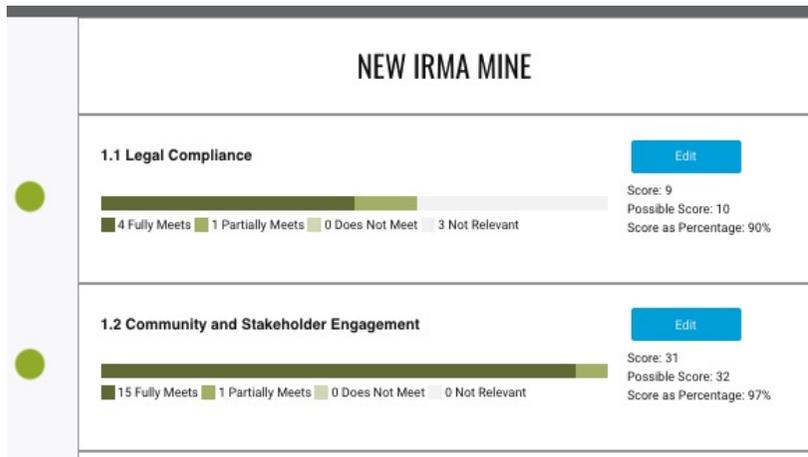
Undertake a Third-Party Audit

Independent assessments allow **credible claims** about performance to **share results** with customers, investors and other stakeholders.

Mining companies choose from one of two audit firms approved by IRMA.



Self-Assessment Tool



tools.responsiblemining.net/self-assess

- Mines can use the tool to evaluate themselves against Standard, prep for audit
- Share scores with purchasers or other stakeholders, or keep confidential
- Use the tool to provide feedback to IRMA on the metrics being used
- No claims of verified achievement until independent review

Self-Assessment Tool (Prep for Third-Party Audit)

MINE MEASURE
responsible mining self-assessment

This chapter has not been completed [skip this chapter](#)

[View Self-Assessment Summary](#) **1.2 Community and Stakeholder Engagement**
This chapter has 1 critical requirement

Self-Assessment Progress **20.5 / 32** **64%**
[Previous Chapter](#) [Next Chapter](#)

You have answered **16** out of a total of **16** questions.
You are fully or substantially meeting **1** out of **1** critical requirements in this chapter.

4 Fully 5 Substantially 5 Partially 2 Does Not Meet 0 Not Relevant

- 2.3 Obtain and Communicate Information
- 2.4 Relationship
- 2.5 Community Presentations and Meetings**
- 2.6 Planning and Finance for the Community and Culture
- 3.1 Fair Labor and Terms of Work Requirements
- 3.2 Occupational Health and Safety
- 3.3 Environmental and Social Impact of the Mine
- 3.4 Security Requirements
- 3.5 Access to a Safe and Sound Mine
- 3.6 Safe and Sound Mine
- 4.1 Mine and Mine Site Management

Partially Meets
The operating company identifies and addresses the requirements of this requirement in its corporate strategy and policies, and

Substantially Meets
NOTE: This is a scoring category. Mines should use their judgment as to whether performing in substantially meets or meets. Indicators are added in the "See MINE MEASURE System" for more information on the difference between substantially and fully meets.

Partially Meets
The operating company identifies itself and its employees in its policies and procedures, and

- allows a mine to self-rate performance

FAQs from the Mining Sector

The following FAQ's will be addressed by our presenters in today's session:

1. Isn't IRMA impossible to achieve?
2. Isn't the standard overly detailed?
3. Is it true that IRMA audits take too long and cannot scale?
4. Does IRMA's commitment to transparency open companies up to criticism?
5. Was the IRMA Standard developed with mining expertise?
6. Why is IRMA not involved in the conversations with the four industry associations working on convergence?

Perspectives from the Purchasing Sector

IRMA's Buyers Group

Members of the Buyers Group seek to **source from mines which have been independently assessed through IRMA—**

both because of the **rigorous requirements** contained in the Standard for Responsible Mining

and for the elements of IRMA's system which make it **credible to diverse stakeholders:**

IRMA's Buyers Group

- IRMA's scoring is based on **continuous improvement**, rather than a pass-fail system, welcoming participation from mines at any point along their journey toward more responsible practices.
- IRMA **covers all mined materials**, making it possible for members of the Buyers Group to reduce duplication and create efficiencies by learning the details of only one comprehensive standard.
- IRMA is committed to a **model of equal governance** in which NGOs, communities and labor unions have an equal voice alongside the private sector.

IRMA's Buyers Group

- IRMA's **audit process is transparent**, with planned audits publicly announced 30 days prior, so all stakeholders may participate and provide comments to the auditors.
- IRMA's **audit process is inclusive**, taking into account perspectives from affected communities, rights holders, government, and civil society stakeholders, in addition to mine workers and mine management.
- IRMA's **detailed and comprehensive audit reports** are publicly and freely available to any stakeholder who wishes to review a mine's performance.

IRMA's Buyers Group

Ascend Elements
BASF
BMW
Cast
Fairphone
Ford Motor
General Motors
Green Lithium
Heraeus Precious Metals

Intel
Italpreziosi
Mercedes-Benz
Microsoft
Nothing
Ørsted
Qiandong Rare Earth Group
Rio Grande
Rivian

Schaeffler
SRE Vietnam
Tesla
Tiffany & Co.
Umicore
Vivara
Volkswagen
ZincFive

Perspectives from the Finance Sector

IRMA's Support to the Mining Sector

- **Dedicated support** to the mining sector through IRMA's Mining Sector Leads
 - Aquinar Malatji and Beth Borody
- New **training modules** will be available in 2024 to support the IRMA process for mining companies
 - Training #1 – Steps in IRMA's Assurance Process
 - Training #2 – Establishing Internal Systems to Prepare for Audit



Thank you.

info@responsiblemining.net

responsiblemining.net

IRMA Initiative for Responsible
Mining Assurance