



The session will start soon

IRMA Standard Revision Process

Stakeholder Feedback Webinar

Chapter 3.2 – OCCUPATIONAL HEALTH AND SAFETY

Agenda

1. House rules
2. Ways to contribute today
3. IRMA revision process
4. Overview of the proposed changes
5. Q&A and live chat contribution

1. House rules

- This event is hosted by **IRMA, the Initiative for Responsible Mining Assurance.**
- This event is being recorded and the recording will be made publicly available on the IRMA website.
- Participants may not post any unlawful, offensive, threatening, libelous, defamatory, obscene or otherwise objectionable content.
- Participants may not post, or send, or link to hateful, degrading, criminal or sensitive imagery or content, or to any content or material that violates laws, violates third party's privacy rights, advocates intolerance or hate against other people on the basis of actual or perceived ethnicity, national origin, caste, sexual orientation, gender, gender identity, religious affiliation, age, disability, or disease.
- Participants may not post or send or link to Spam content or mass unsolicited or aggressive activity that attempts to drive traffic or attention to unrelated accounts, products, services, or initiatives.

2. Ways to contribute today

- This event represents one of the many opportunities and channels available to contribute to the IRMA Standard Revision Process (incl. a dedicated online platform: www.responsiblemining.net/comments2)

Chat function

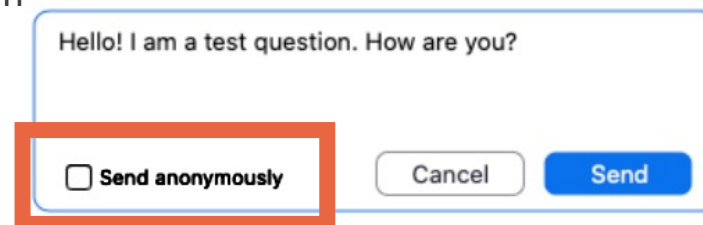
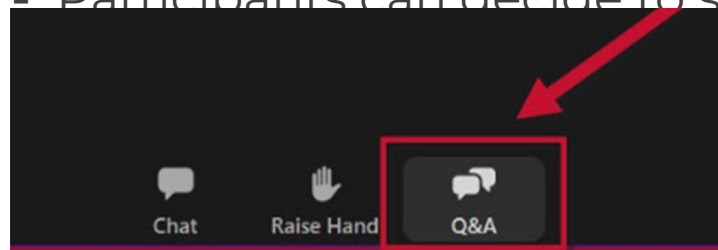
- Participants can also use the Chat function of zoom to share content with the whole audience
- Please note that the chat cannot be used in an anonymous way

2. Ways to contribute today

- This event represents one of the many opportunities and channels available to contribute to the IRMA Standard Revision Process (incl. a dedicated online platform: www.responsiblemining.net/comments2)

Q&A function

- Participants can use the Q&A function of zoom to submit any comment, suggestion, feedback, question, concern, recommendation to IRMA.
- Participants can decide to submit content via the Q&A function in an **anonymous** way



2. Ways to contribute today

- This event represents one of the many opportunities and channels available to contribute to the IRMA Standard Revision Process (incl. a dedicated online platform: www.responsiblemining.net/comments2)

=> All content shared with us today will be saved and considered by IRMA as part of the Standard revision process

3. IRMA revision process

A comprehensive revision of our standards allows us to:



Ensure our system remains accountable to all sectors and is aligned with our mission and vision



Remain up-to-date: Reflect the latest scientific understanding in our standard; learning from other standards, policies, laws



Add clarity: Make the standard clearer, more accessible for all stakeholders; learning from first audits



Add consistency: Better align the structure and flow of chapters that are similar; embedding good management systems practice and models

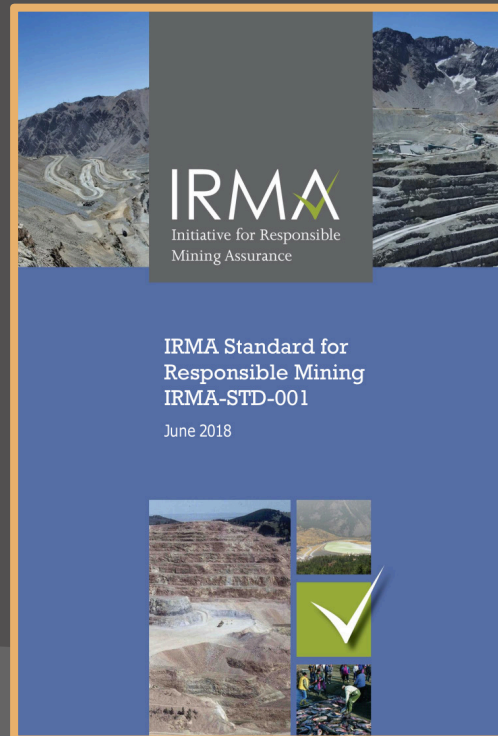


Fill gaps: Address the most significant environmental and social issues

Holistic and integrated approach

IRMA is evolving to address key phases of the mineral supply chain.

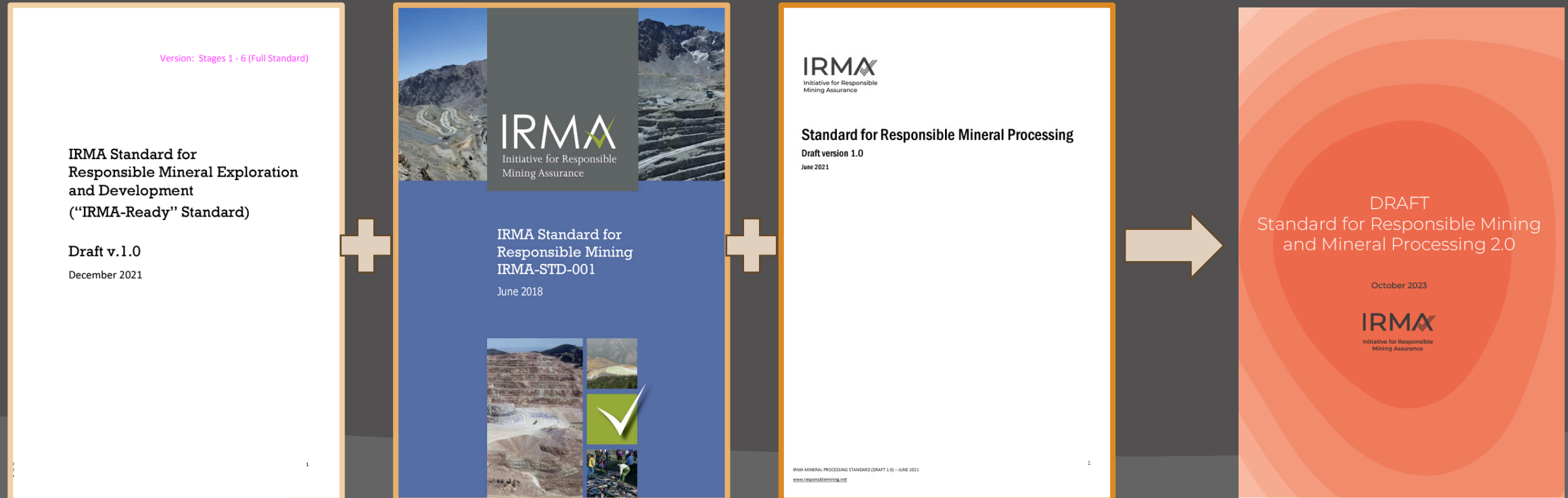
■ Mining



Holistic and integrated approach

IRMA is evolving to address key phases of the mineral supply chain.

- Exploration & Development
- Mining
- Mineral processing



What is in the new consultation draft?

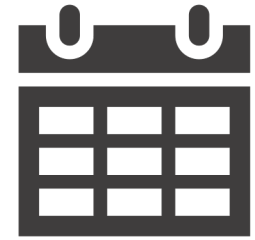
- **Transmittal Letter:** **Not Board approved**; invitation for comments on all content; reflection of IRMA principles (best practice, sound science, efficiency, equal stakeholder value, etc.), the context for proposed changes and questions
- **Drafters' Notes:** Indicate divergence with the 2018 Mining Standard, why the change is being proposed.
 - **NOTES** at the beginning of each chapter (summary of changes proposed)
 - **NOTES** under requirements that are proposed to change and why (e.g., previous requirement wording was unclear, or we had a gap with other standards, international norms, regulatory bodies. Indicates **NEW** or **REVISED** or unchanged.)
 - **CONSULTATION QUESTIONS** lay out the challenging issues that have been raised and ask for feedback to help resolve them
- An **Excel version**, as some prefer to read and comment back in Excel. It contained consultation questions and NOTES.

Consultation draft informed by:

- Experiences from initial IRMA audits
- Review of other standards
- Increased public awareness and evolving expectations of best practice
- Review of emerging issues garnering international discussions
- Comments on DRAFT IRMA-Ready and Mineral Processing
- Ongoing input from stakeholders on particular content
- Expert working group discussions

Public Consultation period is open

From Oct 26 – Jan 26: **90 days**

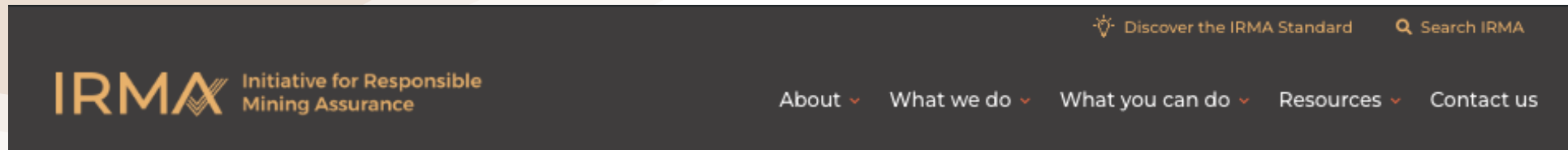


End date:
January 26, 2024

- Consultation period is 90 days
- There are many ways to participate!
- All comments will be considered equally and objectively
- They will be included in a public summary of all comments received
- **Comments may be treated confidentially if desired**

Online platform

<https://www.responsiblemining.net/comments2>



Standard 2.0 online comments

Welcome to the online commenting form for the DRAFT Standard for Responsible Mining and Mineral Processing 2.0. Commenting on the draft is open until 25 January 2024.

To start commenting enter the required fields on the *Get Started* tab and click *Proceed*. For assistance with this form visit the *Support* tab. Visit the [main Standard 2.0 page](#) to learn more about the Standard and other ways to comment.

A screenshot of the 'Get Started' tab in the online commenting form. On the left, there is a vertical menu with three tabs: 'Get Started' (selected), 'Support', and 'Chapter 1.1 Legal Compliance'. The main content area is titled 'Get Started' and contains a 'Name (REQUIRED)' section with two input fields: 'First' and 'Last'.

Other channels

- Via email

comments@responsiblemining.net

- Via WhatsApp

To comment via text or voice, use the IRMA WhatsApp number:

+1.301.202.1445

- Via postal mail to

IRMA Std Comments

113 Cherry St, #74985

Seattle, Washington, 98104

USA

4. Proposed changes

Objectives/Intent of this chapter

To identify and avoid or mitigate occupational health and safety hazards, maintain working environments that protect workers' health and working capacity, and promote workplace safety and health.

Scope of application

This chapter is applicable to all exploration, mining and mineral processing projects and operations.

Requirement 3.2.3.6.d is only relevant for underground mining operations.

110th session of the International Labour Conference (ILO – June 2022)

In June 2022, the International Labour Convention adopted a resolution to include “*a safe and healthy working environment*” as the fifth of International Labour Organization’s (ILO) fundamental principles and rights at work.

110th session of the International Labour Conference (ILO – June 2022)

Many mining companies have committed to high OHS standards and strong requirements are already included in the 2018 Mining Standard, but this led us to re-evaluate our requirements related to the rights of workers, such as the right to stop work, the right to training, the right to report accidents and dangerous occurrences, ...

Overview of Proposed changes



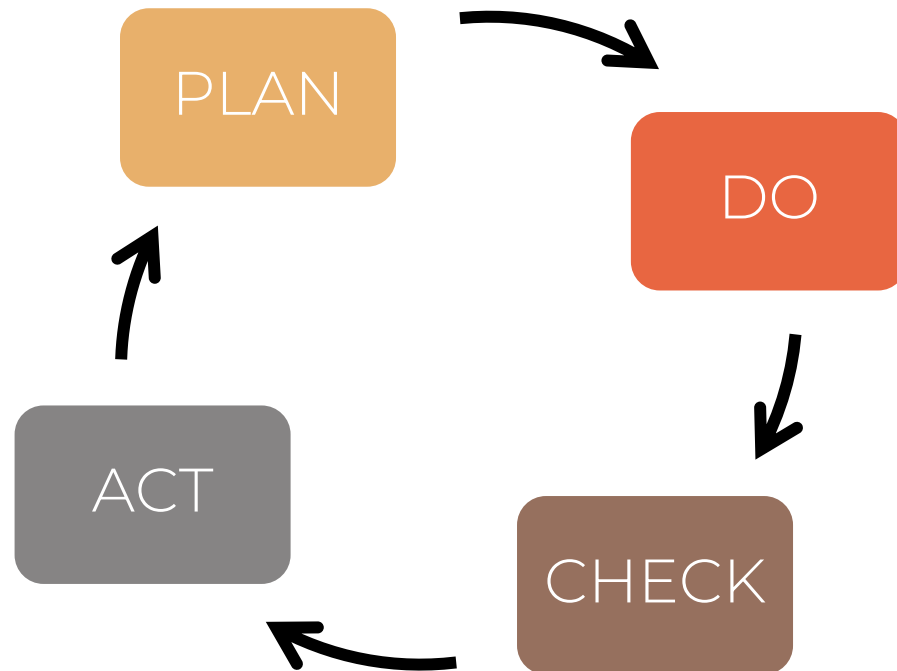
Add consistency: structure



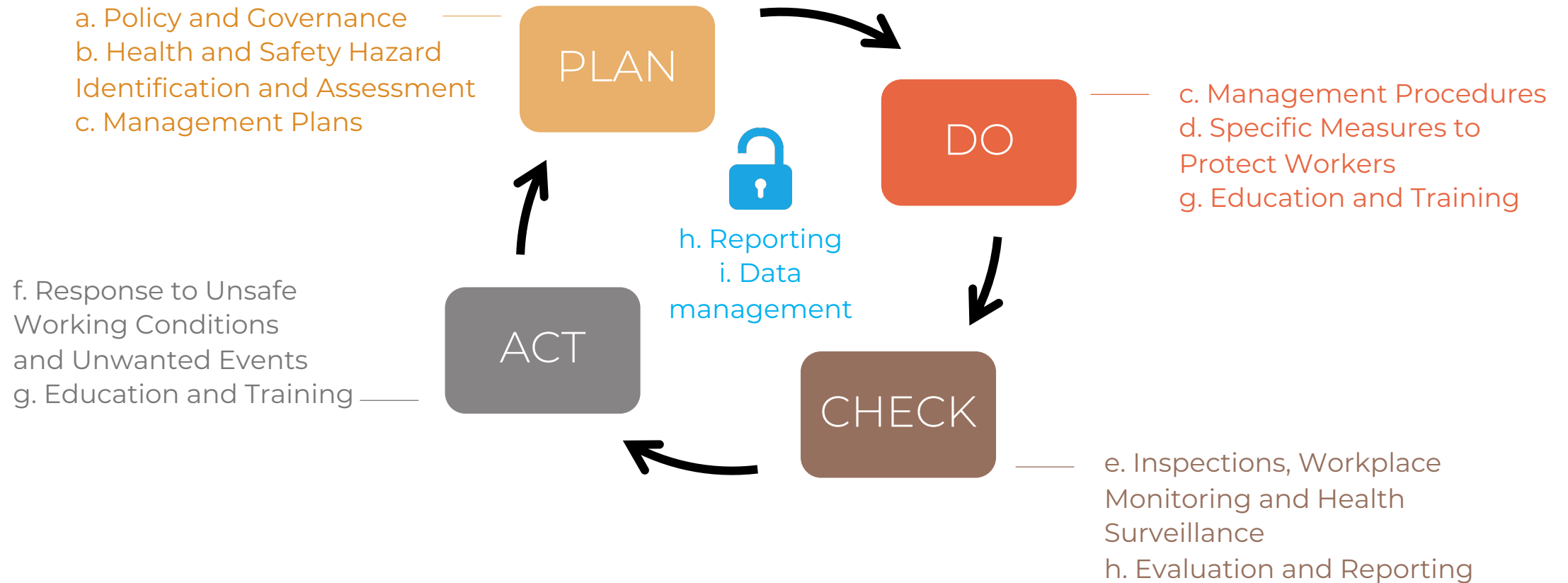
Chapter is reorganized to flow like other similar social and environmental responsibility chapters:

- a. Policy and Governance
- b. Health and Safety Hazard Identification and Assessment
- c. Health and Safety Management Plans and Procedures
- d. Specific Measures to Protect Workers
- e. Inspections, Workplace Monitoring and Health Surveillance
- f. Response to Unsafe Working Conditions and Unwanted Health and Safety Events
- g. Education and Training
- h. Health and Safety Performance Evaluation and Reporting
- i. Health and Safety Data Management

Overview of Proposed changes



Overview of Proposed changes



Overview of Proposed changes

2

Fill gaps



A new policy requirement (3.2.1.1) and setting of performance targets (3.2.1.2.a)

Appointing someone in senior management to be accountable for OHS.

Overview of Proposed changes

3

Add clarity



Addition of contractor requirements to manage contractors (3.2.1.3) and more references to contractors throughout, because IRMA received feedback that it was not clear if/when there was a responsibility for an entity to apply OHS-related actions to contractors.

Overview of Proposed changes

4

Add clarity
+ Remain up-to-date



Additional expectations related to joint health and safety committees (3.2.1.5)

Overview of Proposed changes

5

Add clarity



Separation of hazard identification (3.2.2.1) from risk assessment (3.2.2.2)

+ Added an Annex of the comprehensive set of hazards to be considered during scoping of health and safety hazards. (Annex 3.2-A)

Overview of Proposed changes

6

Add clarity
+ Remain up-to-date



Expanded list of mitigation procedures for specific situations (3.2.3.3), including infectious diseases (now 3.2.3.5, moved from Chapter 3.3)

Overview of Proposed changes

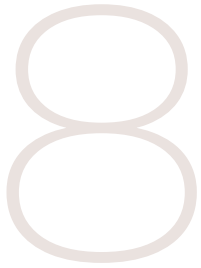
7

Add consistency



Emergency response requirements (3.2.3.6) were moved from Chapter 2.5, which now focuses on community emergency preparedness and response

Overview of Proposed changes



Fill gaps



Added additional procedures relate to stop work authority (3.2.3.7), and reporting and investigations (3.2.3.8)

Expanded requirements related to first aid requirements (3.2.4.4), and worker accommodations (3.2.4.6), and response to incidents and accidents (3.2.6.1)

Additional requirements to support worker mental health (3.2.3.4) including after accidents (3.2.6.2.b)

Overview of Proposed changes

9

Fill gaps



Significant expansion of worker training requirements (3.2.7.3, 3.2.7.4, 3.2.7.5)

And additional expectations related to review and reporting on occupational health and safety performance (3.2.8.2 and 3.2.8.3)

Applicability to all phases: Full document available on IRMA website, under Resources

Criteria #	Criteria name	Req #	Critical	Exploration - Stage 1	Exploration - Stage 2	Exploration - Stage 3	Project Development	Project Permitting	Operating Mine or Mineral Process
3.2.1	Policy and Governance	3.2.1.1		Yes	Yes	Yes	Yes	Yes	Yes
3.2.1	Policy and Governance	3.2.1.2		Yes	Yes	Yes	Yes	Yes	Yes
3.2.1	Policy and Governance	3.2.1.3			Yes	Yes	Yes	Yes	Yes
3.2.1	Policy and Governance	3.2.1.4			Yes	Yes	Yes	Yes	Yes
3.2.1	Policy and Governance	3.2.1.5			Yes	Yes	Yes	Yes	Yes
3.2.2	Health and Safety Hazard Identification and Assessment	3.2.2.1			Yes	Yes	Yes	Yes	Yes
3.2.2	Health and Safety Hazard Identification and Assessment	3.2.2.2			Yes	Yes	Yes	Yes	Yes
3.2.2	Health and Safety Hazard Identification and Assessment	3.2.2.3			Yes	Yes	Yes	Yes	Yes
3.2.2	Health and Safety Hazard Identification and Assessment	3.2.2.4			Yes	Yes	Yes	Yes	Yes
3.2.2	Health and Safety Hazard Identification and Assessment	3.2.2.5			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.1			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.2			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.3			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.4			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.5			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.6			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.7			Yes	Yes	Yes	Yes	Yes
3.2.3	Health and Safety Management Plans and Procedures	3.2.3.8			Yes	Yes	Yes	Yes	Yes
3.2.4	Specific Measures to Protect Workers	3.2.4.1		Yes	Yes	Yes	Yes	Yes	Yes
3.2.4	Specific Measures to Protect Workers	3.2.4.2			Yes	Yes	Yes	Yes	Yes
3.2.4	Specific Measures to Protect Workers	3.2.4.3	Yes		Yes	Yes	Yes	Yes	Yes
3.2.4	Specific Measures to Protect Workers	3.2.4.4			Yes	Yes	Yes	Yes	Yes
3.2.4	Specific Measures to Protect Workers	3.2.4.5			Yes	Yes	Yes	Yes	Yes
3.2.4	Specific Measures to Protect Workers	3.2.4.6			Yes	Yes	Yes	Yes	Yes
3.2.5	Inspections, Workplace Monitoring and Health Surveillance	3.2.5.1			Yes	Yes	Yes	Yes	Yes
3.2.5	Inspections, Workplace Monitoring and Health Surveillance	3.2.5.2			Yes	Yes	Yes	Yes	Yes
3.2.6	Response to Unsafe Working Conditions and Unwanted Health and Safety Events	3.2.6.1			Yes	Yes	Yes	Yes	Yes
3.2.6	Response to Unsafe Working Conditions and Unwanted Health and Safety Events	3.2.6.2			Yes	Yes	Yes	Yes	Yes
3.2.7	Education and Training	3.2.7.1			Yes	Yes	Yes	Yes	Yes
3.2.7	Education and Training	3.2.7.2			Yes	Yes	Yes	Yes	Yes
3.2.7	Education and Training	3.2.7.3			Yes	Yes	Yes	Yes	Yes
3.2.7	Education and Training	3.2.7.4	Yes		Yes	Yes	Yes	Yes	Yes
3.2.7	Education and Training	3.2.7.5			Yes	Yes	Yes	Yes	Yes
3.2.7	Education and Training	3.2.7.6			Yes	Yes	Yes	Yes	Yes
3.2.8	Health and Safety Performance Evaluation and Reporting	3.2.8.1			Yes	Yes	Yes	Yes	Yes
3.2.8	Health and Safety Performance Evaluation and Reporting	3.2.8.2			Yes	Yes	Yes	Yes	Yes
3.2.8	Health and Safety Performance Evaluation and Reporting	3.2.8.3			Yes	Yes	Yes	Yes	Yes
3.2.9	Health and Safety Data Management	3.2.9.1			Yes	Yes	Yes	Yes	Yes
3.2.9	Health and Safety Data Management	3.2.9.2			Yes	Yes	Yes	Yes	Yes

2018/2023 comparative analysis

TOTAL NUMBER OF REQUIREMENTS

23 requirements in 2018 standard

39 requirements in 2023 draft standard

IN PRACTICE

=> Split hazard identification and risk assessment into two requirements

=> Expanded requirement to inform, to require clearer procedures (e.g. 3.2.3.7), and to require training (3.2.7.4)

=> Expanded requirement to provide first aid, to require instructions, training and equipment (3.2.4.4)

=> Strengthened general training requirement (3.2.7.3, 3.2.7.4, 3.2.7.5)

2018/2023 comparative analysis

IN PRACTICE

Only 6 new elements:

1. OHS Policy in place (3.2.1.1)
2. Dedicated management system for contractors' OHS (3.2.1.3)
3. Reporting and investigation procedure (3.2.3.8)
4. Work to be stopped if dangerous conditions exist (3.2.6.1)
5. Annual review of OHS performance (3.2.8.2)
6. Specific OHS stats to be annually reported (3.2.8.3)

(Total number of: near-miss incidents; accidents; injuries; lost-time injuries; and fatalities)

Key consultation questions

- **We are proposing in Annex 3.2-A, a comprehensive set of hazards to be considered during scoping of health and safety hazards.
(Organized under: Safety, Chemical, Physical, Ergonomic, Psychosocial, Biological)**

Are there major potential hazards that have been missed in Annex 3.2-A or any that you believe are not applicable to mining and/or mineral processing operations?

Would you suggest a different way of organizing the information?

Key consultation questions

- **In 3.2.3.2 we are proposing a list of hazard categories that always require procedures or controls. Do you agree with this approach? If so, do you agree with the categories of hazards listed, or would you suggest other types of hazards**

Any unique occupational health and safety risks to specific groups of workers (e.g., pregnant women, children, HIV-positive, etc.) identified in the risk assessment; Ground control and physical stability; Electricity; Chemicals and hazardous material; Gases and dust; Explosives; Mobile (powered) equipment/vehicles; Equipment and machinery; Pressurized systems or vessels; Confined spaces; Inundation and inrush of water or other substances; Working at heights; and Materials handling.

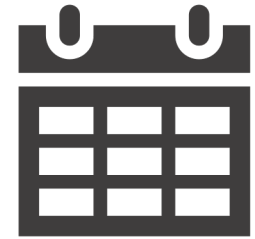
Key consultation questions: new elements

- Requirement 3.2.3.8 (2023): Is it common to have a **procedure related to the reporting and investigation** of health and safety issues in the workplace? If not, do you believe this is something that would be useful or not? Are there any elements you would add or remove from such a procedure?
- Requirement 3.2.5.2 (2023) on **monitoring and surveillance**: Is the selection of factors to be monitored and surveilled solely based on the outcomes of the risk assessment? Or should IRMA be requiring separate assessments (e.g., an exposure assessment or baseline monitoring) to help inform the monitoring program?
- In 3.2.4.4.a, we are suggesting that all workers have at least **basic training in first aid**. Should there also always be others on site who have a higher level or depth of first aid training or certification (e.g., supervisors)? Also, mine sites and mineral processing operations can be extremely large complexes. Do you have a suggestion for what might be an adequate number of on-site employees/workers with certified first aid on site at all times?
- Requirement 3.2.8.3 (2023) on **stats reporting**: Are there any other health and safety statistics that may be relevant to publicly report?

For example, the ESG Standard developed by the RBA/RMI requires documentation of temperature exposure hazards, which presumably requires some monitoring of

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End date:
January 26, 2024

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Other channels

- Via email

comments@responsiblemining.net

- Via WhatsApp

To comment via text or voice, use the IRMA WhatsApp number: +1.301.202.1445

- Via postal mail to: IRMA Std Comments; 113 Cherry St, #74985; Seattle, Washington, 98104; USA