



Initiative for Responsible
Mining Assurance

EXCERPT FROM THE **IRMA Standard**

for

Responsible Exploration, Extraction,
and Processing of Minerals

→ **2nd DRAFT** ←

for public consultation

CHAPTER 1.3 – Human Rights Due Diligence

IRMA Standard v2.0 DRAFT 2

July 2025

English Version

Disclaimer and Context on this Draft

The 2nd DRAFT Version of the IRMA Standard for Responsible Exploration, Extraction, and Processing of Minerals V2.0 (hereafter referred to as the “2nd DRAFT”) is being released for public consultation, inviting the world to join once again in a conversation around expectations that drive value for greater environmental and social responsibility in mining and mineral processing.

The 2nd DRAFT does not represent content that has yet been formally endorsed by IRMA’s equally-governed multi-stakeholder Board of Directors. IRMA’s Board leaders seek the wisdom and guidance of all readers to inform this through an inclusive revision process one more time, to improve the Standard.

This draft document builds on the 1st DRAFT Version published in October 2023, and invites a global conversation to improve and update the 2018 IRMA Standard for Responsible Mining V1.0. This 2nd DRAFT is intended to provide as final of a look-and-feel as possible, although input from this consultation will result in final edits, and consolidation to reduce overall number of requirements (more on this on page 6), for a version that will be presented to IRMA’s equally-governed multi-stakeholder Board of Directors for adoption and implementation.

This 2nd DRAFT has been prepared and updated by the IRMA Secretariat based on:

- learnings from the implementation of the current IRMA Standard (V1.0)
- experience from the [first mines independently audited](#) (as of July 2025, 24 sites have completed audits or are in the process of being audited)
- evolving expectations for best practices in mining to reduce harm
- comments and recommendations received from stakeholders and Indigenous rights-holders
- the input of subject-specific Expert Working Groups convened by IRMA between 2022 and 2024
- all comments and contributions received during the public-comment period of the 1st DRAFT version (October 2023-March 2024)

Please note that Expert Working Groups were created to catalyze suggestions for solutions on issues we knew most needed attention in this update process. They were not tasked to come to consensus nor make formal recommendations. Their expertise has made this consultation document wiser and more focused, but work still lies ahead to resolve challenging issues. We encourage all readers to share perspectives to improve how the IRMA system can serve as a tool to promote greater environmental and social responsibility, and create value for improved practices, where exploration, extraction, and processing of minerals happens.

IRMA is dedicated to a participatory process including public consultation with a wide range of affected people globally and seeks feedback, comments, questions, and recommendations for improvement of this Standard. IRMA believes that diverse participation and input is a crucial and determining factor in the effectiveness of a Standard that is used to improve environmental and social performance in a sector. To this end, every submission received will be reviewed and considered.

This current 2nd DRAFT is based on content already in practice in the IRMA Standard for Responsible Mining V1.0 (2018) for mines in production, and its accompanying normative Guidance document and Supplementary Guidance, combined with the content drafted in the IRMA Standard for Responsible Mineral Development and Exploration (‘IRMA-Ready’ Standard – Draft v1.0 December 2021) and in the IRMA Standard for Responsible Minerals Processing (Draft v1.0 June 2021), and offers an updated version of the 1st DRAFT Version of the IRMA Standard V2.0 that received over 2,500 unique points of comments between 2023 and 2024.

Please note: The IRMA Standard V2.0 is new in its approach in that it now covers more phases of the mining and mineral supply chain, from exploration and development, through mining, closure, and mineral processing. IRMA also, separately, oversees a [Chain of Custody Standard](#) for tracking materials through the supply chain from mine-to-market end use products.

Disclaimer on Language and Corrections

For this public consultation, only an English version is available. A Glossary of Terms used in this Standard is provided at the end of the full version of the document (see below). IRMA reserves the right to publish corrigenda on its web page, and readers of this document should consult the corresponding web page for corrections or clarifications.

This document provides only one chapter excerpt from the IRMA Standard v2.0 DRAFT 2.

The full version contains 27 Chapters, [click here](#) to view it.

Objectives of this 2nd public consultation

Following the release of a 1st DRAFT of the IRMA Standard V2.0 in October 2023 for a 90-day public consultation, the IRMA Secretariat received more than 2,500 points of comments from 82 organizations, then organized additional engagement with stakeholders and Indigenous rights-holders, and solicited complementary guidance from multiple topic-specific Expert Working Groups.

We [anticipated](#) release of this 2nd DRAFT for a second round of public consultation as early as Q3 2024, then subsequently [announced](#) that more time was needed to support engagement of diverse stakeholders; the revised release date was July 2025. We provided more detailed explanation for the extended process [here](#) and [here](#).

IRMA Mining Standard: a journey



The release of this 2nd DRAFT marks a significant milestone on the road to the revision of the IRMA Standard: this public consultation will be the last of this revision cycle on V2.0.

Informed by the outcomes of this public consultation, along with guidance from Expert Advisors and IRMA Working Groups (see more below), and additional engagement with Indigenous rights-holders and stakeholders as requested, the IRMA Secretariat will prepare a final version. This final version will be discussed by the IRMA Board and refined to reach consensus for adoption by all six governing houses of IRMA: Affected Communities including Indigenous Rightsholders; Environmental and Social NGOs; Organized Labor; Finance and Investment Professionals; Mining Companies; Purchasers of Mined Materials.

In IRMA's strategic decision-making, Board members work to achieve consensus. IRMA believes a majority vote is not a model of equal governance. Instead, any motion that results in both of the two representatives from the same governing house voting "no" must go back to the full group for further discussion. In other words, a proposed course of action cannot proceed if both representatives from one of our six governing houses are opposed. Board members will keep talking until a resolution that works for all groups is found. It is a model that has worked for IRMA for nearly two decades and is fundamental to IRMA's credibility, accountability and service to all six houses of governance.

What is IRMA seeking guidance on?

Comments, feedback, and suggestions are welcome on any aspect of this 2nd DRAFT version (including intent and text of the requirements, endnotes, annexes, format and structure, design, readability, etc.).

IRMA is particularly interested in hearing the views of rights-holders and stakeholders on **the provisions in the Standard that are substantially new compared to the IRMA Standard for Responsible Mining V1.0**. These provisions (requirements or at a sub-requirement level) are highlighted in yellow throughout this Draft, to ensure they are easily identifiable.

We ask readers to assist us in weighing these potential new provisions, and also hold awareness that, prior to adoption of the final version, many of these will be consolidated and reduced in overall number.

Although these new requirements have each been drafted in response to lessons learned, the current state of best practices, emerging expectations, and/or in response to requests and suggestions made during the previous public consultation, collectively they represent substantive increased expectations for both implementing entities and audit firms. The IRMA Board of Directors seeks to ensure that the IRMA Standard, while recognized the world's most rigorous and comprehensive mining standard, continue to welcome and support uptake of newcomer companies engaging from the mineral supply chain around the world.

Thus, in this consultation, we seek guidance from all on **the new provisions that seem most urgent** to be integrated in the final version of the Standard V2.0, so that the revised Standard's expectations are paced at a realistic level to support engagement of mineral operations of a range of sizes, materials and global contexts.

It is important to note that all new requirements and sub-requirements, including those not retained in the final V2.0, will serve as the basis for the ongoing review process once the V2.0 is approved and released by our Board, and will provide fodder for future revisions, when it is decided that a V2.1 or V3.0 is needed.



Chapter 1.3

Human Rights Due Diligence

SECOND DRAFT (JULY 2025): SUMMARY OF CHANGES

- Added a new policy requirement related to the protection of human rights, land, environmental, and labor Defenders.
- Added a Section on Scoping, to ensure consistency throughout the Standard.
- Moved the identification of affected Indigenous rights-holders to this Chapter, to ensure all entities systematically adopt this lens when identifying affected rights and rights-holders. This also ensures better robustness of Chapter 2.2 dedicated to Indigenous Peoples (and robustness of the process for indicating it “not relevant” to a given site).
- Similarly, the identification of whether any of the ENTITY’s activities may be the cause of, or may take place in a conflict-affected or high-risk area has been moved to this Chapter, for clarity and robustness.
- One endnote expanded to clarify responsibility of subsidiaries and joint-venture partners (where relevant).
- Included the need to “assign responsibility to top management level to oversee plan implementation, monitoring, and recordkeeping” to align with the EU Battery Regulation.
- Included specific requirements and points of verification related to environmental harms, strengthening the linkages between human rights and environmental due diligence, informed by the recommendations of the 2024 UNDP guidance ‘Human Rights due Diligence and the Environment: a Practical Tool for Business’ and 2023 OECD Handbook on Environmental Due Diligence in Mineral Supply Chains.
- Increased clarity and auditability by:
 - Streamlining the chapter sequence and harmonizing the names of the Sections with the rest of the Standard.
 - Harmonizing language and requirements to ensure full and comprehensive alignment with the UN Guiding Principles on Business and Human Rights.
 - Reorganized all requirements related to regular updates and continuous improvement under the new Section “Continuous Improvement”.
 - Clarifying expectations regarding public reporting, also in alignment with the UN Guiding Principles.



RESPONSE TO CONSULTATION QUESTIONS OUTLINED IN FIRST DRAFT

Question #	Question	Feedback and Proposed Decision
1.3-01	<p>The original requirement 1.3.2.1 was a critical requirement. See the Note on Critical Requirements, above, for context on critical requirements. Because it contained expectations to identify, assess and update human rights assessments, it is not clear which of the following requirements should be the replacement critical requirement.</p> <p>There are three options under consideration as a replacement critical requirement:</p> <ol style="list-style-type: none"> 1) The integrity/robustness of the assessment process (1.3.2.1; now 1.3.3.3 and 1.3.3.4), 2) the content of the assessment (1.3.2.2; now 1.3.3.1 and 1.3.3.2), or 3) the updating of the assessment (1.3.2.4; now 1.3.6.1.d). <p>Question: Do you have an opinion on which of those three requirements should be the critical requirement? Any rationale to support your choice would be appreciated.</p>	<p>Feedback received: 16 responses received (6 from mining/processing companies, 4 from consultancy, 3 from NGOs, 2 from finance/investors, 1 from government agency).</p> <p>A majority (9, mix of stakeholder groups) recommended the integrity/robustness to be the critical part.</p> <p>3 respondents (finance, mining company, consultancy) recommended to mark critical both the integrity and the content, while 3 others (2 mining, 1 consultancy) recommended to mark critical only the content of the assessment.</p> <p>Proposed Decision: IRMA proposes to designate critical the requirement that address the integrity/robustness of the Human Rights Risk and Impact assessment process, i.e. now 1.3.3.1.</p>

BACKGROUND

In 1948, the United Nations (UN) General Assembly adopted the Universal Declaration of Human Rights, which, for the first time in history, enumerated the fundamental civil, political, economic, social, and cultural rights that all human beings should enjoy. Since that time, a series of core international human rights conventions and treaties, along with other instruments, have established the international legal framework for individual and collective human rights.¹ For example, UN instruments have elaborated on the rights of Indigenous Peoples, women, national or ethnic, religious, and linguistic minorities, children, persons with disabilities, and migrant workers and their families.²

In 2011, the UN Guiding Principles on Business and Human Rights (UNGPs), which were unanimously endorsed by the UN Human Rights Council, clarified the corporate responsibility to respect human rights, stating that all corporations “should avoid infringing on the human rights of others.”³ The Guiding Principles make clear that an enterprise should not focus exclusively on the most salient human rights issues and ignore others that might arise. But where it is necessary to prioritize actions to address actual and potential adverse human rights impacts, the ENTITY should “first seek to prevent and mitigate those that are most severe or where delayed response would make them irremediable”. Other frameworks have similarly emerged that outline specific due diligence under particular circumstances. For example, the OECD Due Diligence Guidance for Mineral Supply Chains in Conflict-Affected and High-Risk Areas⁴ provides specific guidance for entities on what due diligence is required in such areas to address risks to human rights and other risks when operating in those areas (see IRMA Chapter 3.4).

In July 2022, in a landmark vote, the UN General Assembly unanimously recognized that a clean, healthy, and sustainable environment is a human right. This recognition followed the UN Human Rights Council resolution 48/13 which acknowledged the right in October 2021. Although the UNGPs do not explicitly mention the environment, they acknowledge that human rights due diligence should cover actual and potential adverse impacts on all human rights, which should now include those resulting from environmental harms and/or affecting the right to a clean, healthy, and sustainable environment.

This Chapter is fully aligned with the framework for corporate responsibility established in the UNGPs, and includes best practice requirements to increase transparency regarding human rights impacts, and to increase the ability of rights-holders to participate, in a meaningful way, in decisions that affect their lives. It also incorporates recommendations from the 2024 UNDP guidance ‘Human Rights due Diligence and the Environment: a Practical Tool for Business’ and 2023 OECD Handbook on Environmental Due Diligence in Mineral Supply Chains. This Chapter is also aligned with the 6-step approach of the OECD Due Diligence Guidance for Responsible Business Conduct.

This chapter does not specifically address cases where companies knowingly contribute to serious human rights abuses. IRMA has a Policy on Association that describes when particularly serious actions by any ENTITY engaged in IRMA create a context where IRMA could refuse to associate or could set conditions for association with those entities. In addition, IRMA is also exploring ways that an ENTITY engaged in the IRMA system and the people concerned with impacts (local community members, Indigenous rights-holders, purchasing customers, investors, government and others) might use IRMA’s system to support discussion on remedy of past harm.

KEY REFERENCES

This chapter strongly builds on, or aligns with, the following international or multilateral frameworks, conventions, and guidance:

- The International Bill of Human Rights (including the 1966 International Covenant on Civil and Political Rights (ICESCR) and International Covenant on Economic, Social and Cultural Rights (ICCPR))
- United Nations Guiding Principles for Business and Human Rights
- International Labour Organization's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, 2023 Edition
- OECD Due Diligence Guidance for Responsible Business Conduct, 2018 Edition
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition
- OECD Handbook on Environmental Due Diligence in Mineral Supply Chains, 2023
- UNDP Human Rights Due Diligence and the Environment: a Practical Tool for Business, 2024

OBJECTIVES OF THIS CHAPTER

To respect human rights, and identify, prevent, mitigate and remedy potential violations of human rights.

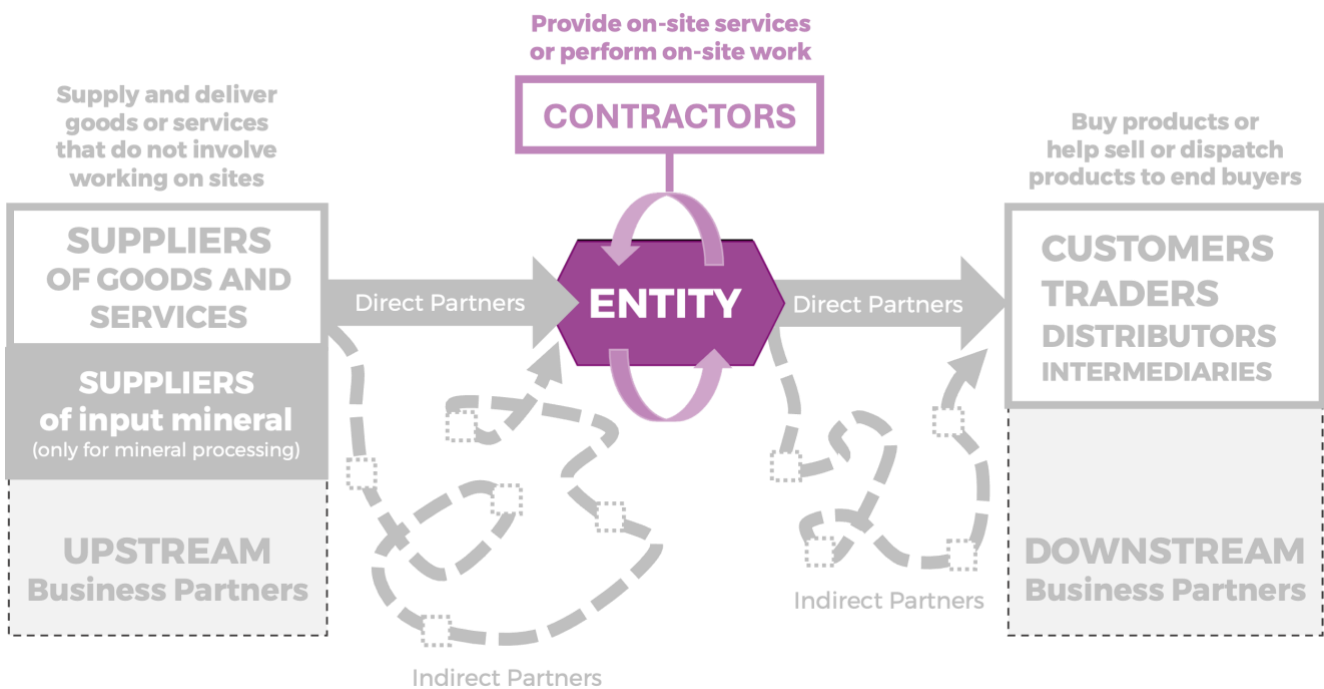
SCOPE OF APPLICATION

This chapter is applicable to all exploration, mining and mineral processing projects and operations. For each requirement, the following colors are displayed in the margin to indicate the phases for which it is required:

E1	Exploration – Stage 1
E2	Exploration – Stage 2
E3	Exploration – Stage 3
D	Project Development and Permitting
M	Operating Mine
P	Operating Mineral Processor

This Chapter is focused on the operations and activities of the ENTITY itself and of its contractors (who provide on-site services or perform on-site work), as well as of other relevant parties who are linked to the project/operation (such as joint-venture partners’ staff or contractors responsible for operation/management, organizations or public agencies visiting the site). The responsibility of the ENTITY in conducting due diligence on both its upstream (i.e. suppliers) and downstream (i.e. customers, traders, distributors, intermediaries), direct and indirect, business partners is fully addressed in Chapter 1.4, also aligned with the UN Guiding Principles, that do not limit human rights due diligence to on-site activities and business relationship. Figure 1.3 clarifies the terminology used to differentiate the ENTITY and its on-site Contractors from upstream and downstream business partners. An ENTITY may develop and implement one unified due diligence system that encompasses the requirements set in both Chapters 1.3 and 1.4. In any case, companies and auditors should not view these chapters as silos, but as two complementary and interconnected aspects.

FIGURE 1.3. Scope and Terminology related to on-site Contractors, Upstream and Downstream Business Partners (direct and indirect), highlighting the focus of Chapter 1.3.





Note that the requirements outlined below are only applicable to the activities and business relationships that relate to the specific project/operation that is being audited, not all of an ENTITY's activities and business relationships (i.e. related to other sites, countries and/or business segments). The categories of risks and adverse impacts that need to be considered are listed in [Annex 1.3](#) (see Chapter Annexes).

As with many Chapters of the IRMA Standard, the requirements in this Chapter can be met by taking an integrated/overarching approach. An integrated approach to human rights would mean identifying, prioritizing, preventing, addressing, consulting on, monitoring and evaluating, and continuously improving performance on, human rights through broader processes already in place for the responsible management of environmental, social, and labor issues.

CRITICAL REQUIREMENTS IN THIS CHAPTER

Throughout the Standard, critical requirements are identified using a red frame. There are three (3) **critical requirements** in this Chapter.

OPTIONAL IRMA+ REQUIREMENTS IN THIS CHAPTER

Throughout the Standard, optional IRMA+ requirements are identified using a dotted blue frame. There is no (0) optional IRMA+ requirement in this Chapter.

In this second draft, IRMA introduces a new category of requirements: IRMA+. These requirements are aspirational and forward-looking. They reflect emerging expectations and recommendations from stakeholders, but currently go above and beyond existing and established best practice. IRMA+ requirements are entirely optional, and they will not affect the scores and achievement levels obtained by the entities choosing to be assessed against them.



IRMA Requirements

1.3.1 Formalized Policy

E1 E2 E3 D M P

1.3.1.1 The ENTITY has a formal policy in place that:

- a. Commits to respect all internationally recognized human rights⁵, in accordance with the UN Guiding Principles on Business and Human Rights;
- b. Sets clear expectations that are in line with the UN Guiding Principles on Business and Human Rights regarding personnel, contractors, and other relevant parties⁶ linked to the project/operation;
- c. Is approved at the top management level of the ENTITY;
- d. Is proactively communicated to personnel, contractors, and other relevant parties⁷ linked to the site and its associated facilities;
- e. Is publicly accessible; and
- f. The ENTITY has allocated financial and staffing resources to implement this policy at the level of the site.

E1 E2 E3 D M P

1.3.1.2 With regard to Rights Defenders, the ENTITY has a formal policy in place⁸ that:

- a. Commits to respect the rights and protections⁹ accorded to human rights, land, environmental, and labor rights Defenders (hereafter referred to as “rights Defenders”) in its area of influence¹⁰;
- b. Publicly recognizes the positive role that rights Defenders play, and commits to zero tolerance towards threats, attacks and reprisals against them;
- c. Sets clear expectations for how personnel, contractors, and other relevant parties¹¹ linked to the site and its associated facilities shall respect the rights and protections accorded to rights Defenders;
- d. Is approved at the top management level of the ENTITY;
- e. Is proactively communicated to personnel, contractors, and other relevant parties¹² linked to the site and its associated facilities; and
- f. Is publicly accessible.

1.3.2 Scoping¹³

E2 E3 D M P

1.3.2.1 A scoping process (or equivalent) is undertaken by competent professionals, at the level of the site, to analyze the human rights context applicable to the ENTITY. This process includes:

- a. An analysis of the current human rights context in the country and the site’s area of influence, including human rights impacts that have already occurred in relation to past and current mining-related activities;
- b. An overview of relevant human rights laws, regulations, and norms; and
- c. An environmental dimension through the mapping of key spatial data layers related to pollution, climate change, and biodiversity loss¹⁴.



1.3.2.2 A scoping process (or equivalent) is undertaken by competent professionals, at the level of the site, to identify and map the rights of all potentially affected rights-holders and stakeholders¹⁵. This process:

- Builds on the stakeholder scoping process required in Section 1.2.1, to identify and map all their duly reasoned claims regarding the use or ownership of land, territories, and resources in and around the site's area of influence¹⁶;
- Add to the map groups of rights-holders dependent on land, water, air, climate, and biodiversity (as well as entitled to lands, territories, and resources) who, therefore, can potentially be adversely affected by the site and its associated facilities¹⁷; and
- Is informed by consultations with potentially affected rights-holders, including different genders, ages, ethnicities, abilities, and any potentially underserved and/or marginalized people¹⁸.



1.3.2.3 Building on Chapter 1.2, a scoping process (or equivalent) is undertaken by competent professionals, at the level of the site, to specifically identify and map the rights of all **Indigenous** rights-holders potentially affected by the site and its associated facilities. This process:

- Builds on the stakeholder scoping process required in Section 1.2.1, to identify and map all distinct groups of Indigenous Peoples whose traditionally owned, occupied, or otherwise used or acquired lands, territories, and resources have been or may be affected directly or indirectly by the site and its associated facilities¹⁹;
- Includes consultations with relevant Indigenous Peoples' organizations or bodies, if they exist, and external experts and credible independent sources of information to determine if there are any potentially affected Indigenous Peoples who have not been identified by the ENTITY²⁰; and
- Includes consultations with relevant Indigenous Peoples' organizations or bodies, if they exist, and external experts and credible published sources to determine if there are any **Uncontacted Indigenous Peoples and/or Indigenous Peoples Living in Voluntary Isolation or in Initial Contact**²¹ who may be present in the area of influence and/or affected by the site and its associated facilities.

1.3.3 Risk and Impact Assessment



1.3.3.1 Critical Requirement

Building on 1.3.2, a risk and impact assessment is carried out by competent professionals, at the level of the site, to identify and assess potential human rights impacts (hereafter referred to as human rights "risks") and actual human rights impacts related to the site and its associated facilities. The assessment includes:

- A comprehensive list of the direct, indirect and cumulative risks and impacts on human rights related to the project/operation and associated facilities, informed by the review of all the issues listed in [Annex 1.3](#) and determination of their applicability;
- An evaluation of the severity of each identified impacts, and of the likelihood for and potential severity of each identified risk;
- An analysis of the potential differential risks to and impacts on the different categories or groups of rights-holders and a disaggregation of the results by such categories or groups, including: 1) People of different genders, ages, and ethnicities; 2) Rights Defenders; and 3) Any potentially underserved and/or marginalized people; and
- Recommended measures that can be taken by the ENTITY to prevent all identified risks and impacts and, where prevention is not possible or not immediately possible, to mitigate and to remediate them²².



1.3.3.2 This risk and impact assessment:

- Is informed by relevant internal and/or external human rights expertise;
- Incorporates analysis of credible independent reports and sources of information; and
- Includes an explanation of the assessment methodology.



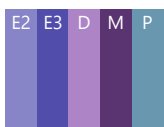
1.3.3.3 This risk and impact assessment clearly identifies whether any of the ENTITY's activities²³ may be the cause of, or contributing to, or may take place in an area with confirmed or suspected presence of:

- Armed conflict²⁴, widespread violence, widespread human rights abuses or other risks of harm to people;
- Political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure, or widespread violations of national or international law; and
- The ENTITY has a system in place to ensure that, if and whenever the human rights risk and impact assessment identifies any of the ENTITY's activities to be the cause of, or contribute to, or take place in an area with confirmed or suspected presence of, any form of such conflicts or high risks (as per sub-requirements a. and b), heightened due diligence is carried out by competent professionals in accordance with Chapter 1.5.



1.3.3.4 This risk and impact assessment process is informed by consultations with affected rights-holders and stakeholders, as follows:

- Consultations occur in a manner that is inclusive of different genders, ages, ethnicities, and any potentially underserved and/or marginalized people;
- The rights-holders and stakeholders who participate have opportunities to review and provide feedback, for a period of at least 60 days, on draft key issues, findings, and recommendations that are relevant to them;
- They have opportunities to validate these key issues, findings and recommendations, before the ENTITY can consider the process finalized or completed²⁵; and
- Draft and final versions of relevant documents and information are shared with affected rights-holders and stakeholders, in a meaningful, accessible, and culturally appropriate way (as per Section 1.2.3), clearly showing how their feedback and input was taken into account.



1.3.3.5 Building on 1.3.3.1, when past or ongoing human rights impacts in relation to the project/operation have been identified, the Entity ensures that the following studies are carried out by competent professionals to inform the risk and impact assessment process:

- Analysis of the root causes of those human rights impacts;
- Evaluation of how those human rights impacts may be aggravated by the ENTITY's current and future mining-related activities; and
- Identification of whether measures have been taken to remedy those human rights impacts, and if so, whether remedies provided were satisfactory to affected rights-holders.

1.3.4 Prevention, Mitigation, and Remediation Plan

1.3.4.1 Critical Requirement

Building on 1.3.3 and other relevant sources of information²⁶, a plan²⁷ is developed and documented by competent professionals to prevent and mitigate all the human rights risks and impacts identified. The plan:

- a. Outlines the agreed specific measures to prevent and, where prevention is not possible or not immediately possible, to mitigate all potential human rights risks and actual human rights impacts;
- b. Where it is necessary to prioritize measures to address actual and potential adverse human rights impacts, it first seeks to prevent and mitigate those that are most severe or where delayed response would make them irremediable²⁸;
- c. Includes qualitative and quantitative²⁹ performance indicators (including gender-disaggregated indicators and other categories of disaggregated indicators where appropriate),³⁰ linked to adequate baseline data, to enable monitoring and evaluation of the effectiveness of measures over time;
- d. Assigns implementation of measures to responsible staff with adequate skills and expertise;
- e. Assigns responsibility to its top management level to oversee plan implementation, monitoring, and recordkeeping³¹;
- f. Has clearly-defined timelines and an implementation schedule in place that specifies the expected outcomes for affected rights-holders and stakeholders;
- g. Maintains estimates of human resources and budget required; and
- h. Includes a financing plan in place, to ensure that funding is available for the effective implementation of the plan.

1.3.4.2 To prevent human rights impacts, this plan ensures that:

- a. Where the ENTITY may cause an adverse human rights impact³², it takes the necessary measures to prevent the impact from occurring, including through halting or ceasing relevant activities if necessary;
- b. Where the ENTITY may contribute to an adverse human rights impact, it takes the necessary measures to cease or prevent its contribution to the identified risk, and use its leverage to mitigate any remaining risk to the greatest extent possible. Leverage is considered to exist where the enterprise has the ability to effect change in the practices of an ENTITY that may cause a harm; and
- c. Where the ENTITY identifies external human rights risks that are directly linked to its operations, products or services by its business relationship with another ENTITY, the ENTITY develops measures aimed at preventing the impact from occurring, based on its leverage over the business relationship concerned, how crucial the relationship is to the ENTITY, the severity and probability of occurrence of the risk, and whether terminating the relationship itself would have adverse human rights consequences.



1.3.4.3 Critical Requirement

To mitigate adverse human rights impacts, this plan ensures that, whenever an actual human rights impact is identified:

- Where the ENTITY causes the adverse human rights impact, measures to cease the impact, prevent any further impact, and mitigate and remediate harm in a timely manner, are developed in collaboration with affected rights-holders. If mutually acceptable remedies cannot be found through dialogue, the ENTITY attempts to reach agreement through an independent, third-party mediator or mechanism, mutually acceptable to affected rights-holders;
- Where the ENTITY does not bear the sole responsibility of the adverse human rights impact³³, it mitigates and remediates harm to the extent of its contribution, and uses its leverage to the greatest extent possible to influence other contributing parties to mitigate and remediate the remaining impacts. Leverage is considered to exist where the enterprise has the ability to effect change in the wrongful practices of an ENTITY that causes a harm³⁴; and
- Where they exist, the ENTITY cooperates with other legitimate processes such as judicial or state-based investigations or proceedings related to the human rights impact that the ENTITY caused, contributed to, or was linked to through its business relationships.



1.3.4.4 The development of this plan is informed by consultations with potentially affected rights-holders, as follows:

- Consultations occur in a manner that is inclusive of different genders, ages, ethnicities, and any potentially underserved and/or marginalized people;
- The rights-holders who participate have opportunities to review and provide feedback, for a period of at least 60 days, on draft prevention and mitigation measures, priority setting, and on draft qualitative and quantitative performance indicators that are relevant to them;
- They have opportunities to validate these measures, priority setting, and qualitative and quantitative performance indicators, before the ENTITY can consider the process finalized or completed³⁵; and
- Draft and final versions of relevant documents and information are proactively shared with rights-holders, in a meaningful, accessible, and culturally appropriate way (as per Section 1.2.3), clearly showing how their feedback and input was taken into account.



1.3.4.5 Affected rights-holders and stakeholders, including Rights Defenders and civil society organizations, have access to a grievance mechanism to raise, and seek resolution or remedy for, complaints and grievances specifically related to human rights, as follows:

- A grievance mechanism through which affected rights-holders and stakeholders, including Rights Defenders and civil society organizations, can raise, and seek resolution or remedy for, complaints and grievances specifically related to human rights, is in place³⁶;
- This grievance mechanism is rights-compatible³⁷;
- Affected rights-holders and stakeholders have been informed about the existence and functioning of this grievance mechanism, as well as of other relevant mechanisms³⁸;
- If the operational-level grievance mechanism developed as per Chapter 1.6 (Complaints and Grievance Mechanism and Access to Remedy) is used as the mechanism to receive complaints and grievance specifically related to human rights, the Entity fully meets all requirements in Chapter 1.6; and
- If a separate mechanism is created to handle only complaints and grievances related to human rights, it is established and managed in a manner that fully meets all requirements in Chapter 1.6.

1.3.5 Monitoring and Evaluation

1.3.5.1 To monitor and evaluate the effectiveness of the plan, at least twice a year, the ENTITY:

- a. Tracks and documents its performance, over successive time periods, against the indicators defined in 1.3.4.1 and validated as per 1.3.4.4;
- b. Tracks and documents how the measures developed and implemented as per 1.3.4.2 and 1.3.4.3 are effectively preventing actual human rights impacts, and where prevention is not possible or not immediately possible, providing timely and adequate remediation to affected rights-holders; and
- c. Disaggregates the data according to gender-disaggregated indicators and other categories of disaggregated indicators where appropriate.

1.3.5.2 The monitoring and evaluation process:

- a. Encourages and facilitates joint tracking or joint fact-finding with affected rights-holders and stakeholders, in a manner that is inclusive of different genders, ages, and ethnicities, and any potentially underserved and/or marginalized people, as per Chapter 1.2³⁹;
- b. Includes continuous feedback from internal and external sources, including from joint tracking and joint fact-finding with affected rights-holders and stakeholders; and
- c. Includes safeguards to protect the security and privacy of collected personal data or characteristics of affected rights-holders and stakeholders.⁴⁰

1.3.6 Continuous Improvement

1.3.6.1 At least twice a year, but without undue delay after a significant change, the ENTITY:

- a. Reviews human rights monitoring and evaluation results, informed by internal and external feedback, as per Section 1.3.5;
- b. Reviews any human-rights-related grievances and the functioning of the relevant grievance mechanism/s required in 1.3.4.5 (see also Section 1.6.4);
- c. Reviews its effectiveness in preventing, mitigating, and remediating human rights impacts, and informed by the monitoring and evaluation required in 1.3.5.1 and 1.3.5.2;
- d. Develops and implements time-bound corrective measures to update, if necessary⁴¹, its risk and impact assessment in accordance with Section 1.3.3;
- e. Develops and implements time-bound corrective measures to update, if necessary⁴², its plan to prevent, mitigate, and remediate human rights impacts in accordance with Section 1.3.4; and
- f. Develops and implements time-bound corrective measures to update, if necessary⁴³, its human rights monitoring and evaluation processes in accordance with Section 1.3.5.

1.3.6.2 If the monitoring and evaluation process required in 1.3.5, and/or the review process required in 1.3.6.1, and/or credible independent sources of information demonstrate that the ENTITY fails to effectively prevent, mitigate and/or remediate actual human rights impacts⁴⁴:

- a. The ENTITY resorts to external monitoring of its human rights due diligence;
- b. The ENTITY covers all costs associated with this external monitoring; and
- c. The form of such monitoring, including selection of external monitors, is determined in collaboration with affected rights-holders and stakeholders.



1.3.7 Information-Sharing and Public Reporting

- 1.3.7.1** In addition to information-sharing required in 1.3.3.4 and 1.3.4.4, the ENTITY proactively shares with affected rights-holders, in accordance with Section 1.2.3:
- Its formalized human rights policies (see Section 1.3.1);
 - The details and findings of its human rights scoping process (see Section 1.3.2); and
 - The details and findings of its human rights monitoring and evaluation process (see Section 1.3.6).
- 1.3.7.2** At least annually, **and with due regard for people's safety, data privacy, and for security concerns**, the ENTITY makes publicly accessible updated versions of, and maintains⁴⁵ publicly accessible all previous versions of:
- Its human rights risk and impact assessment, including an explanation of the assessment methodology and a list of the risks and impacts identified (see Section 1.3.3);
 - Its plan to prevent and mitigate human rights risks and impacts, including prioritization criteria and the measures taken to prevent, mitigate, and remediate risks and impacts (see Section 1.3.4);
 - The qualitative and quantitative performance indicators used to monitor and evaluate the effectiveness and appropriateness of its plan** (defined in 1.3.4.1. and validated as per 1.3.4.4);
 - Key findings of the monitoring and evaluation process required in Section 1.3.5, and of the review process required in 1.3.6.1;
 - A summary of the measures developed and implemented as per 1.3.4.2 and 1.3.4.3 and the extent to which they effectively prevented actual human rights impacts, and where prevention was not possible or immediately possible, provided timely and adequate remediation to affected rights-holders; and
 - A list of the time-bound corrective measures identified as per 1.3.6.1 (see d. to f.).
- 1.3.7.3** If external monitoring is required per 1.3.6:
- The ENTITY proactively shares with affected rights-holders and stakeholders, in accordance with Section 1.2.3, the details and findings of this external monitoring;
 - It also shares with them the time-bound corrective measures resulting from this external monitoring's findings and recommendations;
 - At least annually, **and with due regard for people's safety, data privacy, and for security concerns**, the ENTITY makes publicly accessible an updated version of, and maintains publicly accessible all previous versions of, a report on this external monitoring's findings and recommendations to improve the ENTITY's human rights due diligence⁴⁶; and
 - This public annual report includes a list of time-bound corrective measures to improve the ENTITY's ability to effectively prevent, mitigate, and remediate human rights risks and impacts.

CROSS REFERENCES TO OTHER CHAPTERS

This table will be added when the new content for all chapters is finalized and approved.

CHAPTER ENDNOTES

¹ For more information, see the United Nations website: "What are human rights." <https://www.ohchr.org/en/what-are-human-rights>

² The Office of the High Commissioner for Human Rights (OHCHR) lists a number of United Nations human rights instruments that enumerate the rights of people belonging to particular groups or populations. See: OHCHR. 2012. The Corporate Responsibility to Respect – An Interpretive Guide. p. 38. www.ohchr.org/Documents/Issues/Business/RtRInterpretativeGuide.pdf
Regarding the rights of Indigenous Peoples, UNDRIP and ILO Convention 169 - refer to Chapter 2.2. See also the UN Declaration on the Rights of Peasants and Other People Working in Rural Areas.

³ See: Ruggie, J. 2011. Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework. March 21, 2011. A/HRC/17/31. www.ohchr.org/Documents/Issues/Business/A-HRC-17-31_AEV.pdf

⁴ OECD. 2016. OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. (3rd Ed.) <https://mneguidelines.oecd.org/mining.htm>

⁵ Understood, at a minimum, as those expressed in the International Bill of Human Rights, the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the International Labour Organization's core/fundamental conventions, the fundamental right to a clean, healthy, and sustainable environment as recognized by the UN Human Rights Council in 2021 and the UN General Assembly in 2022, and all United Nations human rights instruments elaborating the rights of persons belonging to particular groups or populations (the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, the United Nations Declaration on the Rights of Indigenous Peoples, the United Nations Declaration on the Rights of Peasants, the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, the Convention on the Rights of Persons with Disabilities, and the Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities. In most instances, the rights in these instruments relate to the individuals in the groups they address. The United Nations Declaration on the Rights of Indigenous Peoples addresses both the human rights of Indigenous individuals and the collective rights of Indigenous Peoples.).

⁶ Such as joint-venture partners' staff or contractors responsible for operation/management, organizations or public agencies visiting the site.

⁷ Such as joint-venture partners' staff or contractors responsible for operation/management, organizations or public agencies visiting the site.

⁸ This policy (or equivalent) could be either a stand-alone one or integrated into an overarching human rights policy (or equivalent, see 1.3.1.1.).

⁹ Including at least those enshrined in the United Nations Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms, often abbreviated to "The Declaration on human rights defenders".

¹⁰ Area of Influence (Aoi) is required to be determined in Chapter 2.1 – Environmental and Social Impact Assessment and Management (see requirement 2.1.4.1). If not done as required by Chapter 2.1, Entities would be expected to establish the Aoi in order to fully meet this requirement.

¹¹ Such as joint-venture partners' staff or contractors responsible for operation/management, organizations or public agencies visiting the site.

¹² This may include, as relevant, trade unions, employer organizations, joint venture partners' staff and contractors responsible for operation/management, organizations or public agencies visiting the site.

¹³ The requirements in this Chapter can be met by taking an integrated approach to human rights i.e. by identifying, prioritizing, preventing, addressing, consulting on, monitoring and evaluating, and continuous improving performance on, human rights through processes already in place for the responsible management of environmental, social, and labor issues.

¹⁴ As recommended by UNDP in "Human Rights Due Diligence And The Environment (HRDD+E): A Guide For Business, 2024. See also Chapter 2.1 on Socio-Environmental Baseline and Ongoing impact Assessment.

¹⁵ The identification of potential rights-holders must be based on their recognition under internationally-recognized human rights, regardless of whether or not such rights are recognized at a domestic level.

¹⁶ Potential rights-holders are identified based on their recognition under internationally-recognized human rights, and regardless of whether or not such rights are recognized at a domestic level. Note that the quality and adequacy of the process for mapping and analysis of Stakeholders and Rights-holders required under 1.2.1.1 will factor into the score achieved in Section 1.3.2.

¹⁷ As recommended by UNDP in "Human Rights Due Diligence And The Environment (HRDD+E): A Guide For Business, 2024.

¹⁸ What may constitute 'underserved and/or marginalized people' requiring additional focus depends on the context and the matter at hand. Entities should draw on stakeholder mapping, stakeholder interviews, project documentation, as well as site observations to determine whether all relevant stakeholders have been identified and included. For this requirement, particular attention should be paid to those who may be most vulnerable to the human rights risks identified throughout this chapter and the IRMA standard;

for example, women, children, Rights Defenders, minorities, those living in a state of poverty, and those with higher levels of exposure to certain identified risk factors. See Guidance Document for additional guidance.

¹⁹ It is important to note that the identification of potentially affected Indigenous Peoples is not restricted to those whose lands, territories or resources are owned/possessed pursuant to title/rights issued under domestic law, nor is it restricted to Indigenous Peoples who are actually and presently possessing/occupying the lands, territories, and resources. "Resources" may include, but are not limited to, cultural resources (tangible and intangible, see Chapter 3.6) and natural resources (aquatic, terrestrial or marine plants or animals grown or occurring naturally, as well as minerals, landforms, and soils) used for medicinal, subsistence, livelihoods, economic, spiritual, health or other purposes by Indigenous Peoples.

²⁰ Typically, the most credible source of information will be Indigenous Peoples in the area; however, contact must not be made with Uncontacted Indigenous Peoples or Indigenous Peoples Living in Voluntary Isolation or in Initial Contact (see critical requirement 2.2.2.1). In such cases, entities should consult with Indigenous organizations and Indigenous rights organizations with expertise in Uncontacted Indigenous Peoples or Indigenous Peoples Living in Voluntary Isolation or in Initial Contact. Other additional experts could include competent professionals who are academics or practitioners (may be governmental or non-governmental) with cultural, anthropological, and/or human rights expertise in the regions where projects/operations are located.

Regarding Indigenous Peoples who are NOT living in voluntary isolation or in initial contact, diverse sources should be consulted in case there are different communities of Indigenous Peoples that may be affected (i.e., consulting a single community may not result in identification of all potential Indigenous Peoples who might be affected). As per the requirement, other relevant sources include Indigenous Peoples' organizations or bodies (e.g., Indigenous Peoples' representative bodies, Indigenous rights organizations, Indigenous Peoples' communities in the region, etc.), as well as experts (i.e., competent professionals such as academics or practitioners with expertise in anthropology or cultural history, and/or human rights expertise in the regions where projects/operations are located), and published sources, which could include studies conducted by competent professionals in government agencies, non-governmental organizations or academic institutions.

²¹ Typically, the most credible source of information will be Indigenous Peoples in the area; however, contact must not be made with Uncontacted Indigenous Peoples or Indigenous Peoples Living in Voluntary Isolation or in Initial Contact (see critical requirement 2.2.2.1). In such cases, entities should consult with Indigenous organizations and Indigenous rights organizations with expertise in Uncontacted Indigenous Peoples or Indigenous Peoples Living in Voluntary Isolation or in Initial Contact. Other additional experts could include competent professionals who are academics or practitioners (may be governmental or non-governmental) with cultural, anthropological, and/or human rights expertise in the regions where projects/operations are located. Note that there is no consensus on a single term that should be used to denote these peoples. Terms in the international sphere include Uncontacted Peoples, Indigenous Peoples in voluntary isolation, peoples in isolation, as well as free, hidden or invisible peoples. Other terms used for Indigenous Peoples in initial contact include recently-contacted peoples. (Source: UN Human Rights Council. 2009. Draft Guidelines On The Protection Of Indigenous Peoples In Voluntary Isolation And In Initial Contact Of The Amazon Basin And El Chaco. A/HRC/EMRIP/2009/6.

https://www2.ohchr.org/english/issues/indigenous/ExpertMechanism/2nd/docs/A_HRC_EMRIP_2009_6.pdf

²² Where it is necessary to prioritize actions to address actual and potential adverse human rights impacts, the ENTITY should first seek to prevent and mitigate those that are most severe or where delayed response would make them irremediable. (UN Guiding Principles)

²³ Including its management and use of security personnel, and private and public security forces, see Chapter 3.4.

²⁴ Armed conflict may take a variety of forms, such as a conflict of international or non-international character, which may involve two or more states, or may consist of wars of liberation, or insurgencies, civil wars, etc. There are also "new" forms of widespread violence distinct from those associated with traditional armed conflict that have emerged in recent years. This 'non-conventional armed violence' is the result of the activities of groups summarized as tribal networks, thugs (organized crime) and terrorists such as organized criminal groups ('gangs') and violent extremist organizations, illicit economy-related actors and other actors who may not be driven by clear political or ideological agendas, or be organized by the state. See full definition of "conflict-affected and high-risk areas" in the Glossary.

²⁵ If evidence demonstrates that some or all stakeholders and rights-holders did/do not provide feedback and/or validation despite being provided with adequate and meaningful time, and with information-sharing taking place in accordance with Section 1.2.3, the ENTITY may "fully meet" this requirement.

²⁶ Other sources of information may include data from monitoring and evaluation, discussions with or grievances filed by stakeholders or workers, internal reviews of particular issues that relate to human rights, etc.

²⁷ As with other chapters, the IRMA Standard does not require actions to address human rights risks and impacts to be developed as a 'stand-alone' separate management plan. All sub-requirements could be found/provided as part of a broader social and environmental management plan, or set of plans, for example.

²⁸ Once the most severe and most likely adverse impacts are addressed within a reasonable time, the ENTITY will address less severe and less likely adverse impacts.

²⁹ Quantitative criteria may include ones that evaluate the "appropriateness" of the measures implemented, such as "percentage of impacted rights-holders that were satisfied with the outcomes", "percentage of mitigation measures that had affected rights holder participation in development", etc.

³⁰ Other disaggregation may be by age, ethnicity, disability, vulnerability status, proximity to the operation, etc.

³¹ If work is carried out by third party contractors, then there needs to be a staff employee responsible for overseeing the quality of work, timelines, etc.

³² This requirement applies to human rights “risks” identified in Section 1.3.3. When an actual impact has already occurred, see requirement 1.3.4.3.

³³ I.e., it only contributed to or was linked to the impact.

³⁴ Where the ENTITY **contributes to an adverse human rights impact**, measures to prevent further impact and/or further contribution are developed in a timely manner, and the ENTITY uses its leverage to mitigate any remaining impact to the greatest extent possible.

Where the ENTITY has not contributed to an adverse human rights impact, but that **impact is nevertheless directly linked to its operations**, products or services by its business relationship with another ENTITY, the ENTITY develops measures aimed at preventing the impact from continuing or recurring, based on its leverage over the business relationship concerned, how crucial the relationship is to the ENTITY, the severity of the abuse, and whether terminating the relationship itself would have adverse human rights consequences

³⁵ If evidence demonstrates that some or all stakeholders and rights-holders did/do not provide feedback and/or validation despite being provided with adequate and meaningful time, and with information-sharing taking place in accordance with Section 1.2.3, the ENTITY may “fully meet” this requirement.

³⁶ The operational-level grievance mechanism developed as per IRMA Chapter 1.6 (Complaints and Grievance Mechanism and Access to Remedy) may be used as the mechanism to receive all types of complaints, including those related to human rights, or a separate mechanism may be created to handle only those complaints and grievances. If a separate mechanism is developed, it shall be done in a manner that is consistent with Chapter 1.6 (see subrequirements d. and e.). Also, there may be other mechanisms that are not operated by the company through which stakeholders or rights-holders can seek recourse (e.g., administrative, judicial and non-judicial remedies), and these options should be mentioned to stakeholders who file human rights -related grievances with the company.

³⁷ ‘Rights-compatible’ means ensuring that outcomes and remedies accord with internationally-recognized human rights.

³⁸ There may be other mechanisms that are not operated by the ENTITY through which stakeholders or rights-holders can seek recourse (e.g., administrative, judicial and non-judicial remedies), and these options should be mentioned to stakeholders who file grievances with the company.

³⁹ This is especially relevant for contexts where your business and (potentially) affected rights-holders are in dispute about a particular (potential) adverse impact, and rights-holders are unlikely to accept the business’ own tracking of the effectiveness of its response to it.

⁴⁰ Especially of rights-holders at heightened risk of vulnerability and marginalization, including children, or any other sensitive data.

⁴¹ This will be informed by the monitoring and evaluation process required in the previous Section, and on the review process required in a. to c.

⁴² This will be informed by the monitoring and evaluation process required in the previous Section, and on the review process required in a. to c.

⁴³ This will be informed by the monitoring and evaluation process required in the previous Section, and on the review process required in a. to c.

⁴⁴ The decision to initiate external third-party monitoring may be made by an ENTITY that recognizes (e.g., through its human rights due diligence processes, complaints filed through its operational-level grievance mechanism, observations made by a third party, or some other means) that it has repeatedly failed to prevent, mitigate or remediate human rights impacts, or that discovers its due diligence has failed to prevent it from causing, contributing to, or being linked to serious human rights abuses. External monitoring may also be suggested as a corrective action if an IRMA auditor discovers during an audit that the ENTITY’s due diligence has failed to prevent any of the situations listed above.

⁴⁵ All material must remain publicly accessible at least until the completion of all post-closure activities (including any previous versions, iterations and revisions). Note that the intention is not that the reports should be removed from the public domain after that. Rather, where possible, it should be retained indefinitely as the information may be important for legal or other purposes.

⁴⁶ This public reporting may exclude information that is security sensitive, is confidential business information, or that may compromise safety or place any individual at risk of further victimization.

CHAPTER ANNEXES

ANNEX 1.3: Categories of issues to be considered as part of the human rights due diligence

Potential risks and impacts to be considered

- Fundamental human rights, including:
 - Freedom from discrimination
 - Freedom from hunger
 - Freedom from slavery
 - Freedom from torture, cruel, inhuman or degrading treatment
 - Freedom of association
 - Freedom of children from social and economic exploitation
 - Freedom of expression
 - Freedom of movement
 - Freedom of non-citizens from arbitrary expulsion
 - Freedom of religion and belief
 - Freedom to choose and accept work
 - Freedom to undertake scientific research and creative activity
 - Right of mothers to special protection before and after birth
 - Right of peaceful assembly
 - Right to an adequate standard of living
 - Right to be treated with humanity in detention
 - Right to education
 - Right to equality before the law
 - Right to equality between men and women
 - Right to fair trial
 - Right to food
 - Right to form trade unions
 - Right to freedom of thought, conscience and religion
 - Right to health, safety, and property
 - Right to just and favorable conditions at work
 - Right to liberty and security of person
 - Right to life
 - Right to marry and found a family
 - Right to participate in public affairs
 - Right to personal honor and reputation
 - Right to privacy
 - Right to recognition before the law
 - Right to respect for private and family life, home and correspondence
 - Right to sanitation
 - Right to social security
 - Right to take part in cultural life
 - Right to work
 - Rights of the Child
 - Rights of Indigenous Peoples
 - Rights of Peasants
 - Rights of All Migrant Workers and Members of their Families
 - Rights of Persons with Disabilities
 - Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities
- Labor rights and industrial relations
 - Right to strike
 - Right to organize and collective bargaining

- Freedom of association
- Occupational health and safety
- Access to adequate housing, adequate food, clothing, and water and sanitation in the workplace
- Child labor
- Forced labor
- Discrimination
- Equal Remuneration
- Trade union freedoms
- Harm to the environment, climate and human health, considering direct, induced, indirect and cumulative effects, including:
 - Air, including air pollution such as greenhouse gas emissions
 - Water, including seabed and marine environment, and including water pollution, water use, water quantities (flooding or droughts) and access to water
 - Soil, including soil pollution, soil erosion, access to land, land use and land degradation
 - Biodiversity, including damage to habitats, wildlife, flora and ecosystems, including ecosystem services
 - Hazardous substances
 - Noise and vibration
 - Plant and facility safety
 - Energy use
 - Waste and residues (including tailings and other waste from mineral processing)
 - Other impact on natural resources, such as deforestation
- Community life, including:
 - Rights, health, safety, wellbeing, and cultural heritage of Indigenous Peoples
 - Right to self-determination, right to culture, religion and language
 - Right of individuals, groupings and communities to lands and resources
- Governance, business integrity, and corruption

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