

IRMA Professionals Community of Practice Participation Agreement

IRMA extends its appreciation to the professionals ("Participants") who are participating in IRMA's Professionals Community of Practice ("Community").

Participants share a commitment to understanding and supporting the application of the IRMA Standards and IRMA assurance system in diverse mining contexts.

This Community is a space for continued learning, dialogue, and collaboration. Participants recognize that expertise in the IRMA system develops over time through real-world experience, ongoing learning and shared insight.

Participants undertake an in-depth orientation on IRMA's mission and vision, and are invited to participate in quarterly meetings with IRMA and fellow Community members to deepen knowledge, stay informed of updates, and strengthen collective capacity to support responsible mining globally.

IRMA does not endorse Participants. The Community of Practice is designed to support Participants in developing a deeper understanding of the IRMA system through orientation sessions and quarterly learning exchanges. While the Community provides opportunities for learning, it is not intended to serve as formal technical training on the application or assessment of the IRMA Standards, nor does participation constitute certification, accreditation, approval, endorsement, or authorization by IRMA.

By checking the boxes and signing this Participation Agreement, Community Participants agree to the following:

- I will abide by IRMA's Communications, Claims, and Participation requirements for Participants in IRMA'S Community of Practice (found in Annex A).
- I understand and agree that my participation is associated with my individual, active engagement in IRMA consulting, is non-transferable, and is subject to removal if I cease active consulting work or if my active status cannot be verified.
- IRMA may publish my name and affiliation (if any) as a Participant in IRMA's Professionals Community of Practice.

Name (Printed)

Affiliation (if any)

Signature

Date

ANNEX A

Communications, Claims, and Participation Requirements for Participants in the IRMA Community of Practice

Participants agree to abide by the following Communications and Claims requirements:

1. Individual Participants may state publicly that they are part of the IRMA Community of Practice (CoP).
2. Participants may not state or imply that IRMA or the IRMA Board has endorsed their participation or credentials.
3. Participants may not claim certification, qualification, accreditation or similar status from or by IRMA.
4. An Participant's participation is personal, and does not extend CoP membership to the Participant's employer or firm.
5. Continued membership in the CoP is maintained through active participation in quarterly CoP sessions. Regular engagement ensures that members remain informed of updates to the IRMA system, emerging practices, and changes to relevant guidance and processes.
6. To maintain active membership, members are expected to attend at least two quarterly CoP sessions each calendar year. Members who do not meet this minimum participation requirement or who have been inactive for a prolonged period may be required to complete a refresher orientation before renewing their membership.
7. IRMA may also require all CoP members to complete a formal refresher orientation every three years, where appropriate, to ensure continued competence and alignment with current expectations. Additional refresher sessions may be required following significant changes to the IRMA system, including updates to the IRMA Standard, the Assurance System, or other key program requirements. No additional fees will be assessed for refresher sessions.
8. When describing their participation, Participants may not use IRMA's logo or other trust marks without prior written permission from IRMA. Requests may be sent to info@responsiblemining.net
9. Participants may use the sample language below to acknowledge their participation in the CoP. Participants who wish to publish text that varies significantly from this language should send the proposed wording to info@responsiblemining.net for approval before publishing.
10. Registration, Portability, and Active Engagement:
 - o Registration in the CoP is tied strictly to the Participant's individual, active engagement in IRMA-related consulting. Participation belongs solely to the individual and cannot be transferred to or shared with any other person, including colleagues within the same company or firm.

- A Participant who changes employer or firm may remain listed and retain their participation, provided they continue to perform active, IRMA-related consulting work.
- A Participant whose employment or firm changes are responsible for notifying IRMA at info@responsiblemining.net to update their record and confirm that they remain actively engaged in IRMA-related consulting, if they wish to remain listed. Participants are encouraged to provide this notice promptly, as it allows IRMA to keep the Participant listed without interruption, particularly where a former corporate email address is no longer monitored.
- If a Participant is no longer actively engaged in IRMA-related consulting, they shall be removed from the COP list on the IRMA website.
- For Participants employed by consulting firms, IRMA may use email delivery status as an indicator of active employment. If a corporate work email bounces, signifying the Participant may have ceased active consulting, they will be removed from the list. A Participant may avoid such removal by notifying IRMA of the change.
- For Participants utilizing personal email addresses or operating independent/wholly-controlled consulting firms, removal for inactivity is not automatically determined by email delivery and will be subject to direct follow-up review by IRMA to verify ongoing consulting status.