



It Starts With Us — Taking Action on Diversity, Equity and Inclusion

June 2023

“The Everyday Respect Report showed that racism, bullying and assault remain unacceptably prevalent in our industry. This was a watershed moment, and presented a unique opportunity for our companies to face up to the reality of the challenge, acknowledge the role we as current leaders have played in not prioritising change fast enough, and take bold steps to change that reality for the better.” Rohitesh Dhawan, CEO and President, ICMM

14% of the global mining workforce are women

14%

18% of company boards have female representation

18%

74% of women in the Australian mining industry have experienced some form of sexual harassment in the last 5 years

74%

3% of mining CEOs are women

3%

30–50% of the global workforce in ASM are women

30–50%

Mining has the 2nd largest median gender pay-gap globally, only behind construction



Why Must We Continue To Build Momentum on DEI?

- **Diversity and inclusion is a health and safety challenge:** Mining companies need to have policies and mechanisms in place that put psychological safety on the same level as physical health and safety.
- **Ethical motivation:** To put it simply it is the right thing to do. Eliminating the barriers to entry and fair participation in mining employment for women, and other minority groups, is a right all responsible companies must respect and uphold.
- **Attracting and retaining talent:** Inclusive organisations attract a broader and more diverse pool of individuals and have higher retention rates and overall employee satisfaction. This is especially critical given competition for talent is growing across all sectors. Demonstrating inclusivity will be critical in attracting the talent of the future.
- **It makes business sense:** Diverse teams have proven to generate better business outcomes, driven by innovation and creativity. Diversity also improves organisational policy, by eliminating “blind spots” caused by assumptions based on personal experience.
- **Stakeholder momentum:** Stakeholders, including investors, are increasingly focused on companies’ approaches to creating more diverse cultures. ICMM, alongside several of our members, recently endorsed abrdn’s call for collaboration with the mining industry to improve working standards.

“If we don’t actively and intentionally include women, the system will unintentionally exclude them. The reason for this is that the systems in the mining industry were invented by men, for men and even today are largely run by men. Forcing women into systems and cultures designed for men is not an effective strategy to build greater levels of diversity and inclusion. The solution lies in shifting the systems rather than fixing the women.” Elizabeth Broderick, Special Rapporteur and Independent Expert for the UN Working Group on Discrimination Against Women and Girls

ICMM’s New Collective Commitment

In June 2023, ICMM announced a new collective commitment to improve diversity, equity and inclusion (DEI) in the mining and metals industry and positively influence the communities that companies are a part of.

To achieve this, ICMM members have committed to **work together to improve the experiences of workers, and to eradicate discrimination, harassment, and assault in all its forms from workplaces.** They will do this by taking these four actions before the end of 2024:

1. **Accelerate Action** — Accelerate individual and collective action to eliminate harmful behaviours from our workplaces and communities. This includes developing a roadmap which will outline the direction of the actions being taken and set out key milestones to help achieve agreed goals.
2. **Set Goals** — Set individual and collective goals, relevant to operating contexts, to eliminate all forms of harassment and discriminatory behaviours. This will help to demonstrate progress.

3. **Increase Transparency** — Disclose aggregated performance against these goals in accordance with ICMM’s Social and Economic Reporting Framework. This includes disaggregating data by gender and ethnicity, where possible, helping to assess the progress being made.
4. **Collaborate for Greater Effect** — Work together with companies, industry associations, underrepresented groups, communities, investors, and others to find and advocate for solutions to the challenges relating to DEI in the industry.

ICMM members are united in the belief that discrimination, harassment and assault have no place in the industry or anywhere else in society. Members acknowledge their duty and the increased effort required to remove inequalities within the industry, and to help eliminate harmful behaviours that exist in society.

“We must ask ourselves the question — what more can I personally do and what more can we do together? Working collectively as a membership and with others to overcome the barriers to diversity, equity and inclusion, we can eliminate harmful behaviours from our workplaces, and influence positive cultural change in communities and across society.” Tom Palmer, CEO of Newmont and Chair of the ICMM Council Social Performance Advisory Group

Updates to the ICMM Mining Principles

The commitments in the Diversity, Equity and Inclusion Position Statement build on individual company requirements which were made last year. In June 2022, we added one new performance expectation (PE03.9) and updated eight others across the ICMM Mining

Principles: 02 — Decision Making, 03 — Human Rights, 04 — Risk Management, 05 — Health and Safety, 09 — Social Performance.¹ These additions demonstrate how integral diversity, equity and inclusion (DEI) is to any responsible mining company.

2.2	Support Responsible Business Partners Support the adoption of responsible <i>physical and psychological</i> health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers, and contractors, based on risk.	3.4	Respect the Rights of Workers Respect the rights of workers by not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating <i>all forms of</i> harassment and discrimination; respecting freedom of association and collective bargaining; and providing <i>an appropriate</i> mechanism to address workers grievances.
3.5	Provide Fair Pay and Working Hours <i>Equitably</i> remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	3.8	Promote Workplace Diversity Implement policies and practices to respect the rights and interests of women <i>that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women’s successful participation in the workplace.</i>
4.3	Systematically Manage Health, Safety and Environmental Risks Implement risk-based controls to avoid/ prevent, minimise, mitigate and/or remedy <i>physical and psychological</i> health, safety and environmental impacts to workers, local communities, cultural heritage, and the natural environment, based upon a recognised international standard or management system.	5.1	Continually Improve Health and Safety Implement practices aimed at continually improving workplace <i>physical and psychological</i> health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, <i>psychosocial hazards</i> , and prevention of occupational diseases, based upon a recognised international standard or management system.
5.2	Provide Health and Safety Training Provide workers with training in accordance with their responsibilities for <i>physical and psychological</i> health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures.	9.3	Conduct Local Stakeholder Engagement Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to <i>appropriate and</i> effective mechanisms for seeking resolution of grievances related to the company and its activities.
3.9 [New]	Promote an Inclusive Workplace <i>Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive.</i>		

1. Members have 2 years (until June 2024) to either adopt the approved position on DEI or publicly explain the reasons why they cannot under ICMM's confirm-or-explain policy. Learn more here: <https://www.icmm.com/en-gb/news/2022/responsible-mining-agenda>

Mining Principles in Practice

Rio Tinto – Everyday Respect Report

In 2022, Rio Tinto published the [Everyday Respect report](#) which highlighted that bullying, sexual harassment and racism was occurring at an alarming rate across the organisation. Since releasing the report, Rio Tinto has focused on finding better ways to support and empower employees. This means creating a culture where people listen to each other with care and curiosity, feel comfortable being themselves and have the courage to speak up if they see something that isn't right.

Of the 26 recommendations that came out of the report, 5 have already been completed and the company is on track to complete all by 2024.

Teck Resources – Empowering Indigenous Women in Chile

Teck has been partnering with UN Women to [support Indigenous women in northern Chile](#) since 2016 through the UN's [Originarias Programme](#). The programme has already provided over 1,000 Indigenous women in the region with access to tools and training to develop skills, build networks and improve their economic well-being.

The investment made by Teck will expand training and learning opportunities for Indigenous youth, including skill-building in science, technology, engineering, the arts and mathematics (STEAM) to support the long-term sustainability of local communities.

Anglo American – Addressing Gender-Based Violence

Everyone has the right to work in an environment that is safe, healthy and free from discrimination. These basic rights underpin Anglo American's [Living with Dignity](#) framework, which launched in 2019 to tackle gender-based violence (GBV).

In November 2022, Anglo American launched an independent [Living with Dignity Hub in South Africa](#) to provide employees and contractors experiencing harm at home or at work with a way of accessing support. The Hub responds to complaints of sexual harassment, GBV (including domestic violence), bullying, harassment and victimisation.

Anglo American is also working with Minerals Council of South Africa, alongside the National Prosecuting Authority and the National GBVF Response Fund to strengthen GBV response measures in mining communities.

Vale – A Commitment to Gender Equality

In 2019, Vale announced a commitment to [double the number of women in their global workforce](#) from 13 per cent to 26 per cent by 2025.

The Company is making progress on this commitment with women making up 22.1 per cent of the global workforce in 2022. Additionally, women in senior leadership positions at Vale increased from 12.4 per cent in 2019 to 22.6 per cent in 2022.

Newmont – Fighting for Gender Parity at Ahafo North (Ghana)

In 2021, Newmont announced approval for funding for their Ahafo North Project in Ghana. Once operational, the mine will create 550 full-time jobs for the local community and the company is targeting gender parity through strategic recruitment campaigns. This is despite a mine in the same region typically having 5 to 10 percent female representation.

This is part of Newmont's wider [commitment towards diversity and inclusion](#).

BHP – Supporting Disability Access and Inclusion

BHP established their [Accessibility and Inclusion Network \(Amber\)](#) in 2022. It is an employee led network sponsored at the executive level which is designed to drive change through leadership and influence. The Amber Network provides a platform for employees to share their perspectives, connect with others who have similar experiences, and provide peer support. Amber is focused on those who identify as having any kind of disability, as well as carers and allies.

BHP is acting across all our regions to ensure an accessible and inclusive workplace for people with disability. Minerals Americas has taken the lead on this, with Chile reaching its target of 1.5% people with disability – above the legally mandated requirement.



What Comes Next?

- We will continue to provide the platform for members and external voices to come together to share better practices.
- By tapping into the expertise of others, we will work with members to develop a workplan that aims to solve problems common to the industry.

“We cannot afford to lose the momentum we’re already seeing across the industry on DEI. By showing leadership, demonstrating collective action, and by having open and honest conversations on what needs to change we can raise the bar on performance and eliminate abhorrent behaviour. This is an opportunity to drive change not only in our own workforces but also in host communities and society more broadly.” Danielle Martin, Director of Social Performance, ICMM

About ICMM

ICMM stands for mining with principles. We bring together a third of the global metals and mining industry, along with key partners to drive leadership, action and innovation for sustainable development, ultimately delivering a positive contribution to society.

Through collaboration, ICMM member companies set the standard for responsibly produced minerals and metals in a safe, just and sustainable world.

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