



We mine for progress

MMG Limited
Human Rights 2023

ICMM
International Council
on Mining & Metals

MINING WITH
PRINCIPLES

HKEX: 1208

Our approach to human rights

MMG respects the human rights of all employees, contractors and workers in our supply chain and the communities in which we live and operate.

In 2023, we undertook a comprehensive review of our Human Rights approach, ensuring human rights' considerations are embedded in all our existing standards and procedures.

This has been achieved by aligning our approach with:

- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- Global Industry Standard on Tailings Management (GISTM)
- Voluntary Principles on Security and Human Rights (VPSHR) and the ICMM Mining Principles.

We integrate MMG's [Human Rights Policy](#) considerations into our [Code of Conduct](#), [Supplier Code of Conduct](#), policies, frameworks, standards, work quality requirements, processes, risk assessments, training and grievance mechanisms.

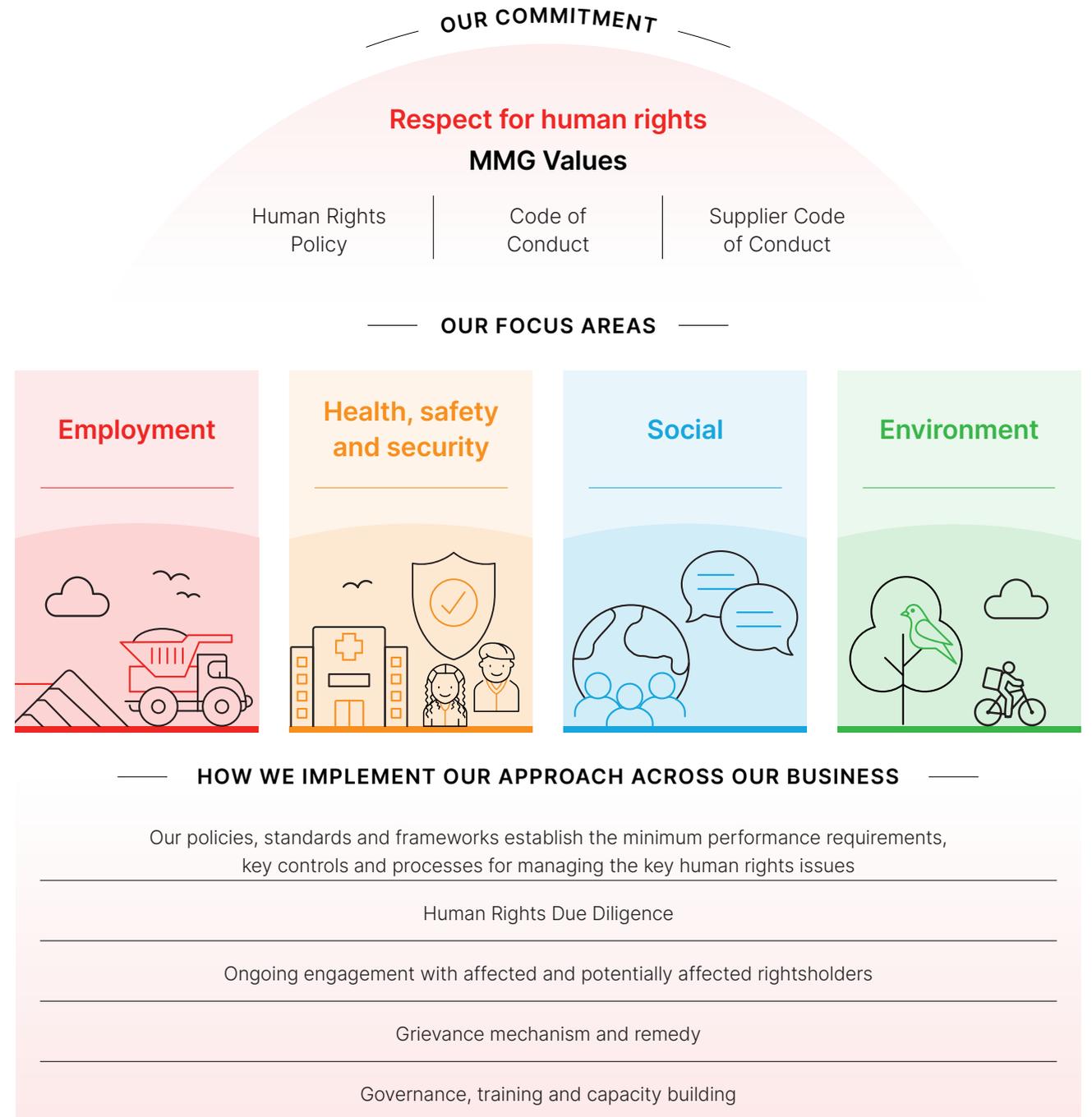
 Further information is available in our **Human Rights approach**

MMG also provides a [Whistleblower Service](#) and site-specific [Stakeholder Feedback Portals](#) so that stakeholders have grievance mechanisms for reporting improper conduct without fear of intimidation or reprisal. This includes where we identify that we have caused or contributed to an adverse human rights impact and considering the role we may play in remediating this.

Health, safety and security

The safe operation of our assets includes respecting the livelihoods, health, safety and wellbeing of the communities in which we live and operate. In relation to security-related human rights risks, we operate in accordance with the VPSHR and require our private security companies to be signatories to, or agree to comply with, the International Code of Conduct for Private Security Providers. MMG has been a full member of the Voluntary Principles Initiative (VPI) since May 2022.

 Further information is available in our **2023 VPI Annual Report**



Our approach to human rights (continued)



Employment

MMG respects the labour rights of our employees, contractors and workers in the supply chain related to health and safety, non-discrimination and harassment, freedom of association and collective bargaining, wages and working hours. By rejecting any form of modern slavery and undertaking regular risk assessments, including forced or child labour and work, we ensure these practices are not present in our business or supply chains.

Social impacts

To prevent and minimise adverse social impacts throughout our operations, we have processes to manage the potential for human rights-related risks regarding land access, resettlement, cultural and historical heritage, and artisanal and small-scale mining. Our Social Performance Standard requires all sites to conduct Social Baseline Studies and undertake a Social Impact and Opportunities Assessment (SIOA). They should complete these at the commencement of operations and with any material change in operations, or at a minimum of five years.

Environment and climate change

Throughout our operations' lifecycles, we seek to prevent and minimise our adverse environmental impacts by managing the potential for human rights-related risks regarding closure, water stewardship, tailings, biodiversity, ecosystems, and pollution and waste. Our Safety, Security, Health and Environment (SSHE) Performance Standard requires all sites to conduct environmental baseline studies and develop a plan to manage through the Life of Asset. We recognise the connection between human rights and environmental impacts, including climate change, and minimise these risks by supporting the global transition to a low carbon economy.

Our human rights due diligence process



CASE STUDY

Undertaking human rights impact assessment at Las Bambas

Las Bambas regularly communicates with stakeholders including over 80 communities. Some have raised concerns about our transport corridor logistics. In response, in 2023 Las Bambas launched the Corazon Program (see more information on page 9) and will engage an expert consultant to conduct an independent Human Rights Impact Assessment (HRIA) in 2024. The HRIA will undertake extensive rightsholder engagement to identify and assess any human rights impacts, the current measures Las Bambas has in place to address them and if other actions are needed. A human rights independent advisory group will be appointed as well to oversee the HRIA, ensure international standards and best practice alignment.



