

# Human **rights**

We are committed to respecting the human rights of our employees, contractors and suppliers, communities, and Indigenous Peoples. Our Code of Conduct and Third-Party Code of Conduct require employees and partners in the value chain to respect human rights. We do not tolerate discrimination, harassment, unsafe working conditions, or any form of modern slavery, including forced labor and child labor.

We respect the freedom of association and collective bargaining, as applicable within the country's legal framework. We respect the right of Indigenous Peoples to consultation, and we manage security in accordance with the principles of the Voluntary Principles on Security and Human Rights.

Our sustainability report considers the reporting recommendations of the United Nations Guiding Principles on Business and Human Rights (UNGP), providing information on how our activities may have potential impacts on human rights and how we identify and address these risks.

## Governance

Leadership and governance play an important role in creating a culture of respect for human rights and integrating it into the organization's processes. The Ethics and Corporate Values Committee and the Honor Commission are the highest governance bodies for ethical conduct and attention to human rights incidents. These committees work in synergy with the ESG Steering Committee (see ESG Governance section), which oversees performance in health, safety, environmental, and community aspects relevant to the respect for human rights.

## Context and strategic considerations

“Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Everyone is entitled to these rights, without discrimination.<sup>4</sup>” Human rights positively contribute to a dignified life, with freedom from want and fear.

Society's growing expectations for corporate transparency and accountability on human rights have materialized in several international frameworks and regulations—notably the UNGP—that set the principles to identify, prevent, mitigate, and address potential human rights impacts. The activities of the mining, metals, and chemical industry, when conducted without appropriate preventive and corrective measures, have the potential to impact the human rights of workers and communities. The industry at both international and national levels has made significant progress in capacity building and in developing best practices to address human rights risks and opportunities.



<sup>4</sup> <https://www.un.org/en/global-issues/human-rights>