



BUILDING FORWARD BETTER

ANNEX

MINING AS A PARTNER IN SUPPORTING MORE INCLUSIVE AND RESILIENT SOCIETIES

COMPANY EXAMPLES

*Dave Prescott, Creative Director, The Partnering Initiative,
Danielle Martin, Adviser, ICMM, Zahid Torres-Rahman, CEO, Business Fights Poverty,
and Jane Nelson, Director, Corporate Responsibility Initiative, Harvard Kennedy School*



RESPOND AND RECOVER

COMPANY EXAMPLES

* The following brief examples represent a small selection of actions that ICMM member companies are taking with communities to respond, recover and build forward better from the COVID-19 pandemic. They include both company-wide and single-site initiatives, showing the broad nature of actions underway. Read a fuller set of examples at http://snipbfp.org/BFB_Examples.

Core Business + Lives

Anglo American's 'We Care' programme has implemented a health awareness and support programme to protect the health and wellbeing of their 90,000 employees and full-time contractors around the world during the COVID-19 pandemic.

AngloGold Ashanti, Gold Fields, Harmony and Sibanye-Stillwater joined together to launch an awareness campaign to inform and empower mining employees and communities on issues related to COVID-19. Called, This is Gold, members recognised the need to collaborate to broaden the reach and amplify their COVID-19 educational messaging. The campaign aims to address stigmatisation of Covid-19 sufferers, address gender-based violence, and encourage responsible behaviour under lockdown regulations.

BHP is supporting local Indigenous organisations and services to assist people in safely returning to remote communities.

Glencore has produced and disseminated a video to all its employees globally that supports mental wellbeing during the extended periods at home, separation from friends and loved ones, and changes of routine or increased childcare responsibilities resulting from lockdowns. The video provides guidance and tips on how to be mentally resilient.

Gold Fields' public COVID-19 portal – open to all stakeholders – acts as a repository for all information, including links to Government and national health COVID-19 sites. South Deep mine, in South Africa, developed a video in four local languages on how to educate children about the virus and has partnered with peer mining companies to run a national radio campaign educating host communities and addressing issues of domestic violence and stigmatisation. Mines in Ghana and Peru have run similar television and video campaigns.

Rio Tinto now requires its FIFO workers to arrive at least 30 minutes prior to scheduled departure times to allow for screening, which is overseen by the company's occupational physician.

Sibanye Stillwater is supporting local suppliers in South Africa by financing the purchase of ZAR1 million (US\$57,000) worth of PPE.

Teck provided employees and their families with free access to an on-demand virtual health care service that connects them to a team of primary care providers via a mobile health app. Users can speak with and seek advice from a clinician about medical or mental health concerns.

Core Business + Livelihoods

Anglo American in South Africa has committed to continue paying the salaries of all of 47,000 employees during the 21-day lockdown period.

BHP is reducing payment terms for small, local and indigenous communities during the COVID-19 crisis in Australia.

Gold Fields' South Deep mine in South Africa committed to continue to pay small, medium-sized and microenterprise service providers and small-scale contractors for the period that it was under care and maintenance. Salaries were also paid to the mine's workers during the lockdown.

Newmont in Mexico has supported local truck drivers by paying wages and for the maintenance of machinery during downtime on the proviso that parts and materials are purchased locally, thus extending their positive economic effect. This also secures Newmont's local transport supply chain for restarting operations.

Newmont engaged consultants to assist local business owners to complete the often overwhelming and arduous paperwork associated with accessing government funding and relief payments. This ensured local businesses continued through the pandemic and were ready for operations' restarts.

South32 is engaging with suppliers to understand the impact on their businesses and work with them to help mitigate this where it can.

Teck worked with its unions to implement temporarily reduced crew sizes at its operations, while at the same time ensuring employees continued to be paid during the slowdown.

Vale has announced a series of support initiatives for small and medium-sized businesses affected by the crisis and has advanced payments to these suppliers.

Core Business + Learning

Rio Tinto has committed funding toward the upskilling of out of work apprentices across various industries by covering their fees for a course in automation. This will allow for the enrolment of up to 200 apprentices who have had their apprenticeships suspended or cancelled due to COVID-19.

Community investment + Lives

Anglo American is providing in-kind donations in the different countries where they operate, such as respirators and PPE equipment to the healthcare systems in Brazil.

AngloGold Ashanti in South Africa has donated two hospitals. The first is the fully equipped, 270-bed West Vaal facility near Orkney in the North West province. The second is a West Wits hospital building near Carletonville in western Gauteng.

Barrick Gold's Hemlo mining camp has also committed US\$10,000 to support the local Marjorie House women's shelter and US\$20,000 to Superior Northern Victim Services.

BHP has established dedicated funds to support the response and recovery efforts across the regions where it operates. It has also reviewed its FY21 social investment budget and project pipeline to ensure focus addresses the new impacts associated with and expected as a result of the COVID-19 pandemic.

Codelco and **Antofagasta** are supporting public health in Chile by making facilities available for field hospitals.

Freeport-McMoRan in North America has donated thousands of medical items to hospitals, medical clinics and organisations in six tribal nations.

Freeport-McMoRan's Cerro Verde operations in Peru have provided buses to ferry healthcare workers after public transport was halted and contributed towards the purchase of 500,000 test kits and ten non-invasive CPAP ventilators.

Freeport-McMoRan's El Abra affiliate in northern Chile has donated three respirators and an advanced emergency ambulance to Carlos Cisternas Hospital, alongside donations of PPE.

Gold Fields is supporting host governments in their programmes and initiatives to mitigate the impact and contain the spread of COVID-19. Donations have been made to initiatives coordinated by mining associations in Australia (US\$150,000), Ghana (US\$433,891) and Peru (US\$165,000). South Deep contributed R15m to the national Solidarity Fund, while Gold Fields staff gave a further R2.1m.

Gold Fields is also supporting host communities by providing direct support to NGOs and other organisations that seek to assist the most vulnerable. This includes donating PPE and prevention items to host communities in Ghana, South Africa and Peru, including the acquisition of two ambulances for hospitals in Tarkwa (Ghana); conducting communications campaigns in Ghana in which ambassadors have been appointed to intensify messaging about the virus, stigmatisation and gender-based violence; supporting organisations that deliver food to the most vulnerable around its minesites in Australia and South Africa; funding sanitising and healthcare programmes in Chile; producing more than 23,000 booklets explaining the COVID-19 virus and how it can impact people in vernacular languages in South Africa; providing accommodation and food to community members returning home and supporting the repatriation of 22 South African citizens in Peru.

Minera San Cristóbal has made a donation of PPE to the Bolivian Government to support health centres treating cases of COVID-19.

Newcrest Mining in Papua New Guinea is supporting the New Ireland Provincial Health Authority in their preparedness for COVID-19 by donating PPE and essential hygiene supplies.

Newmont established a USD20 million community support fund to help host communities, governments and employees combat the COVID-19 pandemic. The fund prioritises health, but is also contributing to economic recovery and stability amongst small and medium enterprises in host communities.

Hydro has donated medical equipment, property as well as 10 MBRL to support local field hospitals in northern Brazil.

Polyus has established a RUB1 billion fund (US\$14.35 million) with the Far East Development Fund (FEDF) to finance activities to prevent the spread of the virus.

Rio Tinto's Iron Ore Company of Canada (IOC) is supporting Labrador West Intimate Partner Violence Taskforce to support women in abusive situations needing to self-isolate.

Teck has established a dedicated community investment fund for supporting local organisations affected by COVID-19 (such as healthcare and social services).

Teck is working in collaboration with government agencies to procure one million KN95 masks for Canada's healthcare system in British Columbia.

Vale in Brazil has procured and donated five million rapid test kits and more than 30 million pieces of PPE to the Brazilian federal and six state governments.

Vale has pledged BRL2.3million (US\$429,000) to support the construction of several quarantine units for ethnic groups including a centre for the Awá, Guajajara and Ka'apor Indians.

Vale supported the embroidery cooperative in Moatize (province of Tete) in the production of protective masks against COVID-19. A total of 1,700 masks were made to be distributed to the communities surrounding the Moatize coal mine as well as to direct and third-party employees of Vale. The masks were made from capulana and recyclable fabric from Vale's uniform shirts.

Vale has made a range of humanitarian actions as well as various donations for the purchase of personal protective equipment (PPE), health care supplies, hygiene materials, rapid test kits, and the swab test for detecting the virus around the world including: donations of over 340,000 masks, support to organizations fighting COVID through more than \$300,000 in donations including to foodbanks, the United Way, Canadian Cancer Society and health foundations in Canada; contributing 3.3 million RMB for the Red Cross Foundation in China; donated hospital beds, equipment, PPE, an ambulance and rapid test in Indonesia; donated test kits, hospital equipment, thermometers, and PPE totaling 85,000 MYR in Malaysia; donated hygiene materials, hospital equipment, PPE for the health care system, rapid tests and established a 24hour helpline for employees in Mozambique; donated surgical masks,

gloves and other PPE to hospitals and the gendarmerie in New Caledonia; produced hand sanitiser in its own laboratory in Oman; as part of the actions of the Base Metals business in the UK, donated PPE and financial aid to food banks. Among the donations were 20,000 N95 masks to public health services and £20,000 to food banks, all in the Swansea Valley. In Indonesia, the donations include supplies such as hospital beds, equipment, PPE, and ambulance. The direct and third-party employees of this region have been tested (using rapid tests) for COVID-19.



Community investment



+ *Lives/Learning*

Vale Institute of Technology (ITV) and Fiocruz carried out some of the most extensive genome sequencing of the COVID-19 in Brazil. Both institutions have collected at least 1,000 samples of the virus with the view to producing knowledge around vaccine and medicine that will reduce the impact of the disease; foster epidemiological studies; correlate genetic variations of the virus and the clinical history of the disease; and develop more accurate diagnostic tests. Vale will invest R\$ 2.4 million in the research, to be developed in two years, starting in June 2020.



Community investment

+ *Livelihoods*

Alcoa is providing more than US\$420,000 to ensure local people have food and access to important support services in Western Australia.

Anglo American is donating 6,000 food parcels per month to vulnerable households in South Africa, 9,700 food packages to families in Moquegua and 4,350 meal packs a day to health employees and volunteers, the army and police in Peru.

Barrick has committed US\$275,000 to support local communities in Nevada with food supplies and other necessities, particularly those most impacted by COVID-19.

Glencore launched the US\$25 million Glencore Community Support Fund to complement existing efforts and provide the support that communities need most at this time.

Glencore's Grupo Prodeco team has worked with local organisations to support vulnerable families by donating 4,700 provisions kits in Colombia.

Gold Fields' South African Executive Committee members donated a third of their salaries for three months to the country's Solidarity Fund, established to support the most vulnerable affected by the disease and associated lockdown. Employees were given the opportunity to donate a salary percentage to the same fund or similar charitable initiatives.

MMG in Las Bambas (Peru) has donated food and basic necessity packages to almost 6,000 families in the communities in the Apurimac region and communities in the region of Cusco.

Newmont in Canada assisted a First Nations community to complete its annual harvest without bringing in people to assist from outside the community (as is usually the case but considered high risk in the face of Covid-19). The harvest was completed, the community received its annual income and people were kept safe.

Newmont created a business incubation programme aimed at small entrepreneurs who 'applied' for the loans by submitting a video explaining 'my great idea'. As an added incentive, if loan repayments were made on time, entrepreneurs were able to keep the last repayment as a bonus for their success.

Newmont Australia partnered with SecondBite to purchase a forklift truck to help the organisation keep up with increased demand during COVID-19.

Hydro has donated BRL2.8 million (US\$500,000) in food baskets to municipalities where they operate in Brazil.

Community investment + Learning

Vale, Hospital Israelita Albert Einstein, and **Rede Mater Dei de Saúde** launched an initiative to support open innovation solutions that mitigate the impacts of the COVID-19 in society. The initiative received 1,858 solutions and approximately US\$ 1 million will be allocated to nine Brazilian and two Canadian solutions.

Vale produced and/or curated a range of tools to assist its stakeholders to understand more about the virus and how to practice safe social distancing and hygiene habits. Tools included You Tube videos, apps, tips and guidelines.

Policy + Lives

Barrick Gold in Papua New Guinea is engaging with the Enga Provincial Health Authority to determine gaps in capacity and how the Porgera Mine can respond.

BUILD FORWARD BETTER

COMPANY EXAMPLES

Core Business + Lives

Anglo American's Board approved, in 2017, the inclusion of two climate-change-related targets into the remuneration plan for the company's senior executives.

Anglo American's Responsible Sourcing Standard for Suppliers details performance expectations across six pillars (labour and human rights, health and safety, wellness, business integrity and ethics, environmental stewardship, and corporate citizenship).

Rio Tinto is a Founding Member of the Australian Male Champions of Change, a group established to elevate gender equality.

Teck has funded research and pilot projects on the use of antimicrobial copper surfaces to reduce the spread of infections in healthcare facilities through its Copper & Health program.

Core Business + Livelihoods

Gold Fields in Ghana undertook the rehabilitation of the 33km public road that links Tarkwa and Damang mines. At a cost of US\$27m the project brings numerous social and economic benefits to the estimated 100,000 community members living near the road.

Gold Fields' Human Rights and Modern Slavery document educates suppliers about the risks pertaining to slavery and the company's expectations of suppliers regarding alignment with its Values and its Human Rights Policy Statement.

Newcrest Mining in Papua New Guinea worked at building resilient communities around its Wafi-Golpu project. Their engagement led to an agreed and shared vision for agribusiness development in the surrounding area where cocoa was an existing cash crop. Newcrest partnered with an NGO to give technical support to local farmers in order to establish a hybrid seeding nursery and improve cocoa quality.

Hydro has implemented a program to develop their suppliers in northern Brazil. The program consists of several training modules covering administrative, commercial and operational topics, as well coaching support and mentoring throughout the training.

Vale in Brazil operates a web portal that links suppliers, banks and Vale. While enabling suppliers to register their contracts with Vale and keep track of their invoices, this online tool also facilitates access of Vale's suppliers to financing for working capital and investment in their operations.

Community investment + Lives

At **Antofagasta's** mining operations at Minera Los Pelambres in Chile, prompted by a local water crisis, a four-year bottom-up partnership process between the company and multiple local stakeholders has resulted in a 'new form of communication' and a whole series of new initiatives that have benefited the local community.

Glencore's subsidiary Prodeco works in partnership with Colombia's State Department for Social Prosperity (DPS) to facilitate community investment projects intended to reduce poverty in the Cesar region of the country.

Community investment **+ Lives/Learning**

Gold Fields's South Deep mine in South Africa has initiated food security projects involving planting vegetable gardens at high schools in its host communities where food security at a household level is a challenge.

Community investment **+ Livelihoods**

Gold Fields' South Deep mine in South Africa is collaborating with LIMA Rural Development Foundation to implementation of a mine community farming enterprise development programme.

Gold Fields in Ghana has commenced a three-year youth in horticulture production programme in partnership with GIZ which is aimed at creating employment opportunities and improving incomes from youth.

Gold Fields and **Sibanye Stillwater** have developed a partnership agreement to align social investment projects for optimal benefit of their mutual host communities in South Africa.

Teck provided the land and site infrastructure for the solar power facility SunMine, which opened in 2015 and was built on Teck's fully reclaimed Sullivan mine site in Kimberley, Canada. Teck contributed US\$ 2 million towards its construction of the facility.

Teck has supported UN Women, since 2016, to implement the Originarias program, which contributes to greater economic and social participation of Indigenous women in the Tarapacá Region of northern Chile. Through this program, 70 Indigenous women from surrounding regions have been engaged to identify their economic empowerment needs.

Community investment + Learning

Freeport McMoran Foundation supports teachers at Eagle County School to be trained in a comprehensive wellness and prevention plan that helps young people learn coping and resiliency skills

Teck, since 2013, has been providing support to the Forum for Women Entrepreneurs (FWE), a Canadian charity supporting female entrepreneurs through mentorship and education. Founded in 2002, FWE has helped over 5,500 female business owners in Canada overcome obstacles and operate successful businesses.

Vale, in China, is a partner to the Hope School Initiative. The four Hope Primary Schools, funded by the company, benefit around 2,000 students and teachers in China's earthquake-hit areas. In May 2020, Vale donated 80,000 masks, thermometers, daily hygiene necessities and laptops to these schools. This donation is helping them safely reopen after the COVID-19 pandemic.



Rebuild Better is a collaborative programme of work coordinated by Business Fights Poverty to help companies take action to create an equitable and resilient future.

Find out more and get involved at businessfightspoverty.org