

Table of International Standards Related to Human Rights at the Marlin Mine

	International Human Right Instruments	International Good Practice Standards and Guidance	GRI (G3 & MMSS) Indicators	DIHR Indicators
Consultation				
Assessment C1: Consultation with indigenous peoples	ILO Convention 169, Articles 6, 7 and 15(2) UN Declaration on the Rights of Indigenous Peoples, Articles 18, 19 and 32(2)	IFC Operational Directive 4.20 on Indigenous Peoples (1991), paragraph 15(d) IFC Performance Standard 7 on Indigenous Peoples (2006), paragraph 9 ICMM Position Statement on Mining and Indigenous Peoples (2008), commitments 3, 7 and 9	Disclosure on Management Approach – Human Rights (Indigenous peoples rights) MM5: Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations where there are formal agreements with Indigenous Peoples' communities	DIHR 39, 215, 217, 231
Assessment C2: Ongoing consultation and disclosure of information	International Covenant on Civil and Political Rights, Article 19 American Convention on Human Rights, Article 13	IFC Performance Standard 1 on Social and Environmental Assessment and Management Systems, paragraphs 19 – 22; Performance Standard #4 on Community Health, Safety and Security, paragraph 5, Performance Standard 5 on Land Acquisition and Voluntary Resettlement, paragraph 9 ICMM Sustainable Development Framework, Principles 9 and 10 OECD Guidelines for Multinational Enterprises, Section III	MMSS Standard Disclosures 4.14 – 4.17 SO1: Nature, scope, and effectiveness of programs and practices that assess and manage the impacts of operations on communities (including relevant community engagement processes)	DIHR 25, 26, 28, 29, 35, 36, 38, 39, 53, 59, 119, 165, 167, 168, 217, 219, 229, 230, 231

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Land Acquisition				
Assessment L1: Fairness, equity and transparency in land acquisition	<p>Universal Declaration of Human Rights (1948), Article 17</p> <p>American Convention on Human Rights, Article 21</p> <p>Convention on the Elimination on All Forms of Discrimination against Women (1979), Articles 15 and 16</p>	<p>IFC Operational Directive 4.30, paragraphs 14-16 and IFC Performance Standard 5, paragraph 8</p> <p>ICMM, "Human Rights in the Mining & Metals Industry: Overview, Management Approach and Issues," p. 20; ICMM Sustainable Development Framework, Principle 3</p>	EC1: Direct economic value generated and distributed, including land use payments	DIHR 24, 36, 119, 213, 214, 217
Assessment L2: Long-term impacts of land sales	<p>Universal Declaration of Human Rights (1948), Article 25</p> <p>International Covenant on Economic, Social and Cultural Rights (1966), Articles 11 and 12</p> <p>ILO Social Policy (Basic Aims and Standards) Convention (C117, 1962), Article 4</p>	<p>IFC Performance Standard 1 on Social and Environmental Assessments; Performance Standard 5 on Land Acquisition and Involuntary Resettlement, paragraph 20 and 21 (and its predecessor, Operational Directive 4.30); and Performance Standard 7 on Indigenous Peoples, paragraph 12 and 13</p>	<p>SO1: Nature, scope, and effectiveness of programs and practices that assess and manage the impacts of operations on communities (including relevant community engagement processes)</p> <p>MM9: Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process</p>	DIHR 24, 26, 35, 52
Assessment L3: Collective land rights	<p>ILO Indigenous and Tribal Peoples Convention (C169, 1989), Part II</p> <p>UN Declaration on the Rights of Indigenous Peoples, 25 – 30 and 32</p>	<p>IFC Performance Standard 7 on Indigenous Peoples, paragraphs 12 – 14</p> <p>ICMM Position Statement on Mining and Indigenous Peoples, Recognition Statements 3 and 4, and Commitments 6 and 7</p>	MM6: Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	DIHR 52, 119, 131, 213, 214, 215, 216, 217, 229, 230



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Environment				
Assessment E1: Water	<p>International Covenant on Economic, Social and Cultural Rights, Article 11 and 12</p> <p>American Convention on Human Rights, Article 21 and 26 and Additional Protocol in the Area of Economic, Social and Cultural Rights, Articles 11</p> <p>Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Article 14(2)(h)</p> <p>Convention on the Rights of the Child, Article 24(2)(c)</p> <p>Committee on Economic, Social and Cultural Rights, General Comment 15</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 29</p>	<p>IFC Performance Standards 1 on Social and Environmental Assessment and Management Systems, 3 on Pollution Prevention and Abatement, 4 on Community Health, Safety and Security and 6 on Biodiversity Conservation and Sustainable Natural Resource Management</p> <p>IFC General EHS Guidelines and Environmental, Health and Safety Guideline for Mining Industry:</p> <p>Global Compact Principles 7 and 8</p> <p>ICMM Sustainable Development Framework, Principles 4 to 7</p> <p>OECD Guidelines for Multinational Enterprises, Section V</p>	<p>Disclosure of Management Approach – Environmental</p> <p>EN8: Total water withdrawal by source</p> <p>EN9: Water sources significantly affected by withdrawal of water</p> <p>EN10: Percentage and total volume of water recycled and reused</p> <p>EN21: Total water discharge by quality and destination</p> <p>EN22: Total weight of waste by type and disposal method</p> <p>MM3: Total amounts of overburden, rock, tailings and sludges and associated risks</p> <p>EN23: Total number and volume of significant spills</p> <p>EN24: Weight of transported, imported, exported, or treated hazardous waste</p> <p>EN25: Water bodies and related habitats significantly affected by discharges or water and runoff</p> <p>EN28: Fines and sanctions for non-compliance with environmental laws and regulations</p> <p>EN30: Total environmental protection expenditures and investments</p>	<p>DIHR 23, 28, 29, 161, 162, 166, 167, 168, 216</p>

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Assessment E2: Human Health and Well-being	<p>Universal Declaration of Human Rights, Articles 17 25(1)</p> <p>International Covenant on Economic, Social and Cultural Rights, Articles 11 and 12</p> <p>American Convention on Human Rights, Article 21 and 26 and Additional Protocol in the Area of Economic, Social and Cultural Rights, Articles 10 and 11</p> <p>International Convention on the Elimination of All Forms of Racial Discrimination, Article 5</p> <p>Convention on the Elimination of All Forms of Discrimination against Women, Articles 11, 12 and 14</p> <p>Convention on the Rights of the Child, Article 24 and 27</p> <p>General Comments 4 and 14 of the Committee on Economic, Social and Cultural Rights</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 29</p>	<p>IFC Performance Standards 1 on Social and Environmental Assessment and Management Systems, 3 on Pollution Prevention and Abatement, 4 on Community Health, Safety and Security and 6 on Biodiversity Conservation and Sustainable Natural Resource Management</p> <p>IFC General EHS Guidelines and Environmental, Health and Safety Guideline for Mining Industry</p> <p>Global Compact Principles 7 and 8</p> <p>ICMM Sustainable Development Framework, Principles 4 to 7</p> <p>OECD Guidelines for Multinational Enterprises, Section V</p>	<p>MM1: Amount of land disturbed or rehabilitated</p> <p>LA8: Education, training, counseling, prevention and risk-control programs to assist family members or community members regarding serious diseases</p>	<p>DIHR 23, 29, 30, 161 – 168, 199, 219</p>
Assessment E3: Post-closure	Same as E1 and E2 above	<p>ICMM, “Planning for Integrated Mine Closure: Toolkit”</p> <p>ICMM, “Financial Assurance for Mine Closure and Reclamation”</p>	<p>Disclosure of Management Approach – Environmental / Society (Closure Planning)</p> <p>MM10: Number and percentage of operations with closure plans</p> <p>MM1: Amount of land disturbed or rehabilitated</p> <p>EN13: Habitats restored</p>	<p>DIHR 37, 219</p>



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Labour				
Assessment L1: Right to work	<p>Universal Declaration of Human Rights, Article 23(1)</p> <p>ILO Declaration of the Fundamental Principles and Rights at Work</p> <p>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); and Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</p> <p>International Covenant on Economic, Social and Cultural Rights, Article 6</p> <p>American Convention on Human Rights, Article 26 and additional protocol on economic, social and cultural rights, Article 6</p> <p>ILO Convention 169, Articles 15(2), 20(1) and (2)</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 17</p>	<p>Global Compact, Principles 4, 5 and 6</p> <p>IFC Performance Standard #2 on Labor and Working Conditions, paragraphs 6, 11, 14 and 15</p> <p>OECD Guidelines for Multinational Enterprises, General Policy 4 and Section IV, 1(b)–(d) and 5</p> <p>Global Compact, Principle 2 (non-complicity re: contractors)</p>	<p>Disclosure of Management Approach – Labour / Human Rights</p> <p>LA1: Total workforce by employment type, employment contract and region</p> <p>LA2: Total number and rate of employee turnover by age group, gender and region</p> <p>LA11: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</p> <p>LA13: Breakdown of employees according to gender, age group, minority group membership and other indicators of diversity</p> <p>EC7: Procedures for local hiring</p> <p>HR4: Total number of incidents of discrimination and actions taken</p> <p>HR6 and HR7: Operations identified as having significant risk of child or forced labour and measures taken</p> <p>HR2: Percentage of significant contractors that have undergone screening on human rights</p> <p>EC6: Spending on locally-based suppliers</p>	<p>DIHR 56, 75, 83, 85, 86, 88, 90, 92 – 95, 103, 115, 116, 122, 123, 130, 149, 222, 228, 244, 276, 297 – 302, 304 – 308, 333</p>
Assessment L2: Just and favourable conditions of work	<p>Universal Declaration of Human Rights, Article 23(1) – 23(3) and 24</p> <p>ILO Declaration of the Fundamental Principles and Rights at Work</p> <p>International Covenant on Economic, Social and Cultural Rights, Article 7</p> <p>American Convention on Human Rights, Article 26 and additional protocol on economic, social and cultural rights, Article 7</p> <p>ILO Convention 169, Articles 20(2)</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 17</p>	<p>IFC Performance Standard #2 on Labor and Working Conditions, paragraph 6 – 8</p> <p>OECD Guidelines for Multinational Enterprises, Section IV, paragraph 4(a)</p> <p>Global Compact, Principle 2 (non-complicity re: contractors)</p>	<p>LA3: Benefits to full-time employees that are not provided to temporary and part-time employees</p> <p>LA10: Average hours of training per year per employee</p> <p>LA12: Percentage of employees receiving regular performance reviews</p> <p>LA14: Ratio of basic salary of men to women by employee category</p> <p>EC5: Ratio of entry level wage to local minimum wage</p>	<p>DIHR 13 – 15, 17 – 20, 32, 34, 42 – 51, 66 – 74, 124 – 129, 144, 221, 223 – 227, 275 – 282, 297, 303, 310, 311, 313, 314, 316 – 329</p>

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Assessment L3: Safe and healthy conditions of work	<p>Universal Declaration of Human Rights, Article 23(1)</p> <p>ILO Declaration of the Fundamental Principles and Rights at Work and ILO Convention 167 on Occupational Health and Safety</p> <p>International Covenant on Economic, Social and Cultural Rights, Article 7</p> <p>American Convention on Human Rights, Article 26 and additional protocol on economic, social and cultural rights, Article 7</p> <p>ILO Convention 169, Article 20(2) and (3)</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 17</p>	<p>IFC Performance Standard #2 on Labor and Working Conditions, paragraph 16</p> <p>OECD Guidelines for Multinational Enterprises, Section IV, paragraph 4 and Section V, paragraph 7</p>	<p>LA6: Percentage of total workforce represented in formal joint management-worker health and safety committees</p> <p>LA7: Rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities</p> <p>LA8: Education, training, counseling, prevention and risk-control programs to assist workforce members regarding serious diseases</p> <p>LA9: Health and safety topics covered in formal agreements with trade unions</p>	<p>DIHR 138, 139, 145, 146, 148, 150 – 160, 296, 331</p>
Assessment L4: Mechanisms to protect workers rights	<p>Universal Declaration of Human Rights, Article 23(4)</p> <p>ILO Declaration of the Fundamental Principles and Rights at Work</p> <p>International Covenant on Economic, Social and Cultural Rights</p> <p>American Convention on Human Rights, Article 26 and additional protocol on economic, social and cultural rights, Article 8</p> <p>ILO Convention 169, Articles 20(2) to (4)</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 17</p>	<p>Global Compact, Principle 3</p> <p>IFC Performance Standard #2 on Labor and Working Conditions, paragraph 9, 10 and 13</p> <p>OECD Guidelines for Multinational Enterprises, General Policies 9 and Section IV, paragraphs 1(a), 2, 3, 6, 7 and 8</p> <p>Global Compact, Principle 2 (non-complicity re contractors)</p>	<p>LA4: Percentage of employees covered by collective bargaining agreements</p> <p>LA5: Minimum notice periods regarding operational changes</p> <p>MM4: Number of strikes and lock-outs exceeding one week's duration</p> <p>HR5: Operations identified in which freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights</p>	<p>DIHR 84, 128, 149, 152, 153, 244, 245, 246, 247, 296, 299, 302, 330, 332</p>



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Security				
Assessment S1: Interaction with public security forces	<p>Universal Declaration of Human Rights (1948), Article 3, 5, 20, 23(4)</p> <p>International Covenant on Civil and Political Rights (1966), Article 6, 7, 9, 21 and 22</p> <p>International Covenant on Economic, Social and Cultural Rights (1966), Article 8</p> <p>Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984), Articles 2 (1), 4 and 10</p> <p>UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (1990)</p> <p>UN Code of Conduct for Law Enforcement Officials (1979)</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 7</p>	<p>Voluntary Principles on Security and Human Rights, Parts 1 and 2</p> <p>IFC Performance Standard #4 on Community Health, Safety and Security, paragraphs 14 and 15</p> <p>Global Compact, Principle 2 (non-complicity re: public security forces)</p>	Disclosure of Management Approach – Human Rights (Security)	DIHR 100, 200, 206, 207, 248

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Assessment S2: Interaction with private security firms	<p>Universal Declaration of Human Rights (1948), Article 3, 5, 12, 20, 21, 23(4)</p> <p>International Covenant on Civil and Political Rights (1966), Article 6, 7, 9, 17, 21 and 22</p> <p>International Covenant on Economic, Social and Cultural Rights (1966), Article 8</p> <p>Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984), Articles 2 (1), 4 and 10</p> <p>UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (1990)</p> <p>UN Code of Conduct for Law Enforcement Officials (1979)</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 7</p> <p>ILO Convention 169, Articles 3 and 20(3)</p> <p>ILO Occupational Safety and health Convention (C155, 1981), Articles 4 and 5</p>	<p>Voluntary Principles on Security and Human Rights, Parts 1 and 3</p> <p>IFC Performance Standard #4 on Community Health, Safety and Security, paragraphs 13 and 15</p> <p>Global Compact, Principle 2 (non-complicity re: private security firms)</p>	<p>Disclosure of Management Approach – Human Rights (Security)</p> <p>HR8: Percentage of security personnel trained in the organization’s policies or procedures concerning aspects of human rights that are relevant to operations</p>	<p>DIHR 83, 99, 102 – 104, 107 – 109, 195 – 197, 201, 204, 205, 208, 209, 254, 258, 259, 269, 270, 285</p>
Social Investment				
Assessment S11: Direct payments to government	<p>International Covenant on Economic, Social and Cultural Rights</p> <p>American Convention on Human Rights, Article 26 and Additional Protocol in the Area of Economic, Social and Cultural Rights</p> <p>ILO Convention 169, Article 15(2)</p>	<p>OECD Guidelines for Multilateral Enterprises, General Policies #1; Section X “Taxation”</p> <p>ICMM Sustainable Development Framework, Principle 9, ICMM Position Statement on Mining and Partnerships for Development and ICMM Position Statement on Mining and Indigenous Peoples, Commitment #7</p> <p>Additional standards for combating corruption and promoting transparency of payments to governments: Global Compact, Principle 10 and ICMM SD Framework, Principle 1, Extractive Industry Transparency Initiative, OECD Guidelines for Multinational Enterprises, Section VI “Combating Bribery”.</p>	<p>Disclosure of Management Approach – Economic / Human Rights</p> <p>EC1: Direct economic value generated and distributed</p> <p>EC6: Spending on locally-based suppliers</p> <p>EC8: Development and impact of infrastructure investments and services</p> <p>EC9: Significant indirect economic impacts</p> <p>SO2 – SO6: Anti-corruption and public policy practices</p> <p>HR1: Significant investment agreements that include human rights clauses or that have undergone human rights screening</p>	<p>DIHR 215</p>

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Assessment SI2: Local development projects	<p>Universal Declaration of Human Rights, Articles 23, 25, 26</p> <p>International Covenant on Economic, Social and Cultural Rights, Articles 6, 11, 12, 13</p> <p>Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, Articles 6, 10,13</p> <p>ILO Convention 169, Articles 15(2)</p>	<p>OECD Guidelines for Multilateral Enterprises, General Policies #1</p> <p>ICMM Sustainable Development Framework, Principle 9; ICMM Position Statement on Mining and Partnerships for Development; and ICMM Position Statement on Indigenous Peoples, Commitment #7</p> <p>IFC Performance Standard #7 on Indigenous Peoples, paragraph 10</p> <p>UN Global Compact and UNIFEM Women’s Empowerment Principles #6</p> <p>UN Common Approach on Human-Rights Based Approaches to Development</p>	<p>Disclosure of Management Approach – Economic / Human Rights</p> <p>EC8: Development and impact of infrastructure investments and services</p>	DIHR 215
Assessment SI3: Social investment to address negative impacts	<p>All the human rights that are at risk of negative impact, as identified above</p> <p>ILO Convention 169, Article 15(2)</p>	<p>IFC Performance Standard 1: Social and Environmental Assessment and Management Systems, paragraph 13-16 and Performance Standard #7 on Indigenous Peoples, paragraph 8</p> <p>ICMM Sustainable Development Framework, Principle 3 and ICMM Position Statement on Mining and Indigenous Peoples, paragraph 6</p>	<p>SO1: Nature, scope, and effectiveness of programs and practices that assess and manage the impacts of operations on communities</p> <p>MM10: Number and percentage of operations with closure plans</p>	DIHR 27, 38, 39, 118, 52, 59, 215, 219, 230, 231

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Access to Remedy				
AR1: Access to remedy	<p>Universal Declaration of Human Rights, Article 8</p> <p>International Covenant on Civil and Political Rights, Article 2</p> <p>American Convention on Human Rights, Article 25</p> <p>Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power, General Assembly resolution 40/34</p> <p>Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law, General Assembly resolution 60/147</p> <p>ILO Convention 169, Article 12</p> <p>UN Declaration on the Rights of Indigenous Peoples, Article 28</p>	<p>ICMM “Human Rights in the Mining & Metals Industry: Handling and Resolving Local Level Concerns & Grievances”</p> <p>IFC Performance Standard #1 on Social and Environmental Assessment and Management System, paragraph 23; Performance Standard 5 on Land Acquisition and Voluntary Resettlement, paragraph 10</p> <p>IFC Practice Note on “Addressing Grievances from Project-Affected Communities”</p>	<p>Disclosure of Management Approach – Human Rights (Grievance Mechanisms)</p> <p>MM7: The extent to which grievance mechanisms were used to resolve dispute relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes</p> <p>SO8: Fines and sanctions for non-compliance with laws and regulations</p>	<p>DIHR 23, 29, 36, 39, 52, 166, 168, 208, 219</p>
AR2: Use of legal System	<p>Universal Declaration of Human Rights, Articles 9 - 11</p> <p>International Covenant on Civil and Political Rights, Articles 9 and 14</p> <p>American Convention on Human Rights, Article 8</p>	<p>ICMM “Human Rights in the Mining & Metals Industry: Handling and Resolving Local Level Concerns & Grievances”</p> <p>IFC Practice Note on “Addressing Grievances from Project-Affected Communities”</p>	<p>Disclosure of Management Approach – Human Rights (Grievance Mechanisms)</p>	<p>DIHR 1, 2, 3, 4, 7, 8, 10.</p>