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# RMI Report 2022

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Thematic Results



**Working Conditions**

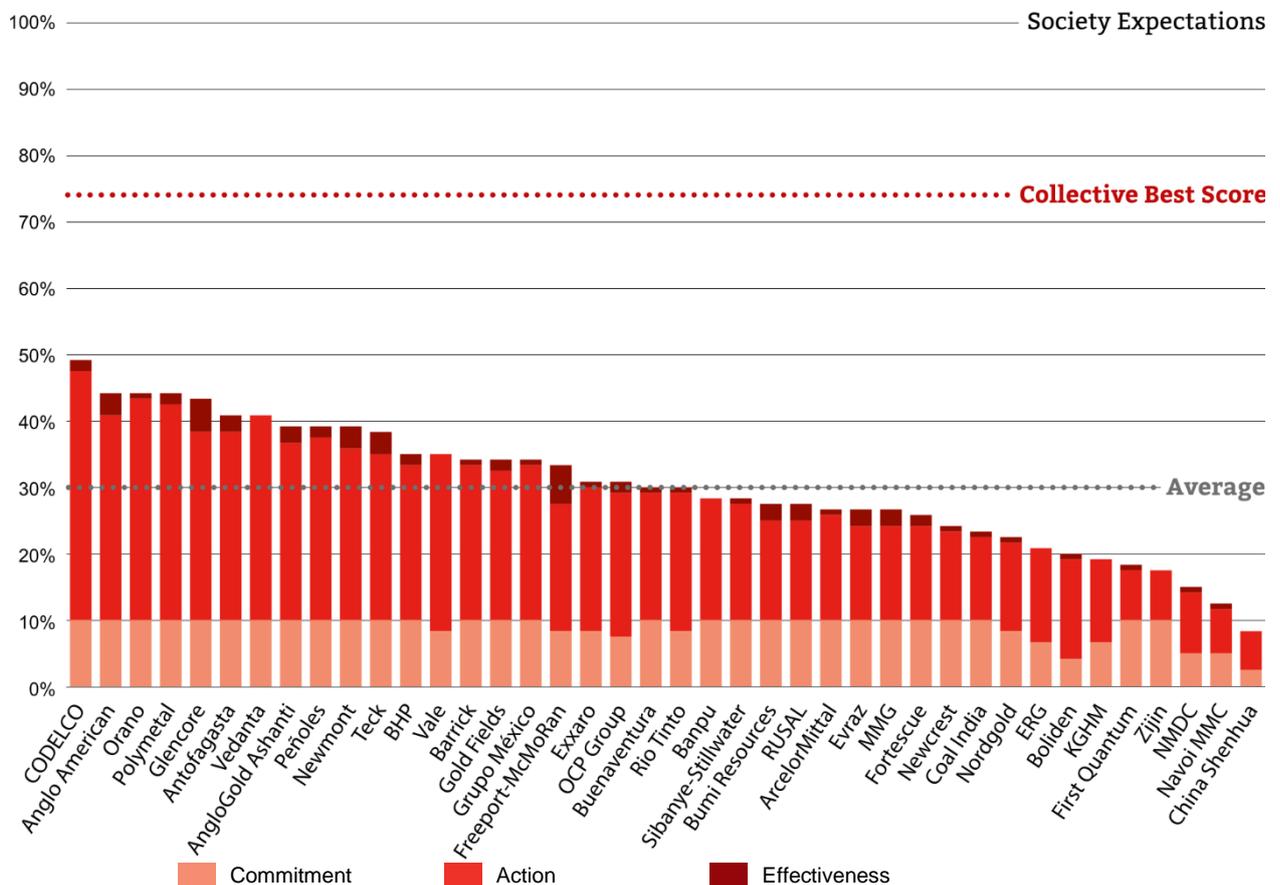
# Working Conditions



Working conditions indicators assess the extent to which companies are ensuring a safe and healthy workplace, respect for workers' rights, and the elimination of unfair or abusive labour practices. Many of the issues assessed are embedded in international labour standards, as set out in ILO Conventions, and have been long recognised as essential elements of responsible mining.

The assessment results show that while the overall average performance is only 30%, the companies could already achieve a score of 74% by adopting the good practices demonstrated by their peers (as shown by the Collective Best Score on the chart – the sum of all best scores seen across all Working Conditions indicators). The strongest performance relates to the formal commitments, made by the vast majority of companies, to provide safe and healthy working conditions. Safety is obviously a major challenge for mining companies, as underscored by the 507 worker deaths reported by these 40 companies in the two most recent reporting years, 2019 and 2021 (this figure includes the 242 workers who died in the Brumadinho tailings dam failure in Brazil in January 2019). On other issues, such as the prevention of discriminatory practices or the use of child labour and forced labour, company performances are very mixed with one or two companies providing good practice models for their peers.

## Working Conditions results



EXAMPLES OF DETAILED RESULTS

### Child labour and forced labour

Most companies can show that they assess the risk of child labour and forced labour in their operations or supply chains, and develop plans to address this risk. However only a handful of companies can demonstrate that they are tracking the implementation of these plans, information that is important not only for accountability but also for the companies' continuous improvement efforts. Here legislation is having an impact as those companies subject to Modern Slavery regulations tend to perform better than their peers. The overall results on this issue are quite mixed, because of this widespread lack of implementation tracking (see scoring spectrum below).



### Living wage

While mining salaries may often be assumed to be relatively high compared to local wages in many producing countries, it is important for companies to verify that all their workers are being paid a decent wage. The assessment shows that this is rarely done. No company can fully demonstrate that it is tracking, disclosing and reviewing worker wages against living wage standards, although slight movement has been seen over the last few years. A couple of companies are now showing some evidence of having conducted living wage assessments.



0 score  Full score

TRENDS

### Improvements on some aspects of working conditions

Beyond continued progress on the number of companies with formal and operational commitments to provide safe and healthy working conditions, there has been little movement on most of the issues covered in this thematic area. The two main exceptions are: (1) public reporting of fatalities, serious injuries and incidents, an issue on which company performances have improved by 25% over the last two years; and (2) measures to ensure non-discriminatory recruitment and employment practices – company performances on this issue have improved by nearly 90% over the last two years, although the average result across all companies is still under 30%.

EXAMPLE OF LEADING PRACTICE

### Supporting diversity in recruitment

In 2020 Newmont analysed the outcomes and impacts of a 15-month trial of specific interventions to improve diversity through its recruitment process. The trial tested whether approaches such as blind resumes, more inclusive language in job advertisements, ensuring diverse hiring pools and diverse interview panels, could counter unconscious biases within the recruitment process. The findings were positive, and Newmont has begun implementing them across the business.

LINK TO MINE-SITE ACTION

### Reporting of worker fatalities

The public reporting of fatalities and serious injuries and incidents is becoming the norm, with companies scoring on average 65% on this issue. However, in most cases safety data is limited to aggregated, company-wide statistics with little or no information on the locations of these harmful impacts. This is underlined by the mine-site assessment results which show that information on employee fatalities is not available for over 60% of the 250 mine sites. Mine-site data on contract worker fatalities is even less common, although statistics show that contract workers are generally exposed to greater safety risks than employees. Tellingly, one company noted that nearly 90% of the injuries and fatalities within its workforce concerned contract workers.

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