

Sustainability Policy

We are committed to creating value for all of our stakeholders in a manner that is responsible, transparent and respects the rights of all. Our approach is risk and materiality based and is applicable to all of our managed assets.



Human rights

We support and respect human rights in a manner consistent with the Universal Declaration of Human Rights. We uphold the dignity, fundamental freedoms and human rights of our employees, contractors and the communities in which we live and work, and others affected by our activities.

In our relationship with local communities we respect and promote human rights within our area of influence. This includes respect for the cultural heritage, customs and rights of those communities, including those of indigenous peoples.

Our people

Our people are fundamental to our success. We believe that a diverse workforce is essential for a successful business. We treat our people fairly and with respect, and ensure they have the opportunity to develop their careers to match their potential. We are committed to upholding the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.



Environment

In everything we do, we seek to minimise any negative impact on the environment and to comply with applicable laws, regulations and other environmental management requirements. We conserve and protect environmental resources through a broad range of proactive initiatives, including our planning, management systems and day-to-day activities. We demonstrate active stewardship of the land, freshwater and biodiversity systems with which we interact.



Health and safety

The safety of our people is our number one priority. We believe that all fatalities, occupational diseases and injuries are preventable and that we must all take responsibility for maintaining a safe and healthy workplace. Our ambition is to become a leader in the field of health and safety and to create a workplace free from fatalities, injuries and occupational diseases. Our aim is to maintain a health and safety culture where everyone proactively supports the Glencore health and safety objectives and commitments.

Community

We believe that our operations have a predominantly positive impact on the communities in which we operate. We aim to build lasting relationships with our neighbours by identifying and addressing their concerns, and by contributing to activities and programmes designed to improve their quality of life. Throughout the lifecycle of our activities, we conduct ongoing consultations with local communities and other stakeholders to ensure that we operate in a manner that is appropriate.

Our values

- Safety
- Entrepreneurialism
- Simplicity
- Responsibility
- Openness

Ivan Glasenberg
Chief Executive Officer

This policy is aligned with our Code of Conduct, values and HSEC policies. Our approach is supported by explicit verifiable outcomes to which we hold all of our managed operations accountable.