



Energising today
Advancing tomorrow



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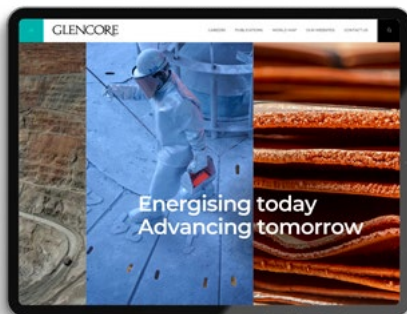
Energising today, advancing tomorrow: As the world moves towards a low-carbon economy, we are focused on supporting the energy needs of today whilst investing in our portfolio of transition-enabling commodities.

Welcome to Glencore’s 2023 Voluntary Principles on Security and Human Rights Report

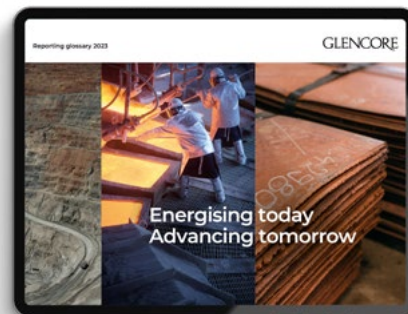
In March 2015, Glencore became a member of the Initiative of the Voluntary Principles on Security and Human Rights (VPSHRs). We support, implement and promote the VPSHRs. We train our security employees and private security contractors on the VPSHRs and are clear about our expectations when engaging with public security bodies.

This report covers the actions Glencore has taken to implement the VPSHRs during 2023 at our industrial assets. It excludes our activities at our marketing offices.

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Explore our Annual and Sustainability Reports online at: glencore.com/publications



Explore our Group Reporting glossary online at: glencore.com/publications

Chief Executive Officer's introduction

We are committed to respecting human rights.



Gary Nagle
Chief Executive Officer

I am pleased to introduce our 2023 Voluntary Principles on Security and Human Rights (VPSHRs) Report, which covers the actions that our industrial assets take to implement the VPSHRs.

With over 150,000 employees and contractors and a presence in over 35 countries in both established and emerging regions for natural resources, we are active in a diverse range of operating jurisdictions with varying security and human rights risks and opportunities. Our industrial assets are required by our Security Standard to conduct risk assessments for conflict and security concerns.

We recognise that we have the potential to impact human rights directly through our operations, and indirectly through our relationships with joint ventures, contractors and suppliers. We are committed to respecting human rights and actively support our workforce and suppliers to understand and meet this commitment.

We have been a member of the Voluntary Principles Initiative (VPI) since 2015. The promotion of the VPSHRs with our own security teams and with public security bodies and private security providers at our industrial assets supports our commitment to respect human rights.

Our industrial assets are required to have the private security providers that they use commit to aligning their practices with the VPSHRs. They must also engage with providers on our expectations for the conduct of personnel deployed at our industrial assets and agree a mechanism for incident investigation and escalation.

Our implementation of and adherence to the VPSHRs at our industrial assets is through our Security Standard. We provide training for our security employees and private security contractors that includes setting out clear expectations for how we engage with public security bodies.

We expect all our own and contracted security personnel to complete locally appropriate training to improve their understanding of human rights and our expectations for their conduct. Training will typically address issues such as use of force, use of equipment and conduct in situations of public unrest.

We welcome your feedback on this report.

Gary Nagle,
Chief Executive Officer

1 May 2024

Our Purpose and business model

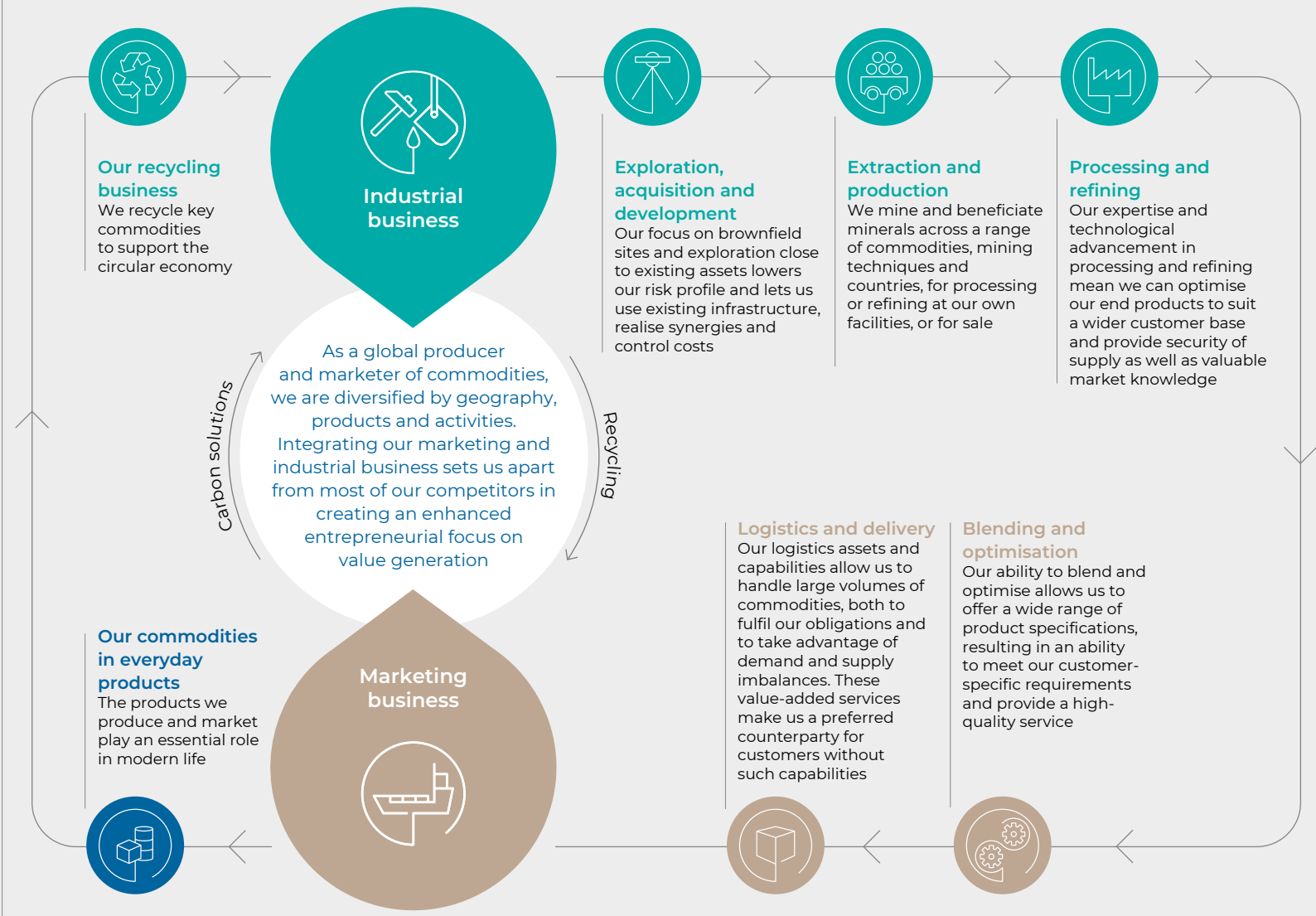
Our Purpose

Our Purpose is to responsibly source the commodities that advance everyday life. As one of the world's largest diversified natural resource companies, we can play an important role in the global transition to a low-carbon economy.

We are committed to supporting the transition by supplying the transition-enabling commodities needed for the energy systems of tomorrow, while continuing to responsibly serve the energy needs of today.

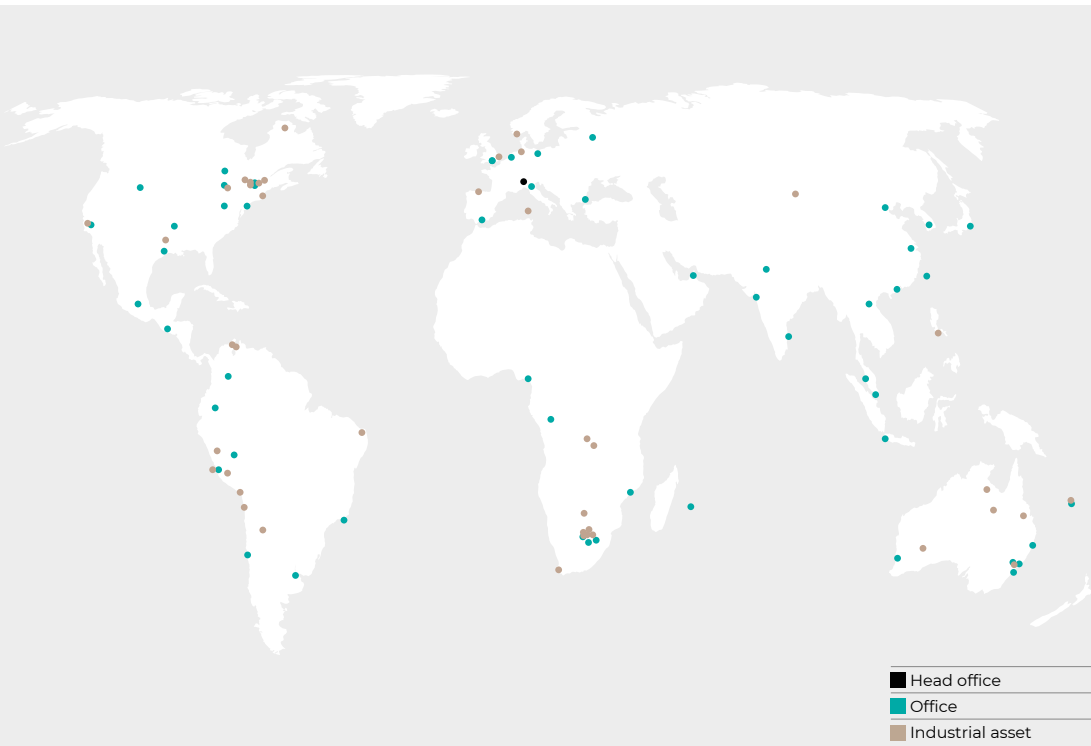
Our business model is well placed to advance our Purpose. Our industrial business produces commodities needed for both the metals and energy markets – while our marketing business moves these commodities globally to where they are needed. The businesses mutually reinforce each other: our industrial business uses marketing insights and knowledge to inform their planning, while our marketing business uses industrial volumes to create value.

Our core industrial and marketing businesses are supported by our carbon solutions and recycling businesses. Our carbon solutions team supports both clients and Glencore itself in efforts to reduce their carbon footprints. Our recycling business supports the demand growth for metals and the global shift to a circular economy.



Our global operations

Our global operations



One of the world's largest natural resource companies

6 continents
>30 countries
>150k employees and contractors
>50 offices

For further information, see [glencore.com/en/who-we-are/purpose-and-values/](https://www.glencore.com/en/who-we-are/purpose-and-values/)

... delivered through two business segments



Industrial activities

Our industrial business spans the metals and energy markets, producing multiple commodities from our industrial assets



Marketing activities

We move commodities from where they are plentiful to where they are needed

... supported by our Values



Safety

We never compromise on safety. We look out for one another and stop work if it's not safe



Responsibility

We take responsibility for our actions. We talk and listen to others to understand what they expect from us. We work to improve our commercial, social and environmental performance



Simplicity

We work efficiently and focus on what's important. We avoid unnecessary complexity and look for simple, pragmatic solutions



Integrity

We have the courage to do what's right, even when it's hard. We do what we say and treat each other fairly and with respect



Openness

We're honest and straightforward when we communicate. We push ourselves to improve by sharing information and encouraging dialogue and feedback



Entrepreneurialism

We encourage new ideas and quickly adapt to change. We're always looking for new opportunities to create value and find better and safer ways of working

Implementing the VPSHRs

Public Statement of commitment

Senior management oversight

Our Board Health, Safety, Environment and Communities (HSEC) Committee sets the strategic direction for our sustainability activities and oversees the development and implementation of our strategic health, safety, environment, social performance, and human rights (HSEC&HR) programmes.

Its members are Peter Coates¹ (Committee Chair), Cynthia Carroll, Patrice Merrin, and Kalidas Madhavpeddi (Chairman). All four members are non-executive directors with extensive operational experience. Their knowledge and understanding, acquired through operational roles, equips them to oversee the embedding of HSEC&HR principles, including those relevant to the implementation of the VPSHRs, into our corporate culture, policy, and strategy.

Our Chairman and CEO reference our membership of the VPSHRs, when appropriate, in their engagement activities with both our external stakeholders and our workforce.

Commitment to respecting human rights

We respect the dignity and human rights of our workforce and our business partners, the communities in which we live and work, and others who may be affected by our activities.

We are committed to respecting human rights in line with the UN Universal Declaration of Human Rights, International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the ILO Forced Labour Protocol, the UN Guiding Principles on Business and Human Rights (the UNGPs) and the UN Global Compact. Our Human Rights Policy also aligns with the International Council on Mining & Metals (ICMM) Mining Principles and UN Sustainable Development Goals (SDGs).

We seek to avoid causing or contributing to adverse human rights impacts; preventing or mitigating adverse human rights impacts; and we seek to make a positive contribution to the advancement of human rights of all people, including vulnerable groups. Our Human Rights Policy requires that if our industrial assets cause or contribute to an adverse impact on human rights, these are reported internally and investigated at a local level. We provide for, or cooperate in, processes to enable appropriate remedy and/or a corrective action plan.

Our approach is based on increasing awareness of human rights, building capacity and promoting stakeholder dialogue. We aim to build strong and trusting relationships in the societies where we operate and pay special attention to the rights of vulnerable groups that may be impacted by our operations.

Our HSEC&HR Incident Management Procedure requires classification of incidents under social performance and human rights and sets out the process for capturing, reporting and recording security incidents. We require our industrial assets to classify, notify and report actual or potential social performance or human rights incidents in accordance with the Procedure's requirements. We undertake investigations to identify direct and/or contributing factors to prevent repeat occurrences.

As part of the rollout of the revised Procedure, we held a series of global workshops attended by representatives of our HSEC&HR and Legal functions.

We are committed to working alongside neighbouring communities and strategic stakeholders to protect the safety and security of our workforce and the communities that interact with our industrial assets. We seek to do this in a manner that respects human rights and aligns with our Values and commitment to operating responsibly and ethically.

While some of our operating jurisdictions have a higher potential risk of security-related human rights breaches, we expect our people to avoid complicity and uphold international standards at all our industrial assets.

¹ As announced on March 21, 2024, Peter Coates will not seek re-election at the AGM on 29 May 2024, and will retire from the Board on that date.

Implementing the VPSHRs *continued*

Engagement in the Voluntary Principles Initiative (VPI)

Our participation in the annual VPI Plenary, the corporate pillar and in-country working groups, as well as this report, are aligned with the requirements set out in the VPI's Governance Rules.

We are committed to providing timely responses to reasonable requests for information from other participants of the VPI to facilitate greater understanding of the issues related to the implementation of the VPSHRs. We participate in national and regional VPI working groups in our operating jurisdictions.

Since 2022, we have been an observer of the International Code of Conduct Association for Private Security Service Providers' Association (ICoCA), with this role formalised in early 2023.

In May 2023, we participated in the annual VPI Plenary in London, which provided knowledge building and networking opportunities, as well as an opportunity to express our support for the Democratic Republic of the Congo's (DRC) application.

In December 2023, we joined the VPI Strategic Retreat in Geneva as part of the corporate pillar team. We take part in the corporate pillar calls, which enable us to input into the activities of the VPI.

Our local teams participate in the in-country working groups active in Peru (both in Lima and Cusco) and the DRC.

In Peru, DCAF (the Geneva Centre for Security Sector Governance) provides support to both the national and regional VPI working groups through its affiliate, Guaman Poma. We are active in both working groups and welcome the opportunity they afford to engage with local civil society organisations and academia.

The national mining association, the Sociedad Nacional de Minería Petróleo Y Energía, has a VPSHR working group, in which our industrial asset Antapaccay participates. This working group has conducted training and shares case studies contributed by members.

We are a member of the DRC working group of the VPI, which is led by the Swiss embassy and includes representatives from other embassies, the private sector, civil society and government. It is supporting the government to develop a National Action Plan to implement the VPSHRs in the DRC since officially joining the VPI in May 2023. We also participated in a multi-stakeholder advisory group that supported the DRC's application to join the VPI.

Transparency

We report on our membership of the VPI and implementation of the VPSHRs in our Annual and Sustainability Reports. We make our annual VPSHRs report publicly available on our website at [glencore.com/publications](https://www.glencore.com/publications).

We have been a member of the International Council on Mining and Metals (ICMM) since 2014. We generally align our Group Policies and Standards with the 38 requirements² of the ICMM's Performance Expectations and its nine Position Statements. These include a commitment to uphold human rights and to address risks relating to security-related human rights breaches.

Our Responsible Sourcing Policy and Standard includes supplier training modules on Glencore's commitment to human rights and the VPSHRs. Our Responsible Sourcing Policy and Standard, along with our Group Security Standard, make explicit our requirements for appropriate due diligence on private security providers and adherence to the VPSHRs.

Extensive internal engagement has been undertaken with regional and local procurement teams to further embed our commitments into our processes.

Our ferroalloys commodity business has been a long-term participant in an inclusive, multi-stakeholder, private and public sector collaboration, facilitated by the Minerals Council of South Africa. The initiative works to identify and address priority security challenges and the implementation of the VPSHRs and is active in the regions where we operate.

² ICMM's Validation Guidance - Performance Expectations (Feb 2020). In early 2023, ICMM's Performance Expectations were updated; the current version contains 39 requirements. We will transition to this version later in 2024, following the three-yearly review cycle of our internal standards.

Implementing the VPSHRs *continued*

Policies, procedures and related activities

Respect for human rights is enshrined in our Code of Conduct, which reflects our Values and our Purpose, and sets our expectations on how to do business safely, responsibly, ethically and legally. It references our commitment to the VPSHRs, and we also endorse the VPSHRs within our Human Rights Policy, and through our internal Human Rights and Security Standards.

We disseminate our Values, Code of Conduct, Policies, Standards, Procedures and Guidelines to our industrial assets, where relevant aspects are included in induction training with annual refreshers for employees. Training on these reflects local and job function needs. Our industrial asset-based management teams also run site-specific training programmes, which reflect local needs and cultures.

Our policy architecture, developed in 2021, which included revised and new Policies and Standards, has strengthened our governance for overseeing the achievement of our Group HSEC&HR targets, which includes a target to not cause or contribute to incidents resulting in severe³ human rights impacts. In 2023, we continued to roll out these Policies and Standards through a series of workshops and training programmes.

Our industrial assets undertook gap assessments against the revised HSEC&HR Standards, reporting substantial compliance to these Standards on average across all of them as at the end of 2023. Where gaps were identified, improvement actions have been developed and are being progressively completed. Both Group HSEC&HR and our industrial commodity departments review progress against our Group HSEC&HR targets on a monthly or quarterly basis, depending on the target.

The development of our current Group policy architecture and its underlying Policies, Standards, Procedures, and Guidelines considered the commitments we are required to meet through our membership and support for external organisations. These include the VPSHRs, the UN Global Compact, ILO's Declaration on Fundamental Principles and Rights at Work, UNGPs and the ICMM's Performance Expectations.⁴

Our current Human Rights Policy (the Policy) was peer-reviewed by leading international human rights practitioners, academics, and community members prior to its adoption. The Policy applies to all employees, directors and officers, as well as contractors under Glencore's direct supervision, working for a Glencore office or industrial asset directly or indirectly controlled or operated by Glencore plc worldwide. Our Policy requires our industrial assets to conduct human rights due diligence to identify, prevent and mitigate human rights risks and impacts across our industrial activities.

³ Severe is the equivalent of catastrophic and major on Glencore's incident classification scale. For human rights, a catastrophic incident is one with a gross human rights violation or grave systemic human rights impacts and a major incident involves an isolated grave or serious abuse of human rights.

⁴ ICMM's Validation Guidance - Performance Expectations (Feb 2020). In early 2023, ICMM's Performance Expectations were updated. We will transition to this version later in 2024, following the three-yearly review cycle of our Standards.

We also sought to align our Human Rights and Security Standards with leading practice. They were developed in consultation with Glencore functional specialists and external peer reviewers. Their rollout has been supported by training and regional workshops, see page 8 to see Strengthening internal knowledge.

Our HSEC&HR Incident Management Procedure requires our industrial assets to review high-potential risk incidents relating to security to identify causes and improve controls and management systems. These findings and the lessons learnt are shared across the Group.

We value our relationships with our business partners, so we strive to be fair, open and transparent in our dealings with them. In turn, we expect them to share our commitment to ethical, safe and responsible business practices.

We report our performance against our Group target to not cause or contribution to incidents resulting in severe human rights impacts in our annual Sustainability Report.

Strengthening internal knowledge

During 2023, we held a series of regional security workshops and learning forums to promote our industrial assets' alignment with our Security Standard and the Group-wide implementation of the VPSHRs.

The workshops commenced in March in Johannesburg for our industrial assets in Africa, followed by Latin America, Kazakhstan, Europe, North America, and Australia/Asia/Pacific – throughout the rest of the year. The workshops' sessions reflected regional contexts to address local security priorities, promote regional cohesion across our industrial business, and identify common risks and opportunities in the security sector and human rights.

The purpose of the workshops was to:

- Embed alignment and consistency with our Security Standard and our commitment to the VPSHRs;
- Enable cross-department and cross-asset sharing of security challenges, threats, risks, and vulnerabilities, including engagement and input from our social, human rights, and operational teams;
- Support a culture of shared solutions to security challenges; and
- Establish a platform for ongoing dialogue via Security Communities of Practice for continuous improvement and peer support.

Implementing the VPSHRs *continued*

External speakers and representatives from organisations, including ICoCA and International SOS, participated in these regional security workshops and presented on a range of security related topics including trends, collaboration and stakeholder engagement, good practice security management, and lessons learnt. Guest speakers included representatives from the Minerals Council of South Africa (MCSA), an Indigenous joint venture security company in Canada and the national police and Australian Defence Force in Australia.

Cross functional in approach, over 180 security, social and human rights leaders and practitioners attended the workshops.

Moving forward, we will maintain the dialogue on security and human rights through regional communities of practice to further embed consistency of practice and cross functional engagement.

Reviewing our performance

Our approach to assurance is designed to be as effective and efficient as possible and requires our commodity departments to plan and execute assurance plans for their industrial assets that include our Human Rights and Security Standards, with a risk-based prioritisation.

During 2023, we reviewed and updated our Security Standard to clarify and strengthen the approvals process for high-risk security contexts and firearms. This revised Standard was launched in May 2023 and proactively disseminated via the regional security workshops.

Our Group Internal Audit and Assurance (GIAA) function undertakes compliance reviews against our Security Standard and implementation of the VPSHRs for a rolling sample of high- and medium-risk industrial assets. In 2023, GIAA completed audits at iMpunzi and Kroondal in South Africa, Animon Mine (part of our Volcan industrial asset) in Peru, and Koniambo in New Caledonia. While no high-risk priority findings were observed, several areas for improvement were identified, including the strengthening of reporting, recording and follow up of incidents.

In addition to our Group audit programme, we have also provided internal peer review and support for Cerrejón in Colombia, Astron Energy's oil refinery and ferroalloys industrial assets in South Africa, Antapaccay in Peru, Portovesme in Italy, and Koniambo. The objective of the peer reviews was to support local security teams with a review of security strategies, consider changing external or operational contexts, provide technical support on improvements, and enable local capacity building and team coaching.

Assessing security impact, risks, and opportunities

Our Human Rights Standard requires our industrial assets with a high- or medium-risk rating to conduct a human rights impact assessment (HRIA), or a human rights risk assessment (HRRRA), using competent third-party external expert(s). These are reviewed and, where required, updated, at least every five years for a HRIA, or at least every two years for a HRRRA, or sooner if required based on risk. Risk ratings for human rights are based on our human rights risk rating tool, a bespoke screening process to provide consistent but preliminary human rights risk ratings for all industrial assets. Our Security Standard defines the minimum requirements for our industrial assets to identify, assess and manage security-related threats, risks, and potential impacts to people and assets.

We developed the Security Standard to align with the requirements of our Human Rights and Social Performance Policies and to meet our internal and external commitments. It recognises that from a security perspective our area of influence may be impacted by our private security activities, as well as those undertaken by public security bodies.

We require our industrial assets to conduct threat and risk assessments and security vulnerability assessments based on the local security context. These assessments identify security-related threats, risks, and potential impacts to people (including women, children, Indigenous Peoples, and other vulnerable groups) and our industrial assets.

Our industrial assets must integrate the findings into their business planning and review annually, at both industrial asset and commodity department levels. The security impacts, risks and opportunities are reviewed at a suitable frequency based on risk, and updated, if required, in response to changes in the industrial asset's area of influence and security context.

We require our industrial assets to identify, report, investigate, and record security-related incidents, as well as human rights allegations, community complaints and grievances, impacts or abuses by both public security bodies and private security providers as they pertain to the industrial asset, in accordance with our revised HSEC&HR Incident Management Procedure. Our industrial assets must communicate lessons learnt from incident investigations with relevant stakeholders, taking into consideration the classification and sensitivity of security-related information.

Implementing the VPSHRs *continued*

Working with private security providers

We require our industrial assets to conduct due diligence and screening of their private security providers in accordance with our Responsible Sourcing Policy and our internal Responsible Sourcing and Know your Counterparty Standards prior to engaging their services and to verify whether the organisation has:

- The relevant competencies, qualifications, experience, and authorisations as appropriate;
- Not been involved in serious breaches of local security laws, use of excessive force and/or security-related human rights abuses, and
- Put processes in place to check individuals working for the organisation have not been involved in serious breaches of local security laws, use of excessive force and/or security-related human rights abuses.

Our industrial assets' contracts with private security providers must document duties, training requirements and the provision of equipment by the industrial asset, and align with local legal requirements, the VPSHRs and the International Code of Conduct for Private Security Services Providers. In addition, the contracts are required to set out the use of force continuum, taking into consideration the requirement for the security provider to develop standard operating procedures and incident response protocols in line with Glencore expectations and the VPSHRs.

Our industrial assets provide training for their private security providers that reflects the outcomes of the security risk assessment processes and the VPSHRs.

Working with public security bodies

We require our industrial assets to develop and implement communication activities with relevant government agencies to discuss security and human rights matters. In addition, where possible, they are required to undertake and document background checks on public security bodies to verify the organisation has not been involved in serious breaches of local security laws, use of excessive force and/or security-related human rights abuses.

When possible, our industrial assets facilitate or encourage training on the VPSHRs, and our expectations on the appropriate use of force in line with the VPSHRs and respect for the human rights of individuals. When appropriate and feasible, we encourage our industrial assets to enter into a memorandum of understanding, or similar written documentation, with public security bodies to document mutual commitment to the VPSHRs.

In the DRC, in responses to risks relating to artisanal mining, our industrial assets, Kamoto Copper Company SA (KCC) and Mutanda Mining SARL (MUMI), engage with the DRC government and public security bodies to encourage adherence to the VPSHRs during their activities in our operating regions.

Security-related incidents

In line with the UNGPs, we recognise that access to remedy is a core aspect of respecting human rights.

We require our industrial assets to operate grievance processes designed to meet the UNGPs' Effectiveness Criteria. As such, these are required to be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue. Where people have complaints or grievances, we aim to investigate and resolve them at a local level, with escalation and review of serious issues to Group level.

We do not tolerate retaliation against anyone who speaks openly about conduct they believe is unethical, illegal or not in line with our Code of Conduct and Policies, even if the concern is not substantiated, and so long as it has not been raised knowing it is false.

In addition to our complaints and grievance mechanisms, we operate our Raising Concerns Programme, a Group-wide corporate whistleblowing programme to enable our employees, contractors, and business partners as well as other stakeholders to report any breach of Glencore's Code of Conduct, Policies or the law.

Our Raising Concerns platform is available to all stakeholders, including employees and contractors, and includes a 24/7 confidential reporting line.

We continually monitor these processes to identify improvement opportunities.

All our industrial assets must identify, report, and record security-related incidents, as well as human rights allegations, community complaints and grievances, impacts or abuses by both public security bodies and private security providers. When appropriate, these are investigated by the industrial asset to identify and implement remedial actions to avoid repeat security-related incidents. Our industrial assets are required to conduct regular reviews of security-related incidents, complaints and grievances and concerns (quarterly at minimum) to identify trends.

Our industrial assets are required to implement clearly defined Trigger Action Response Plans (TARPs) for the escalation and de-escalation of security incidents.

Implementing the VPSHRs *continued*

Security-related incidents in 2023

We classify the severity of all sustainability-related incidents against a five-point scale, 1: negligible, 2: minor, 3: moderate, 4: major, and 5: catastrophic. During 2023, we recorded various security-related incidents involving our directly employed security personnel, our private security providers or public security bodies and members of the public that we classified as 1: negligible or 2: minor.

We classified two incidents as being 3: moderate. One took place at our Cerrejón industrial asset in Colombia. The investigation concluded that a violation of procedures had taken place and, as a result, a Cerrejón employee was dismissed, and the industrial asset's private security provider took disciplinary measures in respect of its involved workers.

The second incident occurred at our Antapaccay industrial asset, when a large group of community members illegally entered the site, where they remained for four days. Mining was suspended in the nearby pit during this period for safety reasons. Our private security initially tried to maintain the security barrier to the site, however due to the insistence of the community members and to avoid any physical interaction, they allowed the illegal incursion to proceed and continued to observe the situation without further direct intervention. Public security bodies were also in attendance to support safety and restrict access to critical or dangerous operational areas. Following dialogue with Antapaccay management, the community members peacefully left the site. Subsequent engagement reestablished constructive dialogue.

During 2023, a civil society organisation raised a concern relating to the inappropriate use of force at KCC in the DRC. We have appointed an external legal firm to investigate this allegation. This investigation is ongoing and we expect to report on its conclusions, recommendations and any remedy taken in our 2024 report, depending on the outcome and timing of the investigation.

Country implementation

We launched our VPSHRs implementation programme across the Glencore Group in October 2013, focusing on industrial assets in countries where we identified a high risk of potential security-related human rights impacts.

Our Security Standard, which was rolled out Group-wide during 2021 and strengthened in 2023, requires all our industrial assets to develop, implement and monitor security management plans. The plans should document identified threats, risks, impacts, controls and management strategies within their area of influence, and mitigate security impacts and risks based on the outcomes of the threat and risk assessment.

Our Security Standard requires all our industrial assets to implement the VPSHRs, unless their review of their internal and external security finds a low risk of security-related threats, risks, and potential impacts. Our internal audit programme assesses the adequacy and effectiveness of our industrial assets' security management plans for a rolling sample of high- and medium-risk industrial assets.

Our Corporate Social Performance and Human Rights team is supporting consistent implementation of the VPSHRs across our industrial assets through guidance materials and operational support.

Our ferroalloys commodity department's approach to security in South Africa

In South Africa, our ferroalloys commodity department undertook an in-depth community stability project. The objective of the project, which was initiated in 2022 and completed in 2023, was to identify the root causes of conflict in the local communities

living close to its industrial assets. The project involved a representative survey of 995 residents from Eastern Limb villages, as well as inputs from community engagements and stakeholder interviews.

The findings supported the ferroalloys team to strengthen their understanding of community grievances and unrest and provided insight on each local community's priorities.

The project identified security as a common concern within local communities. To support a coordinated approach to this concern, Glencore participates in a collective mining security forum, which is made up of representatives from other mining companies operating in the Eastern Limb region and includes both local and provincial police stretching across the Mpumalanga and Limpopo provinces. The forum discusses common security concerns in the Eastern Limb region and participants collaborate on opportunities to identify and implement positive security actions that benefits community safety.

Mining companies in the two provinces also support the Public Order Policing structures to maintain the positive momentum that has been created following previous instances of social unrest. The presence of the Public Order Police has positively impacted the security of the region. In early 2024, the Provincial Police Commissioner accepted Glencore's invitation for the Public Order Police to attend security workshops with a focus on the VPSHRs. The workshops will take place in June 2024 and include presentations on the role of public order policing and its interaction with communities.

Additional information

Unless otherwise defined within this report, reference is made to the Group Reporting Glossary for the 2023 reporting suite with respect to the terms used herein. The Group Reporting Glossary is available on our website at [glencore.com/publications](https://www.glencore.com/publications).

Important notice

This document does not constitute or form part of any offer or invitation to sell or issue, or any solicitation of any offer to purchase or subscribe for any securities.

Cautionary statement regarding forward-looking information

Certain descriptions in this document are oriented towards future events and therefore contains statements that are, or may be deemed to be, "forward-looking statements" which are prospective in nature. Such statements may include, without limitation, statements in respect of trends in commodity prices and currency exchange rates; demand for commodities; reserves and resources and production forecasts; expectations, plans, strategies and objectives of management; expectations regarding financial performance, results of operations and cash flows, climate scenarios; sustainability performance (including, without limitation, environmental, social and governance) related goals, ambitions, targets, intentions, visions, milestones and aspirations; approval of certain projects and consummation of certain transactions (including, without limitation, acquisitions and disposals, in particular the proposed acquisition of a majority stake of EVR from Teck Resources Limited and potential subsequent demerger of the combined coal and carbon steel materials business); closures or divestments of certain assets, operations or facilities (including, without limitation, associated costs); capital costs and scheduling; operating costs and supply of materials and skilled employees; financings; anticipated productive lives of projects, mines and facilities; provisions and contingent liabilities; and tax, legal and regulatory developments.

These forward-looking statements may be identified by the use of forward-looking terminology, or the negative thereof including, without limitation, "outlook", "guidance", "trend", "plans", "expects", "continues", "assumes", "is subject to", "budget", "scheduled", "estimates", "aims", "forecasts", "risks", "intends", "positioned", "predicts", "projects",

"anticipates", "believes", or variations of such words or comparable terminology and phrases or statements that certain actions, events or results "may", "could", "should", "shall", "would", "might" or "will" be taken, occur or be achieved. The information in this document provides an insight into how we currently intend to direct the management of our businesses and assets and to deploy our capital to help us implement our strategy. The matters disclosed in this document are a 'point in time' disclosure only. Forward-looking statements are not based on historical facts, but rather on current predictions, expectations, beliefs, opinions, plans, objectives, goals, intentions and projections about future events, results of operations, prospects, financial conditions and discussions of strategy, and reflect judgments, assumptions, estimates and other information available as at the date of this document or the date of the corresponding planning or scenario analysis process.

By their nature, forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause actual results, performance or achievements to differ materially from any future event, results, performance, achievements or other outcomes expressed or implied by such forward-looking statements. Important factors that could impact these uncertainties include (without limitation) those disclosed in the risk management section of our latest Annual Report and Half-Year Report (which can each be found on our website). These risks and uncertainties may materially affect the timing and feasibility of particular developments. Other factors which impact risks and uncertainties include, without limitation: the ability to produce and transport products profitably; demand for our products and commodity prices; development, efficacy and adoption of new or competing technologies; changing or divergent preferences of our stakeholders; changes to the assumptions regarding the recoverable value of our tangible and intangible assets; changes in environmental scenarios and related regulations, including, without limitation, transition risks and the evolution and development of the global transition to a low carbon economy; recovery rates and other operational capabilities; timing, quantum and nature of certain acquisitions and divestments; health, safety, environmental or social performance incidents; labour shortages or workforce disruptions; natural catastrophes or adverse geological conditions, including, without limitation, the physical risks associated with climate change; effects of global pandemics and outbreaks of infectious disease; the

outcome of litigation or enforcement or regulatory proceedings; the effect of foreign currency exchange rates on market prices and operating costs; actions by governmental authorities, such as changes in taxation or regulation or changes in the decarbonisation policies and plans of other countries; changes in economic and financial market conditions generally or in various counties or regions; political or geopolitical uncertainty; and wars, political or civil unrest, acts of terrorism, cyber-attacks or sabotage.

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Information preparation

In preparing this document, Glencore has made certain estimates and assumptions that may affect the information presented. Certain information is derived from management accounts, is unaudited and based on information Glencore has available to it at the time. Figures throughout this document are subject to rounding adjustments. The information presented is subject to change at any time without notice and we do not intend to update this information except as required.

Subject to any terms implied by law which cannot be excluded, Glencore accepts no responsibility for any loss, damage, cost or expense (whether direct or indirect) incurred by any person as a result of any error, omission or misrepresentation in information in this document.

Other information

The companies in which Glencore plc directly and indirectly has an interest are separate and distinct legal entities. In this document, "Glencore", "Glencore group" and "Group" are used for convenience only where references are made to Glencore plc and its subsidiaries in general. These collective expressions are used for ease of reference only and do not imply any other relationship between the companies. Likewise, the words "we", "us" and "our" are also used to refer collectively to members of the Group or to those who work for them. These expressions are also used where no useful purpose is served by identifying the particular company or companies.

Additional information *continued*

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Our sustainability communications

In addition to this 2023 VPSHR Report, our annual corporate reporting suite reflects our commitment to transparent disclosure across a broad range of topics:

Further information on our material topics

Material topic	Public disclosures							
	Annual Report	Sustainability Report	Modern Slavery Statement	Payments to Governments Report	Ethics & Compliance Report	Voluntary Principles Report	Water Microsite	TSF Microsite
Climate change	🔄	●	○	○	○	○	○	○
Water	🔄	●	○	○	○	○	●	○
Closure planning	🔄	●	○	○	○	○	🔄	🔄
Nature	🔄	●	○	○	○	○	○	○
Diversity, equity and inclusion	●	○	🔄	○	○	○	○	○
Social performance	🔄	●	●	🔄	○	🔄	🔄	🔄
Catastrophic hazards (incl. TSF management)	🔄	●	●	○	○	○	○	●
Occupational health	🔄	●	○	○	○	○	○	○
Workforce safety	🔄	●	○	○	○	○	○	○
Ethics and compliance	●	○	○	●	●	○	○	○
Transparency	●	●	●	●	●	●	●	●
Responsible sourcing	🔄	●	●	○	○	🔄	○	○
Human rights	🔄	●	●	○	○	●	○	○
Indigenous Peoples	🔄	●	○	○	○	●	○	○
Just transition (emerging topic)	🔄	○	○	○	○	○	○	○

● Detailed information available
 🔄 High-level information available
 ○ No information available

Additional information *continued*

About Glencore

Glencore is one of the world's largest global diversified natural resource companies and a major producer and marketer of more than 60 commodities that advance everyday life. Through a network of assets, customers and suppliers that spans the globe, we produce, process, recycle, source, market and distribute the commodities that support decarbonisation while meeting the energy needs of today.

With over 150,000 employees and contractors and a strong footprint in over 35 countries in both established and emerging regions for natural resources, a global network of more than 50 offices supports our marketing and industrial activities.

Glencore's customers are industrial consumers, such as those in the automotive, steel, power generation, battery manufacturing and oil sectors. We also provide financing, logistics and other services to producers and consumers of commodities.

Glencore is proud to be a member of the Voluntary Principles on Security and Human Rights and the International Council on Mining and Metals. We are an active participant in the Extractive Industries Transparency Initiative.

We will support the global effort to achieve the goals of the Paris Agreement through our efforts to decarbonise our own operational footprint. We believe that we should take a holistic approach and have considered our commitment through the lens of our global industrial emissions. Against a restated 2019 baseline, we are targeting to reduce our Scope 1, 2 and 3 industrial emissions by 15% by the end of 2026, 25% by the end of 2030, 50% by the

end of 2035 and we have an ambition to achieve net zero industrial emissions by the end of 2050, subject to a supportive policy environment. For more information see our 2024-2026 Climate Action Transition Plan and the About our emissions calculation and reporting section in our 2023 Annual Report, available on our website at [glencore.com/publications](https://www.glencore.com/publications).