

# Child Rights & Mining Security: 3 perspectives

## Ryerson University Institute for the Study of CSR

Toronto, Ontario, Feb 13, 2020



unicef   
CANADA

for every child

## Goal 1

### Every child survives and thrives

Nutrition, maternal and newborn care, immunization and preventable illnesses, quality early childhood development, adolescent health, HIV/AIDS



## Goal 2

### Every child learns

Children deprived of school, gender equality in education, learning, skills development



## Goal 3

### Every child protected from violence and exploitation

Violence against children and other harmful practices, access to justice, grave child rights violations in armed conflict, child migrants and refugees



## Goal 4

### Every child in a safe and clean environment

Safe drinking water, sanitation, hygiene, open defecation, disaster response, children in urban settings, environmental sustainability



## Goal 5

### Every child has an equitable chance in life

Gender equality, adolescent empowerment, child poverty, child social protection systems, disability rights for children



# Why mining?

Canada is home to 50% of the world's public mining companies and handles 38% of global mining equity transactions

699 Canadian mining companies operate in more than 100 countries with \$169 billion in assets

Mining companies are often the largest business in the most volatile locations, encountering the most vulnerable children



# Why children: the invisible stakeholders



Unique risks

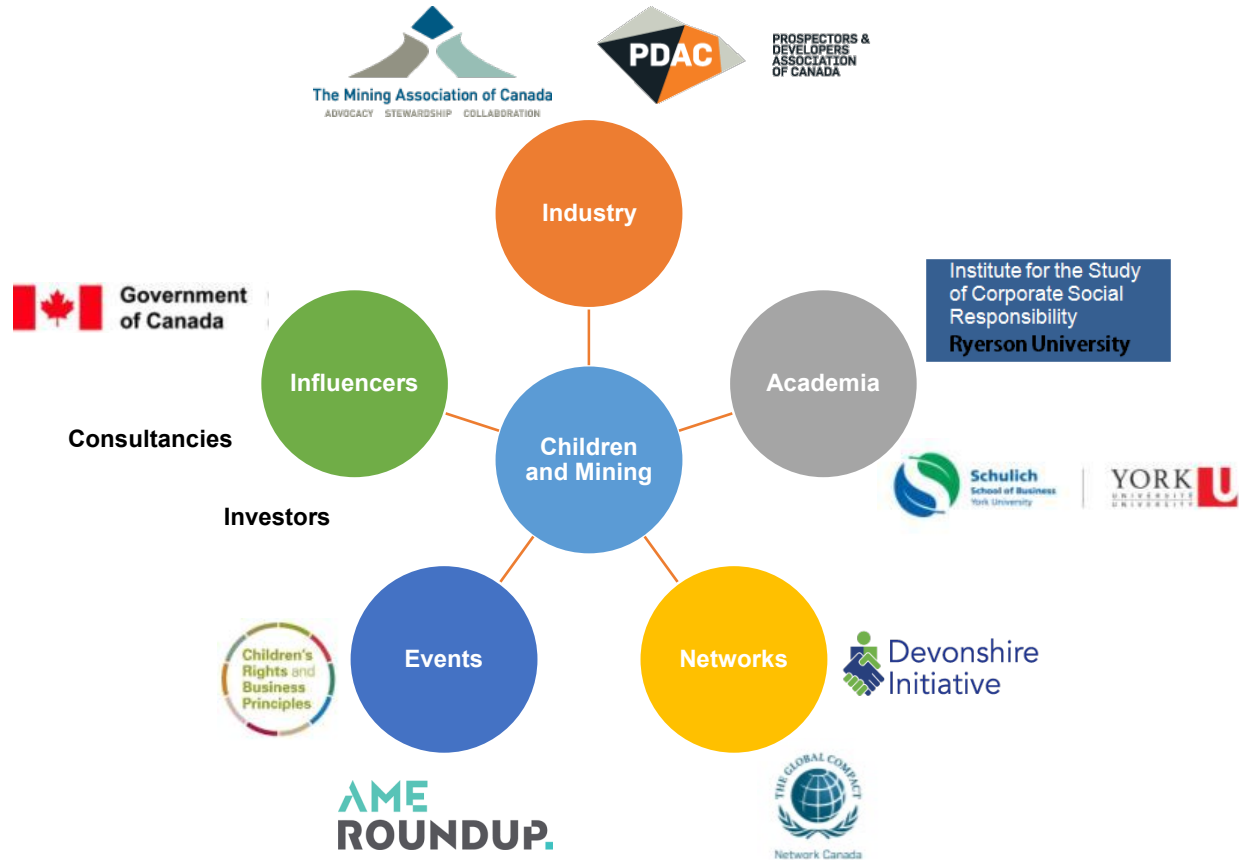


Unique rights

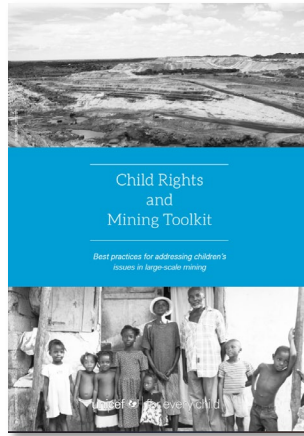


Unique contributions

# Sector-wide approach



# Impacts of mining on children



- 1 **Impact Assessment**
- 2 **Stakeholder Engagement**
- 3 **Resettlement**
- 4 **In-migration**
- 5 **Environment**
- 6 **Security**
- 7 **Health & Safety**
- 8 **Working Conditions**
- 9 **Protecting Children from Sexual Violence**
- 10 **Social Investment**



Exploration



Planning



Construction



Operation



Closure

# Child Rights and Security

Children are particularly vulnerable to the impacts of physical security arrangements around mining sites, provided by either public security, such as the army and police, or private security contractors, through:



Protesting



Trespassing



Theft



Vandalism



Artisanal  
Mining



Sexual Exploitation /  
Violence

# Goals and Objectives



- The **overall goal** of the Child Rights and Security initiative is to integrate child rights and wellbeing into the public and private security arrangements of Canadian mining companies.



- **Specific objectives** include:
  - Develop, launch and pilot a Child Rights and Security Handbook, an implementation companion to the Child Rights and Security Checklist.
  - Share the lessons learnt with government, corporate, and civil society stakeholders.
  - Align with the Voluntary Principles on Security and Human Rights.



# Global Contribution

The Child Rights and Security initiative contributes to multiple global frameworks:



3

Every child  
is protected  
from violence  
and exploitation



Respect and support children's rights in  
security arrangements

# Child Rights and Security Checklist

#	Criteria	Private Security	Public Security	Potential References to Aid in Assessment
1	<p>a) Does the company or relevant government explicitly include recognition of children's rights in policies, agreements and arrangements concerning their security arrangements?</p> <p>b) Does the company use its leverage to urge the government to include such recognition, if the government does not include it?</p>	✓	✓	<ul style="list-style-type: none"> <li>• <a href="#">Articles 42 &amp; 48, Child's Rights in Impact Assessments, UNICEF &amp; OCHA, 2012</a></li> <li>• <a href="#">Principle 8, Children's Rights in Policies and Codes of Conduct, UNICEF &amp; Save the Children, 2012</a></li> <li>• <a href="#">Convention on the Rights of the Child</a></li> <li>• <a href="#">Business and Children's Participation: How Businesses Can Create Opportunities for Children's Participation, Save the Children, 2015</a></li> <li>• <a href="#">Section 2, GONG Auditing Implementation Guidance, 2015</a></li> <li>• <a href="#">Sections 2.3 &amp; 2.3.2, Addressing Security and Human Rights Challenges in Complex Environments (Drafted), OCHA &amp; ICRC, 2016 (DCAF/ICRC Toolkit)</a></li> <li>• <a href="#">Annex H, Voluntary Principles on Security and Human Rights Implementation Guidance Tools, International Council on Mining &amp; Metals, International Finance Corporation, IFESA, 2011 (ICIT)</a></li> </ul>
2	<p>a) Have the company and relevant government adopted a code of conduct or made a formal commitment, that applies to all employees and contractors and clarifies expectations that they safeguard and respect the rights of children that they come into contact with as part of security operations?</p> <p>b) Does the company use its leverage to urge the government to adopt such a commitment, if the government has not adopted one?</p>	✓	✓	<ul style="list-style-type: none"> <li>• <a href="#">Article 31-42, UN Rules for the Protection of Juveniles Deprived of their Liberty, 1990</a></li> <li>• <a href="#">Articles 42, Children's Rights in Impact Assessments, UNICEF &amp; OCHA, 2012</a></li> <li>• <a href="#">Principles 2, 4 and 8, Child's Rights in Policies and Codes of Conduct, UNICEF &amp; Save the Children, 2012</a></li> <li>• <a href="#">Convention on the Rights of the Child</a></li> <li>• <a href="#">Optional Protocol to the Convention of the Rights of the Child on the involvement of children in armed conflict</a></li> <li>• <a href="#">Optional Protocol to the Convention of the Rights of the Child on the sale of children, child prostitution and child pornography</a></li> <li>• <a href="#">Convention 138 on Minimum Age for Admission to Employment, ILO, 2002</a></li> <li>• <a href="#">Convention 182 on Worst Forms of Child Labour, ILO, 1998</a></li> <li>• <a href="#">Section 2, GONG Auditing Implementation Guidance, 2015</a></li> <li>• <a href="#">Page 9, ICIT, 2011</a></li> </ul>
3	<p>a) Does the company or relevant government screen all personnel involved in physical security matters to prevent recruitment and employment of persons with previous records of child abuse, exploitation or violence?</p> <p>b) Does the company use its leverage to urge the government to conduct such screening, if the government is not doing so?</p>	✓	✓	<ul style="list-style-type: none"> <li>• <a href="#">Article 31 &amp; 42, UN Rules for the Protection of Juveniles Deprived of their Liberty, 1990</a></li> <li>• <a href="#">Article 48, International Code of Conduct for Private Security Providers, ICCTA, 2010</a></li> <li>• <a href="#">Articles 42 &amp; 48, Child's Rights in Impact Assessments, UNICEF &amp; OCHA, 2012</a></li> <li>• <a href="#">Convention 138 on Minimum Age for Admission to Employment, ILO, 2002</a></li> <li>• <a href="#">Convention 182 on Worst Forms of Child Labour, ILO, 1998</a></li> <li>• <a href="#">Section 2, Part 5, GONG Auditing Implementation Guidance, 2015</a></li> <li>• <a href="#">Sections 2.4 &amp; 2.5, DCAF/ICRC Toolkit, 2016</a></li> </ul>

\* applies to these sections included



- In 2016, the Government of Canada was chairing the Voluntary Principles Initiative.
- Together with UNICEF Canada and the mining company Barrick Gold, a multi-sector working group was formed to develop the Checklist.
- The Checklist equips governments and companies to address child rights in security arrangements using 14 criteria.
- The Checklist was launched at the PDAC convention in 2017.

# Child Rights and Security Handbook

### Checklist Criteria 8: Training Security Personnel

Does the company and/or relevant government train capacity personnel in children's rights and child protection (including in potential gender-related differential), including in relevant escalation mechanisms, treatment of child victims and respondents, as well as in relation to child care, children already with past contact towards child witnesses/investigators, and protection of children as described?

## Why it is so important

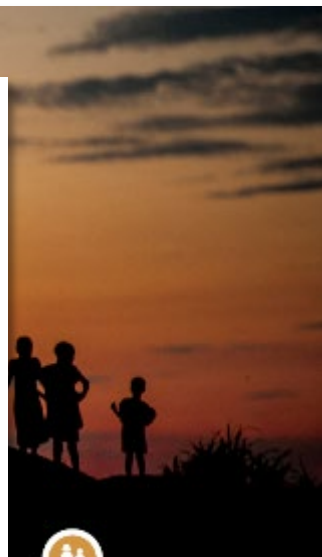
business and processes are 100% digital. It is important to be adequately equipped to implement these 70+ hours relevant training, suitable for any online scenario, to students and to staff of and across the lines of business and main families and new divisions, with significant consequences for both companies and governments. The UK Skills Act for the Chancellor of Exchequer Department of Great Britain states that "access to this relevant training is a key feature and the right of the individual. This Government believes that the digital skills will be the most important skills for the 21st century and the Government will ensure that all citizens have the opportunity to develop their digital skills".

How this correlates to the Voluntary Principles:

"giving us a mission" of the 19th century and the new sense of mission government – the main theme is to ensure that institutions and negative value-adding issues, by and by, no rights are communicated to be done. Simultaneously, the 19th century is defined that value-adding processes "beyond high levels of institutional and professional excellence" and that cooperation of the state is necessary and able to do this. However, that concept of justice and "independence" is not "human rights to human rights. Ultimately, the 19th century that cooperation should support all other, given, and social and other – to provide human rights training and education. This is necessary."<sup>14</sup>

## Save

Police and private security services should be aware of personal health-care regular training or of obvious signs and staff members, including computers and surveillance, conduct of behaviour, and use of force in situations where children are always at risk of abuse, as well as, in some, already, sensitive, as well as in the, many, private security services, police and private, as well as, and legal services, should be aware of the, as well as, training regarding the proper protocol for handling and reporting allegations or incidents of child abuse, as well as,



## and Security Handbook

on companion to the Child Rights  
Security Checklist

- Numerous requests for implementation guidance led to the development of the Handbook.
- This provides sample language and existing examples.
- The Handbook was launched by former UN Commander General Dallaire at PDAC in 2018.
- The Government of Canada translated it into French and Spanish.
- A sustainability consultancy integrated it into their core work.

# 2018 Pilot Projects



- UNICEF Canada worked with two Canadian mining companies to implement the Checklist and provide examples for the Handbook.
- A further three companies then piloted the Handbook at specific sites.
- These companies are all members of the Mining Association of Canada, which has a commitment to implement the Voluntary Principles on Security and Human Rights.

# Sherritt's Implementation of the Voluntary Principles on Security and Human Rights

JENNIFER PROSPERO  
MANAGER, SUSTAINABILITY

FEBRUARY 2020

**sherritt**

# Why Does Sherritt Implement the VPs?

- **OUR CUSTOMERS CARE**

- Our customers are increasingly asking for proof through new responsible sourcing standards that nickel and cobalt produced is done so ethically without:
  - Harming the environment
  - Causing social harm
  - **Impeding on the human rights of employees or community members**
- The VPs have been identified as one standard in which companies can demonstrate their commitment across numerous standards including TSM and OECD

- **OUR SUPPLIERS SHOULD CARE**

- Sometimes suppliers do not have the capacity to deliver human rights training or have their own set of policies so the VPs creates a framework in which everyone on site can work together to ensure human rights are protected

- **WE WANT TO KEEP EMPLOYEES SAFE**

- Security is in place to protect the operations and the safety of employees

- **WE WANT TO DE-RISK OPERATIONS AS MUCH AS POSSIBLE**

- Even unfounded allegations of human rights issues can be bad for business and have large social license impacts and high legal costs to address

## Implementing the Voluntary Principles



Note: Since our VPs journey began, Sherritt's ownership in Ambatovy has decreased to 10% and moving forward into 2020, Sherritt's financial and non-financial disclosures will reflect this

# Our Commitment to the Voluntary Principles



Commitment to Convention of the Rights of the Child and a zero-tolerance policy for child exploitation

## Existing Sherritt Policies and Procedures



- Sustainability Policy
- Human Rights Policy
- Security Policy
- Human Rights and Security Standard
- Stakeholder Relations Standard
- Grievance Management Standard
- Global Security Procedures
- Site Specific Security Procedures

## Sherritt's 5-Year Goals

**Goal 1:** Achieve “Level A” requirements in Towards Sustainable Mining Protocols across all operations



**Goal 2:** Strengthen safety culture, behaviour and performance



**Goal 3:** Improve environmental management across operations



**Goal 4:** Create community benefit footprints that support local priorities and the Sustainable Development Goals



**Goal 5:** Improve diversity at all levels throughout the company



**Goal 6:** Be recognized as a ‘preferred supplier’ for responsibly produced products



# Implementation in Cuba, Madagascar and Canada

	CANADA	MADAGASCAR	CUBA
<b>TYPES OF SECURITY</b>	Security employees; Private security contractor; Public police (RCMP)	Security employees; Private security; Public army (Gendarmes); Community police	Public state provided security company; national army
<b>SECURITY RISKS</b>	VERY LOW – disgruntled employee; small environmental protests, evacuation due to fire or operational emergency, strong rule of law in country	RELATIVELY HIGH – organized theft and fraud, community/security clashes, weak rule of law in country	MEDIUM – employee and community risk low but organizational visibility a challenge; sensitivities to HR disclosure
<b>VPS IMPLEMENTATION EXAMPLES</b>	Required training for private security providers, sent employees for additional training	MoU with the Gendarmes, developed policies with private security, Sherritt offered training to Gendarmes, community police and contractors	Education of public security leadership on VPs; full transparency of requirements
<b>OTHER EXAMPLES OF WORKING TOGETHER DUE TO VPs</b>	Invited to work on a regional management plan for security with police force	Working with UNICEF to address child rights within VPs framework	Responsible sourcing initiatives to demonstrate low-risk jurisdiction
<b>RESULTS</b>	Zero human rights abuse complaints in history; scored 89% on latest audit (very high implementation score)	Global recognition by NGOs and governments for good efforts; big decrease in theft rates since implementation	Ongoing!

# Incorporating Children into Security Management

- Incorporated the audit checklist in Canada (2018) and Madagascar (2019) human rights and VPSHR implementation audits

Examples of what we're doing well	Examples of areas to improve
<ul style="list-style-type: none"><li>• During local school outreach, educating kids about our commitment to rights and how to register a complaint</li><li>• Vulnerable groups training, including minors, as part of annual training exercise</li><li>• Supplier and contractor education and training</li><li>• Working with external groups (RCMP, UNICEF, local industrial associations, municipalities and villages, etc.)</li></ul>	<ul style="list-style-type: none"><li>• Update security risk evaluation with risks related to children and youth</li><li>• Infrastructure improvements</li><li>• Evaluation of targeted community investment</li><li>• Training focused on suppliers vs employees</li></ul>

## UNICEF Partnership in Cuba

In 2018, Sherritt launched a multi-year partnership with UNICEF Canada to support road safety education for young people in Cuba.

8,000 of children and adults reached through this program since our support commenced.



Light vehicle accidents are a safety risk for Sherritt operating in Cuba and the number one cause of death of young people in Cuba.

# CHILDREN'S RIGHTS AND MINING SECURITY ARRANGEMENTS

GUILLAUME LACHAPELLE, CORP. DIRECTOR HSS  
FEB 13, 2020 - RYERSON UNIVERSITY'S INSTITUTE FOR THE STUDY OF CORPORATE SOCIAL  
RESPONSIBILITY

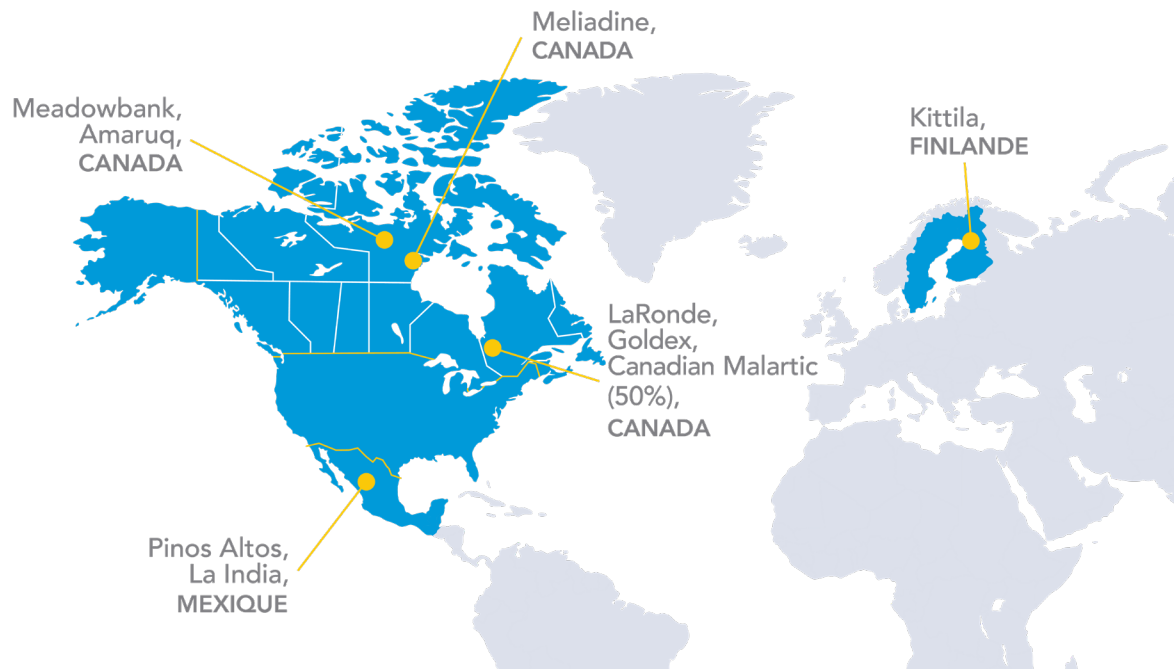


**AGNICO EAGLE**

# AN INCREDIBLE HISTORY OF GROWTH



AGNICO EAGLE



More then **60 years of**  
experience

Mines in operations:  
**8**

Number of employees:  
**+ 9900**

2018 production:  
**1,63 million oz of gold**

Biggest gold producer in Canada

## Sustainable Development Policy



At the core of our Policy we are committed to creating value for our shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families and the communities and respecting human rights culture, custom and values of those impacted by our activities. This has translated into the fundamental values of our Sustainable Development Policy: operate safely and maintain a healthy workplace, protect the environment, and treat our employees and communities with respect.

James D. Kuo      Xian Gou

**Sean Boyd**  
President & CEO  
July 2016

This means we commit to:

- Promote leadership, personal commitment and accountability to these principles from all employees and contractors, both on and off the job.
- Increase the transparency of our business and financial activities through the full disclosure of our projects or operations, including impacts of purchasing or acquisition decisions on the life cycle of our sustainability values.
- Develop and implement policies to implement and manage these commitments.
- Design and operate our facilities to ensure that effective controls and technologies are in place to minimize and mitigate the identified risks.
- Evaluate, estimate or minimize risks through the implementation of a Responsible Mining Management System.
- Measure and verify regularly our performance.
- Report for continuous improvement and transparency, including results against these targets and recognizing and internal policies, Code of Business Conduct and Ethical, with the different stakeholders, including the community we serve as well as other industry entities to which the company subscribes.
- Uphold fundamental human rights as defined in the United Nations Universal Declaration of Human Rights.
- Implement emergency and crisis response plans to minimize or minimize and mitigate the identified risks.
- Build a relationship with our stakeholders based on trust through open and transparent communication and full disclosure of payments to all levels of government.
- Provide appropriate training and supervision to ensure that our policies, procedures and programs are being followed.

### Respect for OUR EMPLOYEES



We aim to maintain a safe and healthy workplace that is based on mutual respect, fairness and integrity. To achieve this, we:

- Ensure that no discriminatory conduct is tolerated in the workplace;
- Provide a fair and non-discriminatory employee grievance system;
- Value diversity and treat all employees and contractors fairly, providing equal opportunity at levels of the organization without bias;
- Employ and promote employees on the basis of merit.

Respect for **OUR ENVIRONMENT**



- We aim to **attract, reduce and regenerate** the benefits of our operations on the environment and maintain its **viability and its diversity**.
- To achieve this, we:
  - Minimize the generation of waste and ensure its proper disposal;
  - Minimize all risks associated with managing tailings and water;
  - Manage waste and its overboard to ensure environmental protection;
  - Implement measures to conserve natural resources such as energy and water;
  - Implement measures to reduce emissions to air, water and land, and to minimize our footprint;
  - Implement measures to reduce our greenhouse gas emissions and address climate change;
  - Minimize biodiversity conservation and land use planning considers nature through all stages of business and production activities;
  - Substantiate sites to ensure physical and chemical stability and in consultation with the community in a timely manner;

Operate a **SAFE AND HEALTHY WORKPLACE**



We believe that all loss due to accidents/incidents is preventable. We aim to operate a safe and healthy workplace that respects the dignity and safety of life. We believe that if we do work together, we can achieve zero accidents in the work place and enhance the well-being of employees, contractors and communities. To achieve this, we

- Use sound engineering principles in the design and operation of our facilities
- Promote overall health and wellness and establish programs to protect them.
- Provide appropriate training for all employees, at all levels of engineering, development, construction, and commissioning
- Identify, prevent, eliminate or mitigate the risks to health, safety and industrial hygiene
- Maintain occupational health and industrial hygiene program
- Provide appropriate tools to carry out the work safely and efficiently.
- Maintain a high degree of emergency preparedness

### Respect for OUR COMMUNITY



- **We aim to contribute to the social and economic development of sustainable communities associated with our operations. To achieve this, we:**
  - Provide a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behaviour;
  - Ensure that no child labour and any form of forced and compulsory labour are permitted in the workplace;
  - Foster an open, transparent and respectful dialogue with all communities of interest and ensure that all social or labour related and behavioural issues are performed with the free prior informed consent of the land owners;
  - Support local communities and their sustainability through measures such as development programs, locally sourcing of goods and services and employing local people;
  - Provide assurance that our operations will not support, benefit or contribute to unlawful armed

- Uphold fundamental human rights as defined in the United Nations Universal Declaration of Human Rights;
- Ensure that no child labour and any form of forced and compulsory labour are permitted in the workplace;

## IMPLEMENTATION OF THE VP AT AGNICO EAGLE

- 2016 : Event in La India : Group of armed intruders forcibly gained access to the mine facilities and left the site with some gold
- 2016 : Application Process
- 2017 : Admitted as Signatory
- 2018 : First VP Assessment in La India
- 2018 : Incorporation of Child Rights & Security Checklist
- 2019-2020 : Assessments of all sites planned

## HUMAN RIGHTS AND INFORMED CONSENT

- Agnico Eagle has incorporated respect for human rights into our management and governance practices and programs.
- Our Board of Directors has made it clear that we will only do business in regions where human rights laws are respected and promoted. As a Canadian company, we maintain our commitment to the Canadian Charter of Rights and Freedoms while operating internationally, ensuring that all of our employees and communities are treated with respect and dignity.
- Agnico Eagle does not in any way support or facilitate child labour or forced labour practices. This applies to mining operations, exploration and other development activities in which we are directly or indirectly engaged. It also applies to all outsourced or subcontracted activities across the entire supply chain. We do our best to ensure that none of our activities result in direct or indirect support of such practices. We will take action to terminate any such arrangement should we become aware that such practices are being supported by one of our outsourced suppliers.

## STANDARDS AND DISCLOSURES

- We are committed to maintaining high standards in sustainability and achieving global best practices in transparency and disclosures.
- We have designed our Responsible Mining Management System (RMMS) – our in-house health, safety, environment and social acceptability management System – to continuously improve performance and to ensure that the following compliance requirements and industry standards are met:
  - Carbon Disclosure Project (CDP)
  - Global Reporting Initiative (GRI)
  - International Cyanide Management Code
  - Towards Sustainable Mining (TSM) Initiative
  - Disclosure of payments to governments
  - Conflict-Free Gold Standard
  - United Nations Sustainable Development Goals (UN SDGs)
  - Voluntary Principles on Human Rights and Security

## INFORMED CONSENT

- Agnico Eagle subscribes to the principle of informed consent when working on private land, including aboriginal land. We seek the consent of the land owner; this consent usually takes the form of a formal agreement acknowledging that Agnico Eagle will conduct work in a certain area and under certain conditions.

## STAKEHOLDER ADVISORY COMMITTEE : GETTING FEEDBACK

- We have established a Stakeholder Advisory Committee (SAC) to provide us with feedback on our corporate social responsibility efforts and to complement, and help us make strategic links to our existing local stakeholder engagement activities. This approach also supports our global efforts to engage with our stakeholders on a regular basis and in a meaningful way. The Committee was established in 2011 and meets in Toronto annually each fall.
- The SAC provides us with constructive feedback from a diverse group of priority stakeholders. It provides advice on building a focused sustainability strategy and a business case for our investments in sustainability. The SAC also reviews our sustainability initiatives – including our environmental and social policies, programs, operational performance, communications and engagement. Committee members are independent stakeholders with expertise in sustainability, community development, mining, disclosure and governance matters. They provide their input and expertise as individuals rather than as representatives of their organizations.

## GOVERNANCE AND ACCOUNTABILITY

- Our governance practices guide our behaviour and performance, helping to ensure we act in an ethically responsible manner and uphold our core values.
- Agnico Eagle's Code of Business Conduct and Ethics outlines the standards of ethical behaviour we expect from people working on our behalf around the world. The Code applies to all directors, officers, employees, agents and contractors and commits them to conducting their business in accordance with all applicable laws, rules and regulations and to the highest ethical standards.
- We have also adopted a Supplier Code of Conduct which explicitly demands that suppliers must not discriminate on the basis of race, colour, religion, nationality, gender, ethnicity, age, marital status, creed, sexual orientation other basis prohibited by law.
- Our toll-free "whistleblower" ethics hotline provides anonymous reporting of any suspected violations of the Code of Business Conduct and Ethics. We have also adopted an Anti-Corruption and Anti-Bribery Policy. Additionally, our activities are audited against the Conflict-Free Gold Standard of the WGC.

## CONFLICT FREE GOLD STANDARD

- Agnico Eagle understands that operating responsibly and maintaining the trust of our stakeholders requires us to demonstrate that the gold we produce has been extracted in a manner that does not fuel unlawful armed conflict or contribute to serious human rights abuses or breaches of international law. As such, we have adopted and implemented the World Gold Council's (WGC) Conflict-Free Gold Standard (CFGS)

## TOWARDS SUSTAINABLE MINING

- Agnico Eagle endorses the MAC's TSM Initiative. TSM helps the mining industry sustain its position as a leading economic contributor, while protecting the environment and remaining responsive to Canadians. It helps the industry maintain its social license to operate by providing a framework for companies to become proactive and socially responsible operators.
- TSM was developed to help mining companies evaluate the quality, comprehensiveness and robustness of their management systems under six performance elements: crisis management, energy and GHG emissions management, tailings management, biodiversity conservation management, health and safety, and aboriginal relations and community outreach. These TSM indicators have been incorporated into the framework of our RMMS.

## DISCLOSURE OF PAYMENTS TO GOVERNMENTS

- Agnico Eagle is committed to the principles of transparency and to increasing our level of disclosure on the payment of all taxes and royalties to governments. For 2017, we have reported all payments in accordance with the “Publish What You Pay” initiative, and the Canadian Extractive Sector Transparency Measures Act.

## PUBLIC POLICY PARTICIPATION

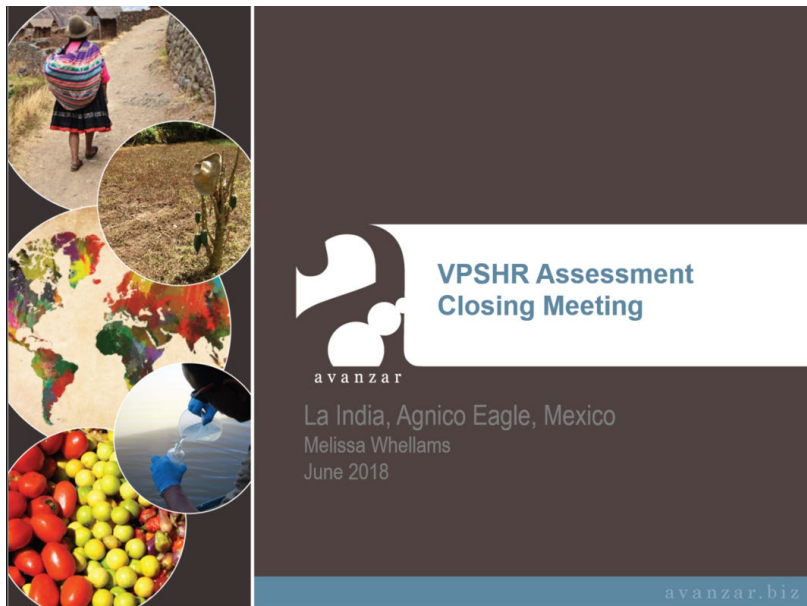
- Agnico Eagle encourages the development of sound public policy through open dialogue and debate.
- We are a member of The Mining Association of Canada (MAC), the Mexican Chamber of Mines (CAMIMEX), the Canadian Chamber of Commerce in Mexico, A.C. (Cámara de Comercio del Canadá en México, A.C. - CANCHAM), the Association of the Finnish Extractive Resources Industry (Kaivosteollisuus ry – FinnMin) and the European Association of Mining Industries, Metal Ores & Industrial Minerals (Euromines) through our Finnish subsidiary Agnico Eagle Finland Oy, as well as the Quebec Mining Association (l'Association minière du Québec – AMQ), the Quebec Mineral Exploration Association (Association De L'Exploration Minière Du Québec - AEMQ), the Ontario Mining Association (OMA), the Prospectors and Developers Association of Canada (PDAC) and the NWT & Nunavut Chamber of Mines. We typically participate in discussions on public policy issues as a member of these industry organizations



## MEMBERSHIP OF THE MSWG



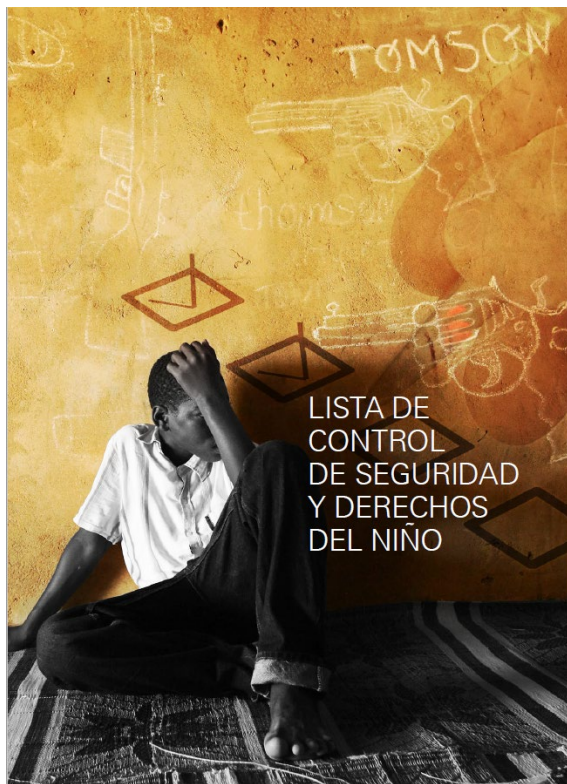
- Canadian based group
- Exchange and best practices sharing with subject matter experts with the extractive industry



## General Overview

1. In general La India has a strong foundation for the implementation of the VPSHR.
2. Interviews conducted with:
  1. Managers of Security, CR and HR
  2. Security Guards SISPS
  3. Police Commander Sahuaripa
  4. Community members Matarachi
  5. Community members Tarachi

# CHILD RIGHTS AND SECURITY HANDBOOK/CHECKLIST

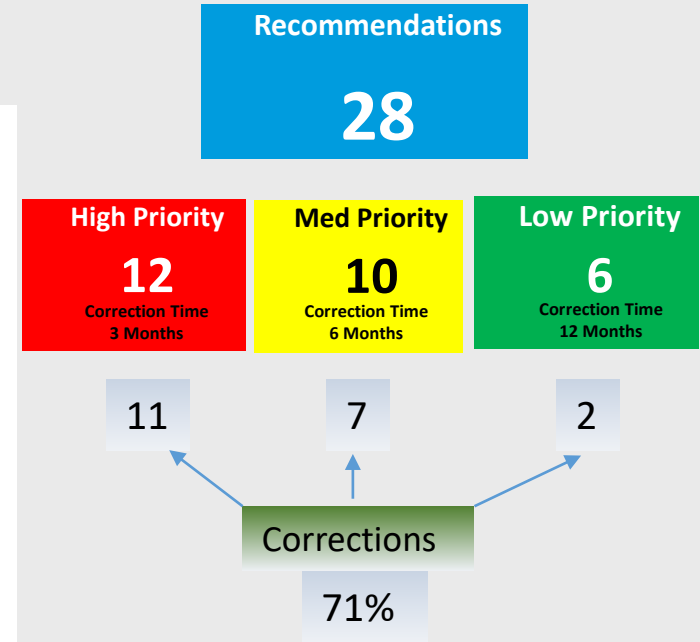
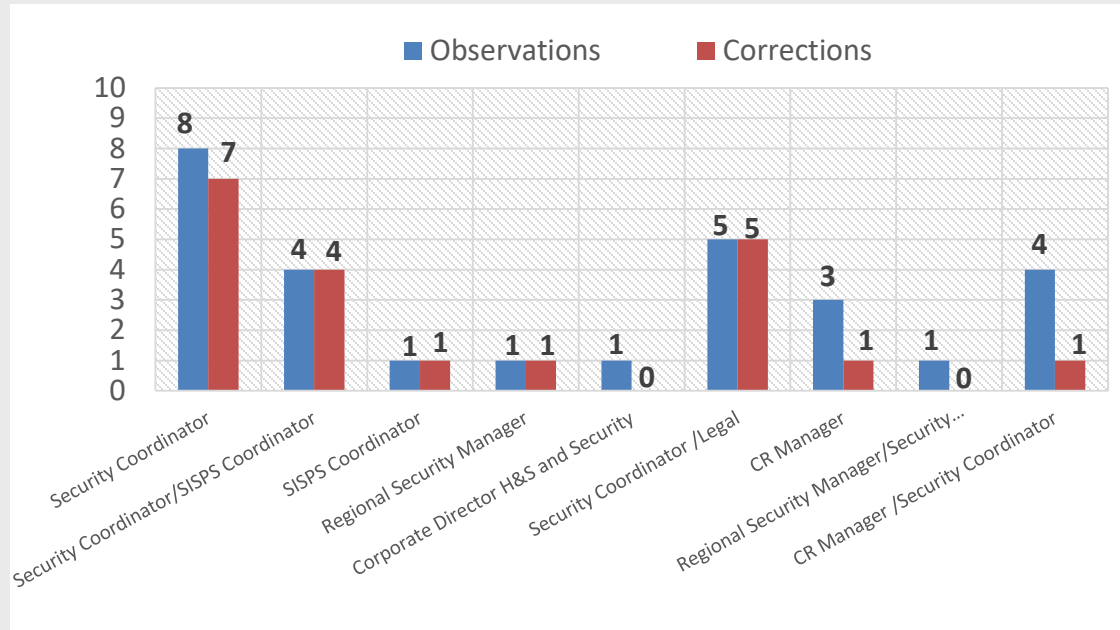


## Lista de control de seguridad y derechos del niño

n°	Criterio	Seguridad privada	Seguridad pública	Referencias para estar en la evaluación?
1	a) ¿Indica la empresa o gobierno relevante explícitamente un reconocimiento de los derechos de los niños en las políticas, contratos y acuerdos sobre sus disposiciones de seguridad?			<ul style="list-style-type: none"> <li>• <i>Criterios 47 y 48. Los Derechos del Niño en las Evaluaciones de Impacto</i>, UNICEF y OHCHR, 2013.</li> <li>• <i>Principios 8. Derechos del Niño en Políticas y Códigos de Conducta</i>, UNICEF y Save the Children, 2013.</li> <li>• <i>Consejos sobre los Derechos del Niño</i>.</li> <li>• <i>Business and Children's Participation: How Businesses Can Create Opportunities for Children's Participation</i>, Save the Children, 2015. (en inglés solamente)</li> <li>• <i>Artículo 2. GCNC Auditing Implementation Guidance</i>, 2015 (en inglés solamente)</li> <li>• <i>Artículos 2.2 y 3.2. Responsabilidad a los Derechos de Seguridad y Derechos Humanos en Entorno Corporativo</i>, OCDE y ICRC, 2018 (instrumento de herramientas de OCAE/ICRC)</li> <li>• <i>Anexo H. Principios Voluntarios de Seguridad y Derechos Humanos: guía orientativa de implementación</i>, International Council on Mining &amp; Metals, International Finance Corporation, IFMCA, 2011 (OTI).</li> </ul>
	b) ¿Da la empresa su influencia para instar al gobierno a incluir este reconocimiento, si el gobierno no lo incluye?	✓	✓	
2	a) ¿Ha adoptado la empresa o gobierno relevante un código de conducta, o asumido un compromiso formal, que aplique a todos los empleados y contratistas e identifique las expectativas de que protejan y respeten los derechos de los niños con los que tienen contacto como parte de las operaciones de seguridad?			<ul style="list-style-type: none"> <li>• <i>Artículos 63-67, 70 y 87. Reglas de las NI para la Protección de las Masas Privadas de Libertad</i>, 1992.</li> <li>• <i>Criterio 47. Los Derechos del Niño en las Evaluaciones de Impacto</i>, UNICEF y OHCHR, 2013.</li> <li>• <i>Principios 2.4 y 8. Derechos del Niño en Políticas y Códigos de Conducta</i>, UNICEF y Save the Children, 2013.</li> <li>• <i>Consejos sobre los Derechos del Niño</i>.</li> <li>• <i>Protocolo Facilitador de la Conexión sobre los Derechos del Niño Relativo a la Participación de Niños en los Conflictos Armados</i>.</li> <li>• <i>Protocolo Facilitador de la Conexión sobre los Derechos del Niño sobre la Venta de Niños, la Prostitución Infantil y la Utilización de Niños en la Esclavitud</i>.</li> <li>• <i>Convenio 138. Convenio sobre la edad mínima de admisión al empleo</i>, OIT, 1973.</li> <li>• <i>Convenio 182. Convenio sobre las peores formas de trabajo infantil</i>, OIT, 1999.</li> <li>• <i>Artículo 1. GCNC Auditing Implementation Guidance</i>, 2015 (en inglés solamente)</li> <li>• <i>Página 9. IGT, 2011</i></li> </ul>
	b) ¿Da la empresa su influencia para instar al gobierno a asumir dicho compromiso, si el gobierno no lo ha asumido uno?	✓	✓	
3	a) ¿La empresa o gobierno relevante examinan a todo el personal involucrado en asuntos de seguridad física para prevenir el reclutamiento y empleo de personas con registros previos de abuso infantil, explotación o violencia?	✓	✓	<ul style="list-style-type: none"> <li>• <i>Artículos 62 y 67. Reglas de las NI para la Protección de las Masas Privadas de Libertad</i>, 1992.</li> <li>• <i>Artículo 48. Código Internacional de Conducta para Proveedores de seguridad privada</i>, ICACA, 2010.</li> <li>• <i>Criterios 47 y 48. Los Derechos del Niño en las Evaluaciones de Impacto</i>, UNICEF y OHCHR, 2013.</li> <li>• <i>Convenio 138. Convenio sobre la edad mínima de admisión al empleo</i>, OIT, 1973.</li> <li>• <i>Convenio 182. Convenio sobre las peores formas de trabajo infantil</i>, OIT, 1999.</li> <li>• <i>Artículo 2. Parte 5. GCNC Auditing Implementation Guidance</i>, 2015 (en inglés solamente)</li> <li>• <i>Artículos 2.4 y 3.5. OCAE/ICRC Toolkit</i>, 2018 (en inglés solamente)</li> </ul>
	b) ¿Da la empresa su influencia para instar al gobierno a realizar este examen, si el gobierno no lo hace?			

# VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS ASSESSMENT

- Assessment in late June 2018
- Recommendations received in late August



[VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS ACTION PLAN.xlsx](#)



**AGNICO EAGLE**



THANK YOU



Thank You

**Simon Chorley**  
[www.unicef.ca/csr](http://www.unicef.ca/csr)  
[@simon\\_chorley](https://twitter.com/simon_chorley)  
[schorley@unicef.ca](mailto:schorley@unicef.ca)



# Background slides



# Lessons Learned 1

Most companies partially include child rights in their policies and codes of conduct through addressing child labour.

1: Policies	2: Code of Conduct
Does the company explicitly include recognition of children's rights in policies, contracts and agreements concerning their security arrangements?	Has the company adopted a code of conduct, or made a formal commitment, that applies to all employees and contractors and identifies expectations that they safeguard and respect the rights of children that they come into contact with as part of security operations?



# Lessons Learned 2

Most companies address child rights in their personnel screening and prohibition in employing children. They have committed to including child rights in their future risk assessments.

3: Personnel Screening	4: Risk Assessments	7: Employment of Children
Does the company screen all personnel involved in physical security matters to prevent recruitment and employment of persons with previous records of child abuse, exploitation or violence?	Does the company conduct risk assessments that identify and address the positive and negative impacts on children?	Does the company prohibit employing any children (under 18 years old) in security services (including age verification mechanisms)?



# Lessons Learned 3

Most companies are actively considering providing specific guidance on the treatment of children, addressing child rights in training, and communicating their activities in their annual reporting.

5: Treatment of Children	8: Training Security Personnel	14: Monitoring and Communications
Does the company follow guidance regarding the treatment, apprehension, investigation, diversion, detention, transfer, and release of children?	Does the company train security personnel in children's rights and child protection?	Does the company monitor progress of compliance with this checklist and communicate results through annual reporting?



# Challenges to address

Most companies needed additional guidance on including children or their representatives in their stakeholder engagement activities, reporting potential child rights violations, and urging governments to act.

12. Stakeholder Engagement	9: Reporting Violations	Government leverage
<ul style="list-style-type: none"><li>Managers did not know if/when/how to engage children or their representatives on security issues</li><li>Further guidance needed and available at <a href="https://www.unicef.ca/csr">unicef.ca/csr</a></li></ul>	<ul style="list-style-type: none"><li>Managers did not know where/who to report indirect child rights violations to</li><li>Further guidance needed and available through contacting UNICEF country offices</li></ul>	<ul style="list-style-type: none"><li>Companies not ready to influence governments</li><li>Community misperception of undue corporate influence</li><li>Greater collaboration with civil society could mitigate this</li></ul>



# Good Practices

Several companies identified good practices that could be adapted and replicated by others.

Phased roll-out	Identify relevance	Proactive managers
Start with baseline assessment and training at high-risk sites, before rolling out to low-risk sites and tying performance to compensation.	Review the site, community relations, and historic incidents to reveal the relevance. For example, at one site children were always present at mine protests.	Encourage proactive managers to apply the Checklist to their context. For example, one manager trained staff to identify child abuse in the wider community.

