



IRMA Overview

Institute for the Study of Corporate Social Responsibility

Toronto Metropolitan University

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**Initiative for Responsible
Mining Assurance**

Overview



1. What is IRMA?
2. The IRMA Standard & System
3. Use of Voluntary Standards

What is IRMA?

INTRODUCTION

IRMA:
Created By & For
All Stakeholders

Shared Governance =
Shared Confidence



IRMA is the only mining standard with
equal governing authority for each sector.

INTRODUCTION

IRMA: Origin Story

1

2004: Civil Society Campaigns

No Dirty Gold and other resistance efforts to mining were gaining attention.

2

Focus on Responsible Sourcing

Tiffany & Co. and Earthworks wished to improve the overall industry and model assessments in forestry.

3

An Equal Table for All

Created a space for all stakeholders impacted by mining to define best practice together.

IRMA's Vision and Mission

We envision a world where the mining industry respects the human rights and aspirations of affected communities, provides safe, healthy and supportive workplaces, minimizes harm to the environment, and leaves positive legacies.

Our mission is to protect people and the environment directly affected by mining. We do this by creating financial value for mines independently verified to achieve best practices and share this value with the businesses that purchase material from these mines.

What is the Initiative for Responsible Mining Assurance?

A voluntary
assessment system
for industrial-scale mines



1. The IRMA Standard for Responsible Mining

- **Best practice** requirements on 26 topics – a comprehensive and rigorous mining standard

2. A third-party assurance system

- Independent auditors evaluate whether a mine is meeting the IRMA requirements
- Audits include site visits and **input from communities, NGOs and mine workers**

Representation Across NGOs, Labor, and Affected Communities

- Alliance for Tompotika Conservation (ALTO)
- Auriga Nusantara
- Bakwena Ba Mogopa Community Development Foundation
- Batani Foundation
- Centre for Environmental Governance
- Center for Science in Public Participation
- Centro de Movilidad Sostenible (CMS)
- Climate Recovery Plan
- CNV International
- Earthworks
- Earthqualizer
- Fakawèle Project
- Fauna & Flora International
- Federasi Pertambangan dan Energi (FPE)
- Foundation for Community Driven Development
- Geology in the Public Interest
- Gila Resources Information Project
- Girjas Sami Village
- Good Governance Africa
- Green Advocates
- Great Basin Resource Watch
- Human Rights Watch
- IndustriALL Global Union
- IUCN Netherlands
- Karri Karrak Aboriginal Corporation
- The Kompas Peduli Hutan Foundation (KOMIU)



- Mighty Earth
- Mining Affected Communities United in Action
- National Native Title Council
- North of England Institute of Mining and Mechanical Engineers
- Oxfam America
- PACT
- Population and Development Initiative (PDI) Tanzania
- Rivers Without Borders
- Satya Bumi
- Settle Ghana
- Sindicato de Trabajadores Albemarle Salar (Albemarle Salar Workers Union)
- Terragraphics International Foundation
- Transport & Environment
- United Steelworkers
- Voices (formerly Society for Threatened Peoples)
- Wagyl Kaip Southern Noongar Aboriginal Corporation
- Zimbabwe Environmental Law Organization (ZELLO)



Many transition minerals are sourced in **Indigenous territories, rural regions and water-stressed ecosystems.**

Communities are increasingly asking: **how will the energy transition deliver local benefits and protect rights?**

IRMA's Buyers Group

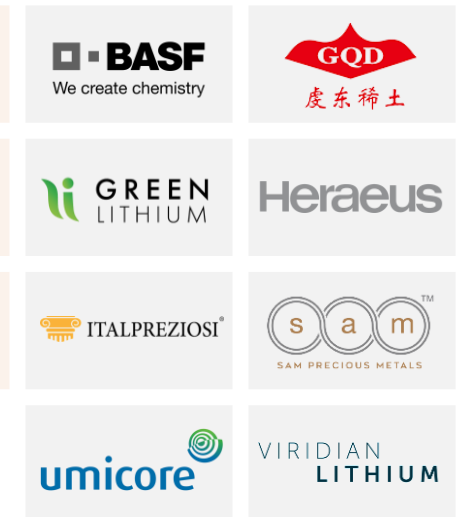
38 member companies with a collective \$2 Trillion in revenue. Several require IRMA assessments in supplier contracts.



30 Downstream Purchasers

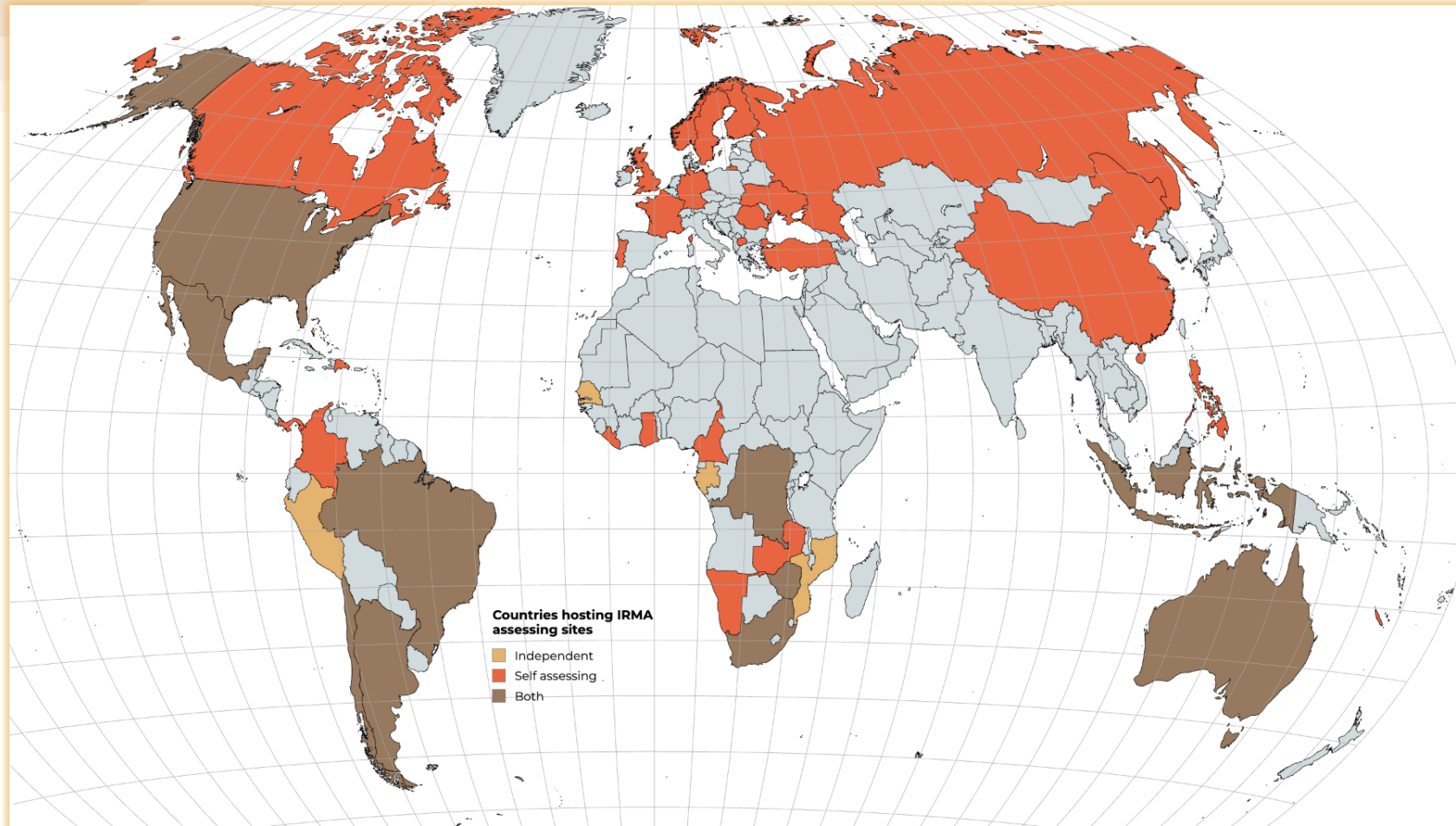


08 Processor Participants



Mining Sector Engagement In IRMA

As of Feb 2026, 110 companies and 134 sites have been engaged in the IRMA assessment system in 38 countries



Mining Sector Engagement In IRMA

As of February 2026

110 companies and 134 sites have been engaged in the IRMA system:

- 76 sites are self-assessing against the IRMA Standard, the first step before independent audit
- 30 sites are piloting the draft exploration or mineral processing standard self-assessments
- 28 sites owned by 17 different companies have been engaged in the independent assessment system: Audit reports for 16 sites have been published.

Countries

1. Argentina
2. Australia
3. Brazil
4. Cameroon
5. Canada
6. Chile
7. China
8. Colombia
9. Dominican Rep.
10. DRC
11. Finland
12. France
13. Gabon
14. Germany
15. Ghana
16. Indonesia
17. Liberia
18. Mexico
19. Mozambique
20. Namibia
21. New Caledonia
22. North Macedonia
23. Norway
24. Panama
25. Peru
26. Philippines
27. Portugal
28. Russia
29. Senegal
30. South Africa
31. Sweden
32. Türkiye
33. Ukraine
34. United States
35. Zambia
36. Zimbabwe

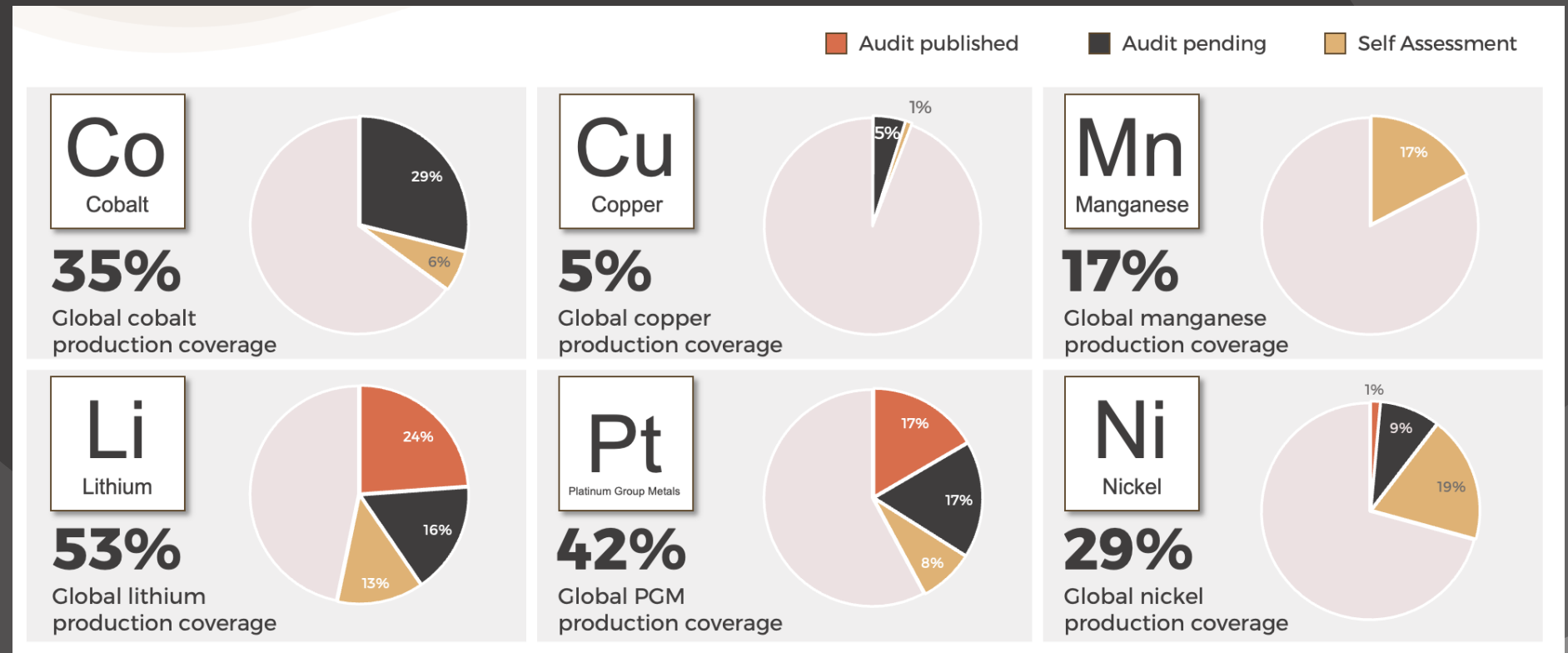
Minerals

1. Aggregates
2. Barite
3. Bauxite
4. Chromite/Chromium
5. Coal (metallurgical)
6. Cobalt
7. Copper
8. Diamonds
9. Feldspar
10. Gold
11. Graphite
12. Iridium
13. Iron
14. Kyanite
15. Lead
16. Limestone
17. Lithium
18. Magnesium
19. Manganese
20. Mica
21. Mineral sands
22. Molybdenum
23. Nickel
24. Osmium
25. Palladium
26. Platinum
27. Potash
28. Quartz
29. Rare earth elements
30. Rhodium
31. Rubies
32. Ruthenium
33. Sand
34. Selenium
35. Silver
36. Soda Ash
37. Staurolite
38. Sulphur
39. Tantalum
40. Talc
41. Tellurium
42. Titanium
43. Tourmaline
44. Vanadium
45. Xenotime
46. Zinc
47. Zircon

Solar, wind, batteries, and electric grids require rapidly growing volumes of copper, lithium, nickel, cobalt, and other minerals.

IRMA's Renewable Materials Coverage

*2025 site production
reported by companies,
global total reported by
USGS*



IRMA audits enable communities to raise concerns and push for better outcomes over time.

In 2025, IRMA's reach scaled exponentially:

- **28 visited mine sites** (↑ 14x since 2019)
- **750** stakeholders engaged, including **558 affected communities** who would not have otherwise been reached
- **800 workers** interviewed
- **16** on-site audits completed, generating unprecedented transparency into those mines' operations



The IRMA Standard and System

The *IRMA Standard for Responsible Mining*: Coverage of All Relevant Mining Impacts

Business Integrity

- Legal compliance
- Stakeholder engagement
- Human rights due diligence
- Stakeholder grievance mechanism
- Revenue transparency/anti-corruption

Planning for Positive Legacies

- Environmental and social impact assessment and management
- Free, prior and informed consent
- Community support and benefits
- Resettlement
- Emergency preparedness and response
- Planning and financing reclamation and closure

Social Responsibility

- Labor rights
- Worker health & safety
- Community health and safety
- Conflict-affected areas
- Security arrangements
- Artisanal and small-scale mining (ASM)
- Cultural heritage protection

Environmental Responsibility

- Waste (tailings) management
- Water management
- Air quality
- Noise and vibration
- Greenhouse gas emissions
- Biodiversity, ecosystem services, protected areas
- Cyanide management
- Mercury management

Reflection of Best Practice Norms

Over 70 existing systems and frameworks form the basis of the IRMA Standard. Examples include:

- OECD Due Diligence Guidance
- UN Declaration on the Rights of Indigenous Peoples
- UN Guiding Principles on Business and Human Rights
- IFC Performance Standards
- Extractive Industries Transparency Initiative (EITI)
- Voluntary Principles on Security and Human Rights
- International Labour Organization (ILO) Conventions
- International Union for Conservation of Nature (IUCN) Protected Area Management Categories
- UNESCO Biosphere Reserves
- International Cyanide Code

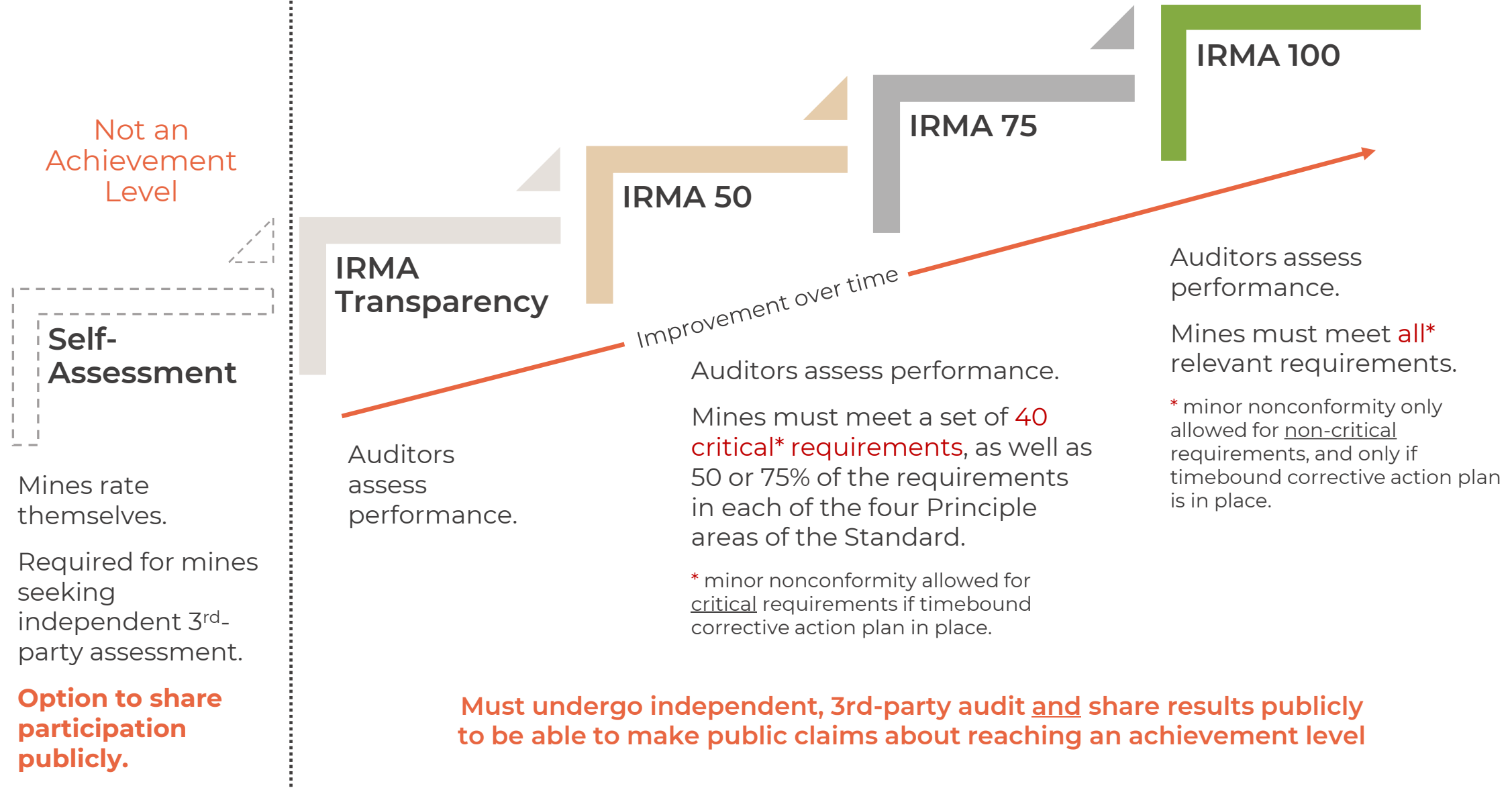


IRMA's Assurance Process: Differentiators

- Audits are publicly announced (twice), and external parties are invited to participate and provide input
- Audits are 2-stage: desk review and on-site visit
- Mines are provided opportunities at each stage to improve their performance
- Approximately half of IRMA requirements ask auditors to seek material input from workers, communities, other stakeholders
- Mines and IRMA review draft audit report for factual errors and proper documentation
- Detailed audit reports are made public
- Mines and stakeholders have access to a grievance mechanism



IRMA Achievement Levels



Independent Audit

What's behind An IRMA Score?

Calculations:

- Each relevant requirement is rated and assigned point value
- For chapters, total points achieved vs total possible calculated
- For principles, total points achieved vs total points possible in all chapters is calculated
- For IRMA 50, each principle must be $\geq 50\%$ and critical requirements are substantially or fully met

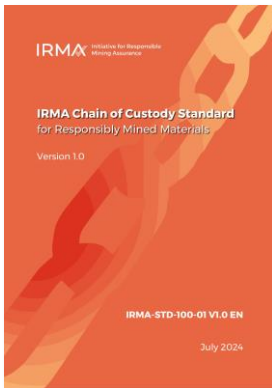
Score by chapter and principles.

	Chapter Relevant*	Actual Score	Possible Score	Percent Score
Principle 1: Business Integrity		43	104	40.6%
Chapter 1.1—Legal Compliance	Yes	3	12	25%
Chapter 1.2—Community and Stakeholder Engagement	Yes	18	26	69%
Chapter 1.3—Human Rights Due Diligence	Yes	8.5	22	39%
Chapter 1.4—Complaints Mechanism/Access to Remedy	Yes	11.5	22	52%
Chapter 1.5—Revenue and Payments Transparency	Yes	2	24	8%

Rating	Score
Fully meets	2
Substantially meets	1.5
Partially meets	1
Does not meet	0

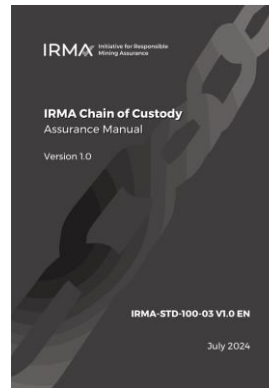
IRMA Chain of Custody System

“The objective of the CoC System is to validate claims made about the product, covered by the sustainability standard.” – ISEAL



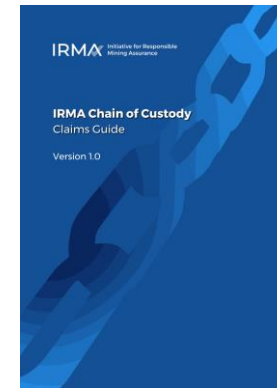
CoC Standard

requirements for **sourcing, tracking, accounting, handling, and selling** IRMA-achieving materials; that can be independently audited



CoC Assurance Manual

requirements and audit process for **achieving certification/verification** against the IRMA CoC Standard



CoC Claims Guide

guidance on and examples of **claims** that can and cannot be made, depending on CoC Model and type of end-product

Use of Voluntary Standards

IRMA's Role as a Voluntary Standard

- IRMA does not replace or compete with the important roles of government and rule of law
- IRMA provides market support for government to protect environmental and social values alongside economic value
- The IRMA Standard is used as a benchmark to assess and improve legal frameworks
- Mining companies, investors, NGOs, affected communities, workers, purchasing companies and governments use IRMA



Thank you!

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**Initiative for Responsible
Mining Assurance**

Not all voluntary schemes or other mining standards are equal

How is the system governed?

IRMA is governed by six sectors:

- Mining
- Purchasers of mined materials
- Organized labour
- NGOs
- Affected Communities
- Investor and Finance

For audits, this means that while the mining company is your “client,” you are working in service to a multi-stakeholder system and accountable to all.

What does the Standard say?

IRMA has detailed, best practice requirements so mines that fully meet the requirements will deliver similar positive outcomes.

For auditors, this may make your job easier, as there will hopefully be less room for subjectivity.

What is the auditing process?

IRMA audits include an on-site visit, and interviews with rights holders, members of affected communities and workers.

As part of the IRMA’s multi-stakeholder model, these elements form the backbone of providing credibility to the audits.

Are audit results disclosed?

IRMA produces a public report with information on how a mine site performed on all 400+ requirements.

This includes auditor rationale for why they gave a mine a certain rating. This provides information to stakeholders, but also will hopefully promote consistency in auditing over time.

The Value of This Approach: Lead the Charge

	Assessment
IRMA	88%
ResponsibleSteel	63%
ASI	59%
RMI	47%
Copper Mark	50%
TSM	38%
ICMM	16%
GSCC	3%

PERFORMANCE BANDS	
TOTAL POINTS	DESCRIPTION
8 points (full points)	Robust standard that meets minimum criteria for effective governance, auditing / accreditation and implementation of its criteria
7 points	<u>Robust scheme overall that still has some shortcomings but meets nearly all of the minimum criteria for governance, auditing and / or accreditation against its standard</u>
5-6 points	<u>Scheme has made notable progress in meeting most of the minimum criteria but has some significant shortcomings</u>
3 - 4 points	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard
Below 3 points	Flawed scheme that fails to meet most of the minimum criteria for governance, auditing and / or accreditation