



INTERNATIONAL TIN CODE OF CONDUCT REPORT: Minsur S.A.

GENERAL INFORMATION	
Company details	Minsur S.A. Bernini 149, piso 5, San Borja, Lima 41, Lima - Peru
Date of this report	October 2018
Date of previous report	Not Relevant
Report author(s)	Independent External Assessor Supply Chain Standards Manager, International Tin Association Ltd
Report verified by	Corporate Affairs Director - Gonzalo Quijandría
Contact information	Asuntoscorporativos@minsur.com
About our company	<p>Minsur S.A. was established by BRECA group as 100% Peruvian mining company in 1977. Minsur S.A. is devoted to exploitation, extraction, processing and trade of minerals, mainly tin and gold. Its operations include the San Rafael mining unit (MU), Pucamarca MU and the smelting plant and refinery (SPR) of Pisco. Furthermore, Minsur S.A. owns different subsidiaries that ensure its growth and diversification, such as the one that owns 60% of the Copper Project, Mina Justa located in Nazca, Peru, currently under construction.</p> <p>Currently Minsur S.A only sources concentrate from its own mines, refining it in its Pisco smelter located in Pisco, Department of Ica Peru. Minsur distributes refined tin and tin products manufactured from the same source mainly to Europe, South America, the United States and Canada.</p> <p>The company holds ISO 9001, ISO 14001 and OHSAS 18001 standards.</p>
Significant changes from previous report	Not Relevant
Further information and references	<ol style="list-style-type: none"> 1. Minsur S/A holds ISO 9001, OHSAS 18001 and ISO 14001 standards. 2. Annual Report http://www.minsur.com/relacion-con-inversionistas/memoria-anual/?lang=en



Visual Progress Guide

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PRINCIPLE 1: Maintain legal compliance and develop sound policies to improve practices			
Overview of Principle Performance		Minsur SA conforms or is third party verified to more than 70% of the standards in this principle. Its third party verified system manages legal compliance and governance issues as well as quality, environment and health and safety through certification to ISO 9001, ISO 14001 and OHSAS 18001 standards. The company also has a system in place to keep up to date all business registrations, licences and other documents necessary to legally carry out business activity, procedures to prevent bribery and corruption, and to enable whistleblowing. Minsur also reports transparently under EITI. The company is making progress in developing and publishing policies to support legal compliance and improve practices with respect to the Code of Conduct, as well as in its training activities for its employees, including training on legal compliance and good practices.	
STANDARD		RANKING	ADDITIONAL INFORMATION
1.1	Policies Companies will develop and publish policies to support legal compliance and improve practices with respect to the expectations of the International Tin Code of Conduct.	Progressing	The company is making progress in developing and publishing policies to support legal compliance and improve practices with respect to the expectations of the Tin Code of Conduct, but some policies have not yet been developed.
1.2	Management system Companies will work towards implementing appropriate management systems to control and monitor relevant aspects of this Principle 1.	Third-Party Verified	
1.3	Legal compliance Companies will have and keep up to date all business registrations, licences and other documents necessary to legally carry out business activity and otherwise comply with relevant local laws, including with health and safety and environmental requirements.	Conforming	
1.4	Business integrity Companies will seek to prevent bribery and corruption.	Conforming	
1.5	Transparency Companies will implement the Extractive Industries Transparency Initiative (EITI) if required by national government	Third-Party Verified	
1.6	Whistleblowing Companies will develop and implement whistleblowing procedures to enable employees and stakeholders to report concerns related to company activities, including relevant expectations of the Code of Conduct.	Conforming	
1.7	Training Companies will work towards implementing appropriate and periodic training for employees regarding relevant aspects of this Principle 1 and require onsite contractors to train their workers on aspects relevant to their specific tasks and work areas.	Progressing	The company undertakes a wide range of training activities with its employees, including coverage of legal compliance and good practices (as defined in the Tin Code of Conduct, Principle 1); to improve its rating, the company could demonstrate this training is also mandatory for contractors.

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PRINCIPLE 2: Seek continual improvement of environmental performance		
Overview of Principle Performance		Minsur SA has developed and implemented a formal third party verified environmental management system certified to ISO 14001 standards supported with by related training for workers and stakeholders. It conforms to the standard to dispose of tailings in an engineered disposal facility as well as with expectations to respect protected areas and plan for closure and reclamation. The company also conforms with the need to understand and manage discharges to air in order to minimise negative impacts on air quality. It collects data on water quality and use, and monitors the amount of disturbed land and of significant spills, but does not yet consider land and soil quality directly and is making progress on evaluating direct impacts on biodiversity management. The company reports on its generation of non-hazardous and hazardous wastes and how these materials are handled and is making progress on reducing the generation of such wastes, and reviews the use of banned substances. The company reports energy consumption data although not yet relating it to greenhouse gas emission. It is also making progress in identify and implement measures to reduce its direct and indirect consumption of energy and increase use of renewable energy.
STANDARD	RANKING	ADDITIONAL INFORMATION
2.1 Management system Companies will work towards implementing an environmental management system that utilises the mitigation hierarchy (avoid, minimise, mitigate, compensate) to control and monitor relevant aspects of this Principle 2.	Third-Party Verified	
2.2 Water quality Companies will seek to understand and manage discharges to surface waters and groundwater in order to minimise negative impacts on water quality.	Progressing	The company is collecting some water quality-related data, but to improve its rating it could demonstrate data availability for all monitoring locations and that this data informs the selection and implementation of suitable water treatment capacity.
2.3 Water consumption and availability Companies will seek to reduce water consumption in their operations in order to minimise negative impacts on water availability.	Progressing	The company is collecting water use and availability data, but to improve its rating it could demonstrate it has implemented actions to reduce water consumption and minimise negative impacts on water availability.
2.4 Land and soil quality Companies will seek to understand and manage discharges to land in order to minimise negative impacts on land and soil quality.	Progressing	The company monitors the amount of disturbed land and the number of significant spills, but does not yet consider land and soil quality directly; to improve its rating the company could collect soil baseline data and implement management measures to minimise the negative impacts of discharges on soil and land quality.
2.5 Air quality Companies will seek to understand and manage discharges to air in order to minimise negative impacts on air quality.	Conforming	
2.6 Greenhouse gases Companies emitting more than 25,000 tonnes of CO ₂ -equivalent will seek to understand direct and indirect greenhouse emissions and consider economic reduction initiatives appropriate to the nature and scale of operations.	Progressing	Although the company reports energy consumption data, to improve its rating the company could demonstrate that it is calculating related greenhouse emission data.
2.7 Energy consumption Companies will seek to identify technically and financially feasible measures for reducing the direct and indirect consumption of energy per unit of production or increasing the share from renewable sources.	Progressing	The company is making progress towards conformance with the requirement to identify and implement potential measures to reduce the direct and indirect consumption of energy and increase the use of renewable energy.

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2.8	Tailings management Companies will store or dispose of tailings in a manner that minimises the risk of impacts to the environment and human health.	Conforming	
2.9	Hazardous waste management Wherever possible companies will avoid the generation of hazardous wastes; where this is not possible companies will manage and dispose of wastes in a manner that minimises negative impacts on human health and the environment.	Progressing	The company reports its generation of hazardous wastes and how these materials are handled through reuse, recycling and disposal, but to improve its rating the company could demonstrate it is implementing measures to reduce the generation of hazardous wastes where possible.
2.10	Non-hazardous and inert waste management Wherever possible companies will minimise the production of non-hazardous and inert wastes and consider reuse and recycling options before disposing of them in an appropriate manner.	Progressing	The company reports its generation of non-hazardous wastes and how these materials are handled through reuse, recycling, composting and landfill inside / outside of its operations, but to improve its rating the company could demonstrate it is implementing measures to reduce the generation of non-hazardous and inert wastes.
2.11	Banned substances Companies will not use substances that are banned under international convention or local laws.	Progressing	To improve its rating the company could implement procedures to routinely review all substances it uses, or plans to use, and exclude those that are banned under international conventions and local laws.
2.12	Biodiversity protection Companies will seek to understand potential impacts on biodiversity and avoid activities that significantly modify or degrade critical natural habitats through an appropriate action plan.	Progressing	The company has identified and ranked environmental impacts as part of its ISO 14001 certification, to improve its rating it could demonstrate it has taking steps to specifically understand its potential impacts on biodiversity.
2.13	Protected areas Companies will respect legally protected areas in accordance with local laws, and will seek to understand and manage potential impacts of operations on adjacent zones.	Conforming	
2.14	Closure and reclamation Companies will allocate adequate financial resources to enable implementation of closure and rehabilitation of operations in accordance with local requirements and expectations of key stakeholders.	Conforming	
2.15	Training Companies will work towards implementing appropriate and periodic training for employees regarding relevant aspects of this Principle 2 and require onsite contractors to train their workers on aspects relevant to their specific tasks and work areas.	Third-Party Verified	

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PRINCIPLE 3: Seek continual improvement of health and safety performance

Overview of Principle Performance

The company achieved the highest achievable ranking of “Third-party verified” for all the standards for this principle. Having OHSAS accreditation demonstrates it has in place a robust system to maintain and continually improve health and safety for staff, contractors and visitors to its sites. Any incidents are reported to authorities and transparently investigated with defined corrective actions monitored for follow-up.

STANDARD		RANKING	ADDITIONAL INFORMATION
3.1	Health and safety management systems Companies will work towards implementing a management system to monitor and control relevant aspects of this Principle 3.	Third-Party Verified	
3.2	Safe working practices Companies will maintain safe and healthy working conditions by implementing measures that minimise and seek to eliminate workplace fatalities, injuries and occupational diseases amongst employees, contractors and visitors.	Third-Party Verified	
3.3	Incident investigations Companies will document reportable health and safety incidents using a transparent and inclusive procedure that allows affected workers and local communities to provide input.	Third-Party Verified	
3.4	Incident follow up Following a reportable health and safety incident, companies will define and implement corrective actions in a timely fashion and monitor the effectiveness of such actions.	Third-Party Verified	
3.5	Training Companies will provide appropriate and periodic training for employees regarding relevant aspects of this Principle 3, require onsite contractors to train their workers on aspects relevant to their specific tasks and work areas, and provide appropriate briefings to visitors to company facilities.	Third-Party Verified	



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PRINCIPLE 4: Seek continual improvement in labour practices			
Overview of Principle Performance		The company conforms with the vast majority of standards on labour practices. It has different “Policies” relating to labour management which set out the company’s commitment to discrimination, remuneration, child labour, forced labour, working hours, and freedom of association and these commitments are clearly implemented. Progress is still being made in relation to working hours as although the company has implemented plans to address compliance with local laws, it is not yet able to demonstrate overtime is voluntary and workers have at least one day of rest for every 7-day period. The company is also progressing with some extension of its training programme, particularly for contractors.	
STANDARD		RANKING	ADDITIONAL INFORMATION
4.1	Labour management systems Companies will work towards implementing a labour management system to control and monitor relevant aspects of this Principle 4.	Progressing	The company manages most aspects related to labour issues, but to improve its rating the company could implement a formal labour management system to further enhance its control and monitoring activities.
4.2	Discrimination Companies will not make employment decisions based on gender, race, nationality, ethnic, social and indigenous origin, religion or belief, disability, age or sexual orientation unless clearly necessary due to inherent characteristics of the job.	Conforming	
4.3	Remuneration Companies will ensure workers receive fair remuneration for standard and overtime hours worked that meets or exceeds the local legal minimum plus any applicable statutory benefits and provide equal pay for work of equal value.	Conforming	
4.4	Forced labour Companies will not use or support slavery, servitude, forced or compulsory labour.	Conforming	
4.5	Child labour – worst forms Companies will not engage in the worst forms of child labour as defined by Article 3 of ILO Convention No. 182 including that which is likely to harm the health, safety or morals of children.	Conforming	
4.6	Child labour – other forms Companies may employ children of minimum age 14 years, or older as defined by local laws, to undertake non-hazardous, light work that does constrain their ability to gain an education.	Conforming	
4.7	Working hours Companies will comply with local laws and ensure that workers undertake overtime on a voluntary basis and have at least one day of rest for every 7-day period or as prescribed by local laws (whichever is higher).	Progressing	The company has implemented plans to address compliance with local laws, but to improve its rating the company could demonstrate that overtime is requested on a voluntary basis.
4.8	Freedom of association and collective bargaining Companies will engage with workers on freedom of association and collective bargaining as permitted by local laws.	Conforming	
4.9	Training Companies will provide appropriate and periodic training for employees regarding relevant aspects of this Principle 4 and require onsite contractors to train their workers on aspects relevant to their specific tasks and work areas.	Progressing	To improve its rating the company could demonstrate training on labour-related practices (as defined in the Tin Code of Conduct, Principle 4) is required for contractors.



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PRINCIPLE 5: Engage with stakeholders using a participatory approach		
Overview of Principle Performance		The company conforms with the requirement to develop and implement a systematic approach to stakeholder management. It undertakes stakeholder mapping and engages with all stakeholders and also implements a grievance mechanism. An “Inadequate” ranking has been allocated for training only since formal evidence to support training offered to employees to support the process was not available.
STANDARD	RANKING	ADDITIONAL INFORMATION
5.1 Stakeholder management Companies will work towards implementing a systematic approach to stakeholder management to control and monitor relevant aspects of this Principle 5.	Conforming	
5.2 Stakeholder mapping and engagement Companies will seek to identify and record the characteristics and interests of stakeholders affected by, or with the potential to affect, company activities, and plan a participatory approach to engagement including disadvantaged and vulnerable groups.	Conforming	
5.3 Grievance mechanism Companies will establish an appropriate grievance mechanism to receive, and facilitate resolution of, concerns raised by individuals, workers, communities or civil society organisations regarding company activities.	Conforming	
5.4 Training Companies will provide appropriate and periodic training for employees regarding relevant aspects of this Principle 5 and require onsite contractors to train their workers on aspects relevant to their specific tasks and work areas.	Progressing	The company undertakes a range of training activities, but to improve its rating it could demonstrate that training on stakeholder engagement and management issues (as defined in the Tin Code of Conduct, Principle 5) is mandatory for contractors.

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PRINCIPLE 6: Manage negative impacts on, and contribute to development of, local communities and indigenous peoples			
Overview of Principle Performance			
		STANDARD	RANKING
		ADDITIONAL INFORMATION	
<p>The company conforms with the standard to take a systematic approach to community management and to implement plans to consult with local communities and indigenous peoples and respond to their views. It identifies the development needs of communities and indigenous peoples in order to contribute to their economic development, and avoids adverse impacts on cultural heritage. The company also has in place some progressing measures that contribute to management of its impacts on the community (which generally relate to management of environmental and health and safety issues) and contributing to community initiatives, with some measures relating to community health and safety. Further evidence on practices relating to land use, natural resource use and training requirements for contractors could lead to progress.</p>			
6.1	<p>Community and indigenous people management Companies will consider implementing a systematic approach to the management of community and indigenous peoples issues to control and monitor relevant aspects of this Principle 6.</p>	Conforming	
6.2	<p>Community health and safety Companies will seek to implement practical and reasonable measures with the goal of eliminating potential negative health and safety impacts on local communities.</p>	Progressing	<p>The company has implemented some measures that contribute to management of impacts on community health and safety (these measures generally relate to management of environmental and OHS issues and contributing to community health initiatives rather than specifically targeting community health and safety); to improve its rating the company could implement additional management measures to address residual project-related health and safety issues not addressed by existing measures.</p>
6.3	<p>Consultation Companies will plan a process of consultation that enables local communities and indigenous peoples to express their views on risks, impacts and mitigation measures, and allows the company to consider and respond to them.</p>	Conforming	
6.4	<p>Free, prior and informed consent (FPIC) Companies will seek the FPIC of indigenous peoples where their lands, access to natural resources or cultural heritage may be impacted by company activities.</p>	Not Relevant	<p>No indigenous peoples are located near to or impacted by the company's operations. The lands, access to natural resources or cultural heritage of indigenous peoples have not and are not negatively impacted by the company's operations and activities</p>
6.5	<p>Land rights, use and access Companies will seek to anticipate and avoid or minimise adverse impacts on land rights, land use and access to land and compensate for any significant residual impacts.</p>	Not Relevant	<p>The company's operations and activities have no adverse impacts on land rights, land use and access.</p>
6.6	<p>Physical displacement (resettlement) Companies will seek to avoid or minimise involuntary resettlement and take appropriate measures to mitigate adverse impacts on displaced persons.</p>	Not Relevant	<p>The company's operations and activities have not resulted / are not resulting in involuntary resettlement.</p>
6.7	<p>Economic displacement (livelihoods) Companies will financially compensate economically displaced people as required by local laws and plan a livelihoods restoration programme to ensure that there is no net negative impact on their livelihoods.</p>	Not relevant	<p>Since purchase of operations, the company's operations and activities have not resulted / are not resulting in economic displacement.</p>

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6.8	Local economic development Companies will seek to contribute to the economic development of local communities and indigenous peoples.	Conforming	
6.9	Natural resource use and availability Companies will seek to minimise negative impacts on access to and availability of natural resources by local communities and indigenous people.	Informal	Company is aware of qualitative indicators of natural resource use and availability and informally applies measures to minimise negative impacts.
6.10	Cultural heritage protection Companies will anticipate and wherever possible avoid adverse impacts on cultural heritage; when avoidance is not possible, companies will minimize, mitigate and/or compensate for such impacts.	Conforming	
6.11	Training Companies will provide appropriate and periodic training for employees regarding aspects of this Principle 6 relevant to interactions with local communities and indigenous people that may occur during the course of their work. Companies will require onsite contractors to undertake the same training when relevant to their specific role.	Progressing	The company undertakes a range of training activities, but to improve its rating it could demonstrate that training on local community and indigenous peoples issues (as defined in the Tin Code of Conduct, Principle 6) is mandatory for contractors.



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PRINCIPLE 7: Avoid contributing to serious human rights abuses and conflict

Overview of Principle Performance

The company informally manages their approach to human rights relevant for the context of their operations but does not yet have a formal system in place. It conforms with the requirement to follow the Voluntary Principles on Security and Human Rights when using private security, and undertakes a wide range of training activities for its employees, including training on human rights. Such training could also be extended to contractors. The company does not source minerals from external suppliers, smelting minerals only from its own associated mine in Peru, and therefore standard 7.3 is not relevant as there are no suppliers on whom to perform due diligence. The company's own standards are described in other principles. The company is RMAP compliant with the source of mineral inputs and throughput mass balance third-party verified.

STANDARD		RANKING	ADDITIONAL INFORMATION
7.1	Human rights management Companies will work towards implementing a systematic approach to human rights management to control and monitor relevant aspects of this Principle 7.	Informal	The company informally manages most aspects related to human rights and conflict issues, but to improve its rating the company could develop a systematic approach to human rights management to enhance formal control and monitoring.
7.2	Use of private or state security personnel Companies using direct or contracted workers to provide security will be guided by the Voluntary Principles on Security and Human Rights and by applicable local law.	Conforming	
7.3	Responsible sourcing Companies will evaluate potential risks when sourcing minerals and seek to avoid purchases that may support conflict or human rights abuses according to international expectations and laws.	Not Relevant	Conformance with the requirement is considered to be not relevant as the company does not source minerals from external parties. The company is RMAP compliant.
7.4	Training Companies will provide appropriate and periodic training for employees regarding relevant aspects of this Principle 7 and require onsite contractors to train their workers on aspects relevant to their specific tasks and work areas.	Progressing	The company undertakes a wide range of training activities with its employees; to improve its rating the company could demonstrate this extends to human rights and conflict issues (as defined in the Tin Code of Conduct, Principle 7) and that such training is also mandatory for contractors.



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PRINCIPLE 8: Seek to positively influence practices of suppliers of materials, goods and services			
Overview of Principle Performance		The company does not source from external parties and therefore conformance with the standards relating to influencing large or small mineral suppliers, or secondary material suppliers is not relevant. It has put in place some informal measures for evaluating the performance of major suppliers of goods and services.	
STANDARD		RANKING	ADDITIONAL INFORMATION
8.1	Suppliers of ASM produced minerals, general Companies will request suppliers declare that they will work towards understanding their supply chain and communicating through suppliers the objectives of International Tin's Code, information and guidance to encourage improvements.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.2	Principle 1 ASM minerals (compliance and policies) Suppliers will be requested to communicate the importance of formalisation and potential opportunities to engage in practical projects encouraging formalisation of ASM as appropriate (based on feedback) to the production area.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.3	Principle 2 ASM minerals (environment) Suppliers will be requested to communicate guidance on managing environmental impacts as well as potential opportunities to engage in practical projects encouraging implementation by ASM as appropriate to the production area.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.4	Principle 3 ASM minerals (health and safety) Suppliers will be requested to communicate guidance on managing health and safety impacts as well as potential opportunities to engage in practical projects encouraging implementation by ASM as appropriate to the production area.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.5	Principle 4 ASM minerals (labour) Suppliers will be requested to communicate guidance to raise awareness regarding concerns over forced or compulsory labour, and the worst forms of child labour as well as potential opportunities to engage in practical projects encouraging implementation by ASM as appropriate to the production area.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.6	Principle 6 ASM minerals (communities) Suppliers will be requested to communicate guidance on negotiating with local communities and indigenous peoples regarding access to land.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.7	Principle 7 ASM minerals (human rights and conflict) Suppliers will be requested to communicate guidance to raise awareness regarding concerns over serious human rights abuses and conflict, as well as potential opportunities to engage in practical projects encouraging implementation by ASM as appropriate to the production area.	Not Relevant	The company does not source minerals from ASM suppliers and therefore this requirement is not relevant
8.8	Suppliers of LSM produced minerals Companies will request major suppliers meet or work towards principles of this Code of Conduct.	Not Relevant	The company does not source minerals from other LSM suppliers and therefore this requirement is not relevant
8.9	Suppliers of secondary materials Companies will implement a system to check major suppliers are legally operating and request suppliers meet or work towards principles of this Code of Conduct.	Not Relevant	The company does not source from suppliers of secondary materials and therefore this requirement is not relevant
8.10	Suppliers of goods and services Companies will request major suppliers meet or work towards principles of this Code of Conduct.	Informal	The company has informally requested major suppliers of goods and services meet or work towards principles of this Code of Conduct.

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PRINCIPLE 9: Encourage the understanding, and safe and appropriate use of tin products

Overview of Principle Performance

Through its membership of International Tin Association, and the REACH consortium, the company conforms with the expectation to support the development of improved understanding of the properties and potential effects of tin on humans and the environment as well as other standards of this principle. It also supports research and innovation to promote the safe, appropriate and efficient use of tin. The company was able to provide evidence of occasionally communicating accurate public information on tin to the tin industry and its users with no noted breaches in data protection law.

STANDARD		RANKING	ADDITIONAL INFORMATION
9.1	Understanding potential impacts of tin Companies will seek to advance the understanding of the properties of tin and any potential effects on human health and the environment through sound science and data.	Conforming	
9.2	Encouraging safe and appropriate use Companies will support research, innovation and collaboration that promotes safe and efficient production, use and recycling of tin, including to ensure regulatory compliance and efficient use of energy and natural resources	Conforming	
9.3	Communicating appropriate information Companies will communicate accurate information on impacts and use of its products, to workers, users in the value chain and wider stakeholders, accounting for the need for appropriate confidentiality.	Conforming	



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PRINCIPLE 10: Work towards reporting against the International Tin Code of Conduct		
Overview of Principle Performance		The management and staff of Minsur S.A have taken ownership of reporting on the Code and there is a clear commitment to providing evidence on conformance and making continued progress with the standards of the Code. They proactively worked with the Independent External Assessor and the International Tin Association to develop this first company report on the Code and conform with reporting requirements.
STANDARD		RANKING
10.1	Policy Review Companies will review published policies at least annually to reflect any changes to company expectations in relation to standard 1.1	Conforming
10.2	Communicating reporting information Companies will agree to the publication of a report of activities against the Principles and Standards of the Code.	Conforming
10.3	Management Review Companies will ensure the above public information related to the Code is approved by senior responsible management	Conforming



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Appendix A – Description of Code reporting

Evidence review process: The assessment of conformance with the Principles and Standards relies on detailed evaluation of documentary evidence and discussion with the company to ensure a full understanding of progress. ITA encourages members to provide maximum available information, and collates this into an evidence dossier for submission to the Independent Assessor. During a period of feedback and consultation the company may submit further evidence to clarify or add to the information originally provided in order to improve accuracy. The Independent Assessor then determines the final ranking and agrees the text included in this report.

The Independent Assessor: ITA engages an expert to make the assessment of evidence separately and independently from the views of the ITA or its members. The independent assessor for this pilot reporting is a consulting firm with more than 25 years’ experience working on environmental and social issues and impacts in the natural resource sector. It specialises in analysis, prevention and management of environmental and social issues in the oil and gas, mining and aggregates industries worldwide and is familiar with large scale and artisanal mining, and acts as auditor and/or advisor to other commodity standards initiatives such as Bettercoal.

Reporting guide: The ‘visual progress guide’ on the title page is a general representation of the proportion of rankings overall.

Not Relevant	The Standard is not appropriate or does not apply to the company.
Third-party verified	Company activity has been verified by a third party recognised qualified body, for example during audit or inspection.
Conforming	Company activity is formally documented and implemented with evidence of conformance with the Standard.
Progressing	Company activity is documented but may benefit from formalisation in a procedure or expansion to the Standard.
Informal	Company activity is underway but may benefit from being documented more formally to the Standard.
Inadequate	There is insufficient evidence available to achieve other rankings.

Additional Information: In the reporting format, details of ‘Additional Information’ is not included for ‘Conforming’ and ‘Third-party Verified’ standards, but is provided in the case of other rankings as a useful guide to show progress.