



Ethical  
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**ETI INSIGHTS**

# Webinar series



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# Mined minerals and metals

Challenges &  
opportunities in  
HRDD



IGS INITIATIVE FOR  
GLOBAL SOLIDARITY

Supported by the  
Federal Ministry  
for Economic Cooperation  
and Development

[ethicaltrade.org](http://ethicaltrade.org)



**For human rights, for better business**

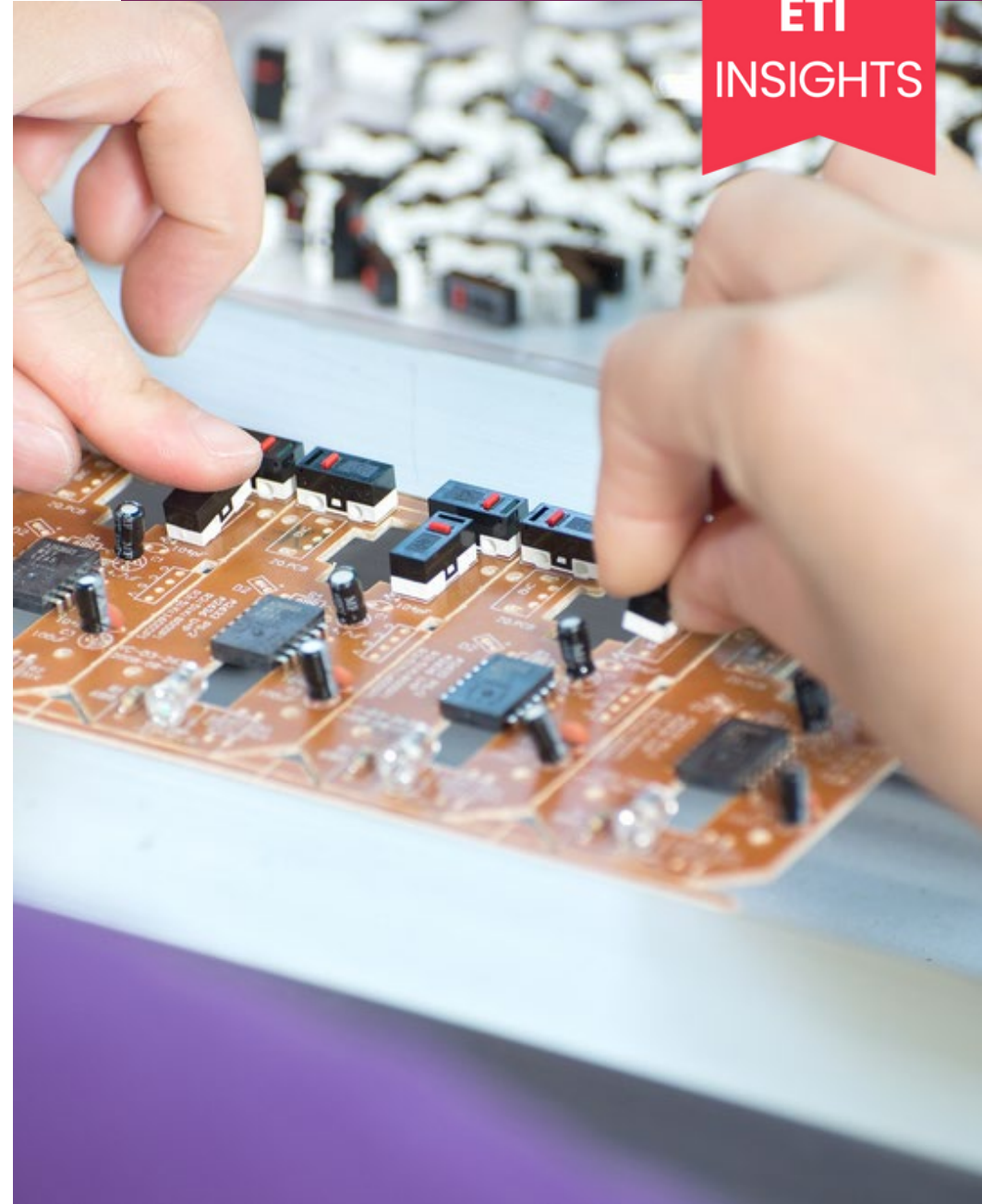
## **Introducing ETI**

- **Membership organisation founded in 1998**  
Owner of the ETI Base Code
- **Leading tripartite human rights organisation**  
NGO, trade union and company members
- **Practical advice, guidance and implementation**  
Approach aligned with UNGPs and human rights legislation
- **Convening in a safe space**  
Brings all key stakeholders to convene to address salient human rights issues in supply chains



# Housekeeping

- **This session is being recorded.**
- **Public webinar: we're not using Chatham House Rules.**  
Things you say may be quoted!
- **Please use Q&A function to ask questions and share reflections throughout.**  
We'll gather your questions and put these to our panellists during the discussion.



# Mined minerals & metals – challenges & opportunities in HRDD

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## Agenda

### Introduction

Melissa Karadana, ETI

### Sharing research learnings

Melissa Karadana, ETI

### Panel discussion

Moderated by George Williams, ETI

Q&A – open for everyone to participate

### Closing remarks

Melissa Karadana, ETI



**Jeroen Hoff**

Chief Sustainability Officer & head of HSEQ, Connect Bus



**Cecilia Tiblad Berntsson**

Director of Services – Europe, Africa and Americas, The Centre for Child Rights and Business



**Maurice van Beers**

Project leader Fair Work Monitor, just transition expert & Coordinator Latin America, CNV Internationaal



**Melissa Karadana**  
Purchasing Practices Programme Lead, ETI



**George Williams**  
Just Transitions Advisor, ETI





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# Research learnings

Metals & minerals  
mining: A rapid  
assessment

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# Introduction

- ◆ **Key violations:** Land grabs & environmental harm. forced, child & bonded labour, unsafe working conditions, and exploitation & denial of freedom of association
- ◆ **Corporate & regulatory pressure:** Civil society demands action; regulations mandate human rights due diligence (HRDD).
- ◆ **Just transition & critical minerals:** Green transition drives extraction; equitable solutions must protect workers & communities.
- ◆ **Company responsibility & research goals:** Companies must prevent & mitigate risks; research assesses HRDD to drive action beyond compliance.





## How we got started

- **Responsible Purchasing Practices Initiative**  
Focused on improving purchasing practices in manufacturing supply chains
- **Promoting Collaboration**  
Between companies and suppliers to mitigate risks and improve practices.
- **Funded by**  
This work is made possible with the support of The Initiative for Global Solidarity (IGS), implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ).
- **Supplier Survey Insights**  
Suppliers were surveyed about the purchasing practices of companies to evaluate their impact on both suppliers and workers.

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# Businesses engagement challenges

- Some companies struggled due to several limiting factors:
  - Weak to no supplier relationship beyond Tier 1
  - Limited perceived leverage in supplier relationships
  - Insufficient supply chain mapping
  - Lack of understanding of risk mitigation
- These challenges evident in the renewable energy, electric vehicle, construction, steel and outdoor furniture sectors.



## A Rapid HRDD assessment

- Rapid assessment of **eight** downstream companies
- Interviews with **six** external stakeholders
- All members of either **ETI, Ethical Trade Norway, Ethical Trade Denmark** or **Ethical Trade Sweden**
- The research is **NOT** intended to provide a comprehensive assessment of the industries' HRDD processes
- **Instead**, review various companies' approach to HRDD, identifying recurring trends that warrant further exploration.





# Challenges

- Limited transparency beyond tier one
- Limited leverage over upstream mining operations
- Difficulty in supply chain mapping
- Geographic fragmentation
- Limited traceability
- Regulatory inconsistencies across countries and uncertainty in key markets
- Lack of internal capacity and executive buy-in
- Lack of consumer and business partner pressure



# Opportunities

- Build an understanding and knowledge of your supply chain
- Seek partnership and industry collaboration
- Adapt a bottom-up rightsholder led approach to HRDD
- Build internal capacity & strengthen supplier engagement
- Engaging at multi-stakeholder level on responsible mining initiatives





## Recommendations

- ✓ Understand your supply chain
- ✓ Start simple – focus on small tangible outcomes
- ✓ Prioritise action over complexity
- ✓ Map and assess supply chain risks
- ✓ Assess HRDD maturity
- ✓ Utilise HRDD tools and improve data management
- ✓ Collaborate with industry peers
- ✓ Engage with artisanal and small scale mining
- ✓ Prioritise engagement over disengagement





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# Panel discussion

Mined minerals and  
metals – challenges  
& opportunities in  
HRDD



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**Melissa Karadana**  
Purchasing Practices  
Programme Lead, ETI



**George Williams**  
Just Transitions  
Advisor, ETI



# Discussion

- Please type your questions in the chat box.



## Further info

- Metals & minerals: A rapid assessment
  - Full report
  - Two-pager
- Common framework for responsible purchasing practices in manufacturing industries
- ETI Human Rights Due Diligence Framework



**Metals and  
minerals mining:**  
A rapid assessment



## Some key messages today

- Building trust with suppliers through transparency and long-term partnerships
- You don't need perfect traceability to get started – the risk of not starting is so much higher
- HRDD is not about compliance and ticking boxes, it is about bringing positive change to working conditions in our supply chains. And bringing positive change in supply chains is only possible when rights-holders are included in the decision making.





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# Thank you

Next in the ETI Insights series:

- **Responsible Purchasing Practices – Driving Change in Manufacturing (7 May)**
- **Earth Day (potentially postponed)**