



Energizing sustainable change

Spotlight on Progress

Supply chain and human rights

Business need

Several jurisdictions increased mandatory reporting requirements for human rights due diligence. Within our Supplier Social Responsibility Program (SSRP), we took steps to further clarify our human rights expectations for our direct suppliers in the Supplier Integrity Guide and enhanced our own due diligence assessments to further explore specific human rights risks.

Impact

In 2023, we continued to enhance our human rights program governance with the identification of a human rights program lead and a multifunctional human rights working group to guide the operationalization of our human rights program. We further developed processes for recording and monitoring the resolution of human rights grievances.

We provided our direct suppliers training on human rights issues and the process of conducting due diligence within their own supply chains. We also engaged with the [Responsible Minerals Initiative](#) to address the potential for systemic human rights issues further up the supply chain.

Project team

SSRP team
Legal team

Strategic outcome

- 100% of targeted personnel trained annually on human rights policies and procedures
- Specialized human rights training completed for >80% SSRP auditors and sourcing by 2025
- Process to record track and monitor human rights grievances in place in Q1 2024

Supporting the UN's Sustainable Development Goals (SDGs)

