



HINDUSTAN ZINC
Zinc & Silver of India

Sustainability Framework

TECHNICAL STANDARD

Indigenous Peoples

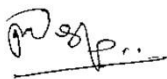
Hindustan Zinc Limited





Standard Title:	Indigenous Peoples	Date of Issue:	07/04/2026
Standard:	HZL/CORP/SUST/TS 22	Revision:	V.2

Document Issue and Revision History		
DATE	REVISION NUMBER	CHANGE SUMMARY
16/08/2025	v.1	Initial issue
07/04/2026	v.2	Version 2

Authorised	Pradeep Singh
Signature	
Position:	Chief HSE & Sustainability

Confidentiality

This document and its contents are the copyright property of Hindustan Zinc Limited (HZL). The release of this document to any third party outside of HZL is strictly prohibited without prior consent.



Contents

1.	OUR COMMITMENT	4
2.	SCOPE	4
3.	DEFINITIONS	5
4.	PROGRAMME REQUIREMENTS	8
4.1	Objectives	8
4.2	General Requirements	8
4.3	Requirements Across Project Lifecycle	9
4.3.1	Risk Assessment (or Project Concept)	9
4.3.2	Exploration	9
4.3.3	Feasibility/Project Design	10
	a ESIA - Scoping Exercise	10
	b ESIA - Indigenous Peoples' Informed Consent and Participation	10
	c ESIA - Baseline Data Collection	10
	d ESIA – FPIC Determination and Process	11
	e ESIA - Assessing Impacts	12
4.4	Construction/Operation	12
4.5	Closure	12
5.	ROLES AND RESPONSIBILITIES	13
5.1	HZL responsibilities where government is responsible for managing IP Issues	13
5.2	Non-captive mines	13
6.	COMPLIANCE AND PERFORMANCE	13
7.	SUPPORTING INFORMATION	14
8.	REVIEW	14
9.	RELATED DOCUMENTATION	14



OUR COMMITMENT

Hindustan Zinc Limited (HZL) is committed to respecting the rights, dignity, culture, and aspirations of Indigenous Peoples. We acknowledge that some of our operations are located on or near lands traditionally inhabited, used, or culturally associated with these communities, and that this carries both responsibility and opportunity.

We seek to build and sustain long-term, trust-based relationships with Indigenous Peoples (or IPs) through meaningful engagement, mutual respect, and shared value creation. Our approach is grounded in a rights-based framework that recognises Indigenous Peoples as distinct rights-holders, including their rights to lands, territories, resources, knowledge, cultural heritage, self-determination, and participation in decision-making processes that affect them.

HZL is committed to avoiding adverse impacts on Indigenous Peoples wherever possible, and where impacts are unavoidable, to minimise, mitigate, and, where appropriate, provide culturally appropriate remediation and benefit-sharing. We strive to ensure that engagement processes are inclusive, transparent, and conducted in good faith, respecting traditional governance systems and decision-making processes.

As a member of the International Council on Mining and Metals (ICMM), HZL follows the ICMM Mining Principles and Performance Expectations, including Principle 3 on Human Rights, as well as the ICMM Position Statement on Indigenous Peoples and Mining. Our Technical Standard also aligns with internationally recognised frameworks, including the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), IFC Performance Standard 7, and the Consolidated Mining Standards Initiative (CMSI) and reflects our commitment to uphold Free, Prior and Informed Consent (FPIC) in circumstances where it is applicable.

We recognise that achieving these commitments requires continuous learning and improvement. HZL is committed to strengthening internal capacity, listening to Indigenous voices and perspectives, and working collaboratively with Indigenous communities to support equitable and sustainable outcomes over the life of our operations and beyond.

HZL understands Indigenous Peoples as distinct social and cultural groups that may be identified by the following characteristics:

- a) self-identifying as indigenous and recognised by others.
- b) collective attachment to specific land, territories, or resources.
- c) having distinct social, economic, and political systems.
- d) having a distinct language or dialect.

SCOPE

The guidance in this Technical Standard applies to all HZL operations where Indigenous Peoples are present within the area of influence. Determining the applicability of this Standard requires appropriate due diligence and a structured screening process to identify the presence and status of Indigenous Peoples, considering that their rights are defined under internationally recognized frameworks, irrespective of formal recognition under national legislation.

This Technical Standard is applicable to the entire operation lifecycle (including exploration and planning, evaluation, construction, operation and closure). HZL will reassess project-related impacts on Indigenous Peoples where expansion in brownfield projects occur, and will adjust impact management measures, engagement processes, and consent-related requirements accordingly. Such reassessment may be triggered, for example, by:



- a) changes in Project scope, footprint, design, or location.
- b) expansion into areas of customary land use, seasonal access, or collective natural resource dependence.
- c) new or increased physical or economic displacement risks affecting Indigenous Peoples.
- d) identification of previously unrecognised Indigenous Peoples or sub-groups within the Project area of influence; or
- e) changes in cumulative impacts arising from associated facilities or third-party developments.

DEFINITIONS

Definitions of key terms used in this document are shown in the following table.

Term	Definition
Indigenous Peoples (IP)	As defined in Section 1 of this Technical Standard, and consistent with the identification criteria set out in IFC Performance Standard 7.
Informed Consultation and Participation (ICP)	Informed Consultation and Participation involves an in-depth exchange of views and information, and an organized and iterative consultation between the company and Indigenous Peoples likely to be affected by the project, leading to the Company incorporating into their decision-making process views of the IPs on matters that affect them directly, such as the proposed mitigation measures, the sharing of development benefits and opportunities, and implementation issues. It is an integral part of gaining FPIC, where applicable.
Broad Community Support (BCS)	Broad Community Support is a collection of expressions by Affected Communities, through individuals or their recognized representatives, mostly from customary or political representatives such as local councils in support of the proposed business activity. BCS also applies to programs involving Indigenous Peoples and there may be BCS even if some individuals or groups object to the business activity. As a collection of expressions, BCS is achieved by several activities across the range of a project’s overall stakeholder engagement. The presence of BCS can be indicated by formal negotiated agreements or through Public Hearing as mandated by the host country laws, but also through suitable indicators of ongoing and continued constructive participation of the Affected Communities in project- related dialogue and programs.
Free Prior and Informed Consent (FPIC) ¹	<p>There is no universally accepted definition of FPIC, and it only applies to Indigenous Peoples in the ‘special circumstances’ described below and in clauses 13-17 of IFC PS 7, where there are:</p> <ol style="list-style-type: none"> 1) <i>Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</i> 2) <i>Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</i>

¹ Potential scenarios requiring FPIC have been discussed in detail in the Guidance Note



Term	Definition
	<p>3) <i>Where significant project impacts on critical cultural heritage are unavoidable</i></p> <p>For the purposes of this Technical Standard, FPIC builds on and expands the process of informed consultation and participation (ICP) and will be established through good faith negotiation (GFN) between the project and the Indigenous Peoples. FPIC is both a process and an outcome; the process builds upon ICP and requires GFN.</p> <p>A project must also document (i) the mutually accepted process between the company and Affected Communities of Indigenous Peoples, and (ii) evidence of agreement between the parties as the outcome of the negotiations. FPIC does not require unanimity and may be established even when some individuals or groups express dissent, provided that culturally appropriate and consent-based decision-making processes have been followed and appropriately documented. Where relevant, evidence of broad community support may be used as supporting information. FPIC should be understood as an iterative process that enables affected Indigenous Peoples to develop and express a collective position, including through their own representative institutions and decision-making structures.</p>
Other Definitions	
Affected Communities	Indigenous Peoples affected by a new or existing project.
Benefit Sharing	<p>The equitable allocation of benefits and value created by a project to Indigenous Peoples. This may include financial benefits (e.g. employment, contracting, equity participation, profit sharing, and community investment) and non-financial or in-kind benefits (e.g. capacity building, training, and participation in environmental, cultural, and community development initiatives).</p> <p>Benefit-sharing mechanisms are developed through meaningful engagement and, where applicable, good faith negotiation, and aligned with the aspirations of Indigenous Peoples to support sustainable outcomes beyond the life of operations. Benefit sharing is distinct from compensation for residual impacts.</p>
Capacity Support	Measures to enable Indigenous Peoples to effectively participate in decision-making and agreement-making processes. This may include access to independent expert advice, capacity building, facilitation or mediation support, involvement of external observers, and, where appropriate, support in accessing government or other funding mechanisms.
Commitment Register	A management tool used to document, track, and manage the commitments made with Indigenous Peoples.
Critical Cultural Heritage	Consists of (i) internationally recognized heritage of communities who use or have used within living memory such cultural heritage for long-standing cultural purposes (such as World Heritage Sites); and (ii) legally protected cultural heritage areas as per the legal framework of the host country.



Term	Definition
	Indigenous Peoples' critical cultural heritage may include sites that are not formally recognised or legally protected. Accordingly, HZL shall work with affected Indigenous Peoples to co-identify such areas on a project-by-project basis through appropriate consultation processes.
Ecosystem Services	The benefits that people, including businesses, derive from ecosystems. Ecosystem services are organized into four types of services: (i) provisioning services, which are the products people obtain from ecosystems; (ii) regulating services, which are the benefits people obtain from the regulation of ecosystem processes; (iii) cultural services, which are the nonmaterial benefits people obtain from ecosystems; and (iv) supporting services, which are the natural processes that maintain the other services (IFC Performance Standard Guidance Note 6).
Good Faith Negotiation (GFN)	Good faith negotiation generally involves for each party: (i) willingness to engage in a process and availability to meet at reasonable times and frequency in ways acceptable to all parties; (ii) provision of information necessary for informed negotiation; (iii) exploration of key issues of importance; and (iv) willingness to change initial position and modify offers where possible.
Grievance	A concern, complaint or feedback raised by Indigenous Peoples either affected or interested in company operations. Both concerns and complaints can result from either real or perceived impacts of a company's operations.
IFC (International Finance Corporation)	Member of the World Bank that finances, sets standards, and provides advice to private sector ventures and projects in developing countries.
Indigenous Knowledge	Indigenous Knowledge refers to the collective, evolving knowledge, innovations, and practices of Indigenous Peoples developed through long-standing relationships with their lands, territories, waters, and natural resources, and governed by customary laws and cultural protocols. Indigenous Knowledge is integral to Indigenous identity and cultural heritage.
Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use	Lands and natural resources (eco-system services) that are used, occupied by, or traditionally owned by IPs. This may also include lands in some countries for which IPs may not have formal title but use of which can often be substantiated and documented.
Lifecycle	The phases of a project including exploration and planning, construction, operation and closure.
Operation(s)	A location or activity that is operated by an HZL Company and its subsidiaries. Locations could include exploration activities, mines, smelters, refineries, wind farms, offices including corporate head offices and research and development facilities.
Receptor	An entity that may be subject to either adverse or positive impact arising from the project. In the context of this Technical Standard,



Term	Definition
	Indigenous Peoples are considered key social receptors, particularly where project activities may affect their rights, lands, resources, livelihoods, or cultural heritage.
Stakeholder	Persons or groups that are directly or indirectly affected by a project. This can refer to shareholders, lenders, employees, communities, industry and governments.

4. PROGRAMME REQUIREMENTS

All HZL operations are required to follow the requirements listed below with regards to the mechanisms for identifying affected Indigenous Peoples within the Area of Influence that may be impacted by a proposed HZL activity or operations and potential or actual impacts of HZL operations on these communities.

4.1. Objectives

- a. To ensure that the development process respects the dignity, human rights, aspirations, cultures and natural resource-based livelihoods of Indigenous Peoples, consistent with the principles of UNDRIP.
- b. To avoid adverse impacts of projects on Indigenous Peoples, or when avoidance is not feasible, to minimize, mitigate, or compensate for such impacts, and to provide opportunities for development benefits, in a culturally appropriate manner.
- c. To establish and maintain an ongoing relationship with affected Indigenous Peoples.
- d. To foster good faith negotiations and informed participation of Indigenous Peoples when projects are to be located on traditional or customary lands under use by such communities
- e. To respect and preserve the culture, knowledge and practices of Indigenous Peoples

4.2. General Requirements

- a. HZL will carry out Human Rights due diligence to identify, prevent, mitigate and account for adverse impacts on Indigenous Peoples across the project lifecycle.
- b. HZL will apply a fair and transparent process to identify Indigenous Peoples within the area of influence and assess the nature and extent of potential direct and indirect impacts, including those related to customary land use, seasonal access and collective resource dependence, where relevant.
- c. HZL will identify and comply with all applicable permitting and land use requirements (see [TS 03 Land Resettlement Management](#)). Where such requirements are unclear, HZL will document engagement and outcomes, including areas of mutual agreement.
- d. HZL will provide appropriate training to all relevant employees on Indigenous Peoples, including their history, traditions, and cultural context, in collaboration with Indigenous Peoples, and in accordance with [MS 06 Competency, Training and Awareness](#) and [TS 05 Stakeholder Engagement](#). HZL will also seek to collaborate with Indigenous Peoples to conduct a review of effectiveness of the training and awareness programmes at mutually agreed intervals and make improvements as required.



- e. HZL will promote opportunities for Indigenous Peoples’ participation and sustainable benefit-sharing, in line with [TS 19 Social Investment Management](#).
- f. Respect Indigenous Knowledge systems, and where applicable, incorporate such knowledge into the human rights due diligence process, in accordance with Indigenous Peoples’ customary laws and protocols.
- g. HZL will work collaboratively with Indigenous Peoples to design and implement culturally appropriate benefit-sharing measures² aligned with Indigenous Peoples’ priorities and project impacts.
- h. HZL will provide Indigenous Peoples with capacity support for good faith negotiation where necessary through the provision of reasonable financial or other agreed-upon assistance.

4.3. Requirements across Project Lifecycle

4.3.1. Risk Assessment (or Project Concept)

- a) The project will undertake an initial desk-based screening (see screening checklist in [TS 08 Conducting ESIA to International Standards](#)) to confirm the presence and status of Indigenous Peoples within the Area of Influence.
- b) HZL will follow the process for identifying Indigenous Peoples as outlined in [TS 05 Stakeholder Engagement](#), and in accordance with screening requirements set out in [MS 03 New Projects, Planning Processes and Site Closure](#), [MS 08 Acquisitions, Divestment and Joint Venture due Diligence](#) and [TS 08 Conducting ESIA to International Standards](#).
- c) Where Indigenous Peoples are identified, HZL will assess potential risks and impacts on their rights, including those related to customary land use, livelihoods and cultural practices.

4.3.2. Exploration

- a) Where the presence of Indigenous Peoples is confirmed, HZL shall ensure that project teams are appropriately prepared and equipped, including through relevant training and guidance, to engage in a culturally appropriate and informed manner.
- b) HZL will engage with Indigenous Peoples to understand customary land use and cultural sensitivities, while complying with host country regulatory frameworks. Throughout the process, HZL will ensure that the rights of Indigenous Peoples are respected in consistency with this Technical Standard and relevant international standards. All activities concerning permitting land use will be conducted in accordance with [TS 03 Land Resettlement Management](#).³
- c) The nature and frequency of HZL’s engagement with Indigenous Peoples during exploration will vary from project to project. All engagement will be planned and managed in accordance with [TS 05 Stakeholder Engagement](#).
- d) Interactions will be documented for continuity (to allow for rotation or turnover of key staff) and for the protection and satisfaction of both the community and the company.
- e) A Grievance mechanism (or equivalent) will be established as early as possible in the project cycle (as per [TS 04 Grievance Mechanisms](#) and [TS 05 Stakeholder Engagement](#)).

² Further discussed in detail in the Guidance Note

- f) A commitment register will be established as early as possible to ensure all commitments made by HZL are recorded and fulfilled.

4.3.3. Feasibility/Project Design

- a) A full ESIA will be undertaken after confirmation that the project is viable (see [TS 08 Conducting ESIA's to International Standards](#)).
- b) The scope of the assessment will depend on the nature and scale of the project. The steps in the ESIA process as they relate to Indigenous Peoples are outlined in the following sections.

a ESIA - Scoping

- a) A scoping exercise will be undertaken for all new potential projects (see [TS 08 Conducting ESIA's to International Standards](#)).
- b) During the scoping exercise the external expert(s) responsible for the ESIA will ensure the following:
- Confirm the status of all potentially impacted Indigenous Peoples within the project's defined area of influence. The process will build upon information obtained from previous investigations (*Section 4.3.1*).
 - Address relevant gender considerations.
 - Identify potential significant impacts of the project on Indigenous Peoples that require further investigation and detailed assessment, including the need to conduct FPIC; and
 - Identify appropriate approaches for achieving FPIC, where applicable, as well as outline potential mitigation strategies

b ESIA - Indigenous Peoples' Informed Consultation and Participation (ICP)

For projects with adverse impacts to Indigenous Peoples, the project will undertake Informed Consultation and Participation (ICP) and in certain circumstances, obtain FPIC (i.e. where triggered circumstances listed in *Section 4.3.3 d*).

- a) The project will undertake engagement with Indigenous Peoples as part of the ESIA process (See [TS 05 Stakeholder Engagement](#)).
- b) All specialists engaged in the ESIA process in relation to Indigenous Peoples must be suitably qualified and experienced.
- c) The ICP process will assess the degree of likely Broad Community Support and/or opposition to the proposed project; be appropriately documented; and ensure that Indigenous Peoples are informed of how their concerns will be addressed throughout the Project Lifecycle.

c ESIA - Baseline Data Collection

- a) Baseline data will be collected to establish environmental and social conditions pre-development. Where Indigenous Peoples are identified as potential receptors of project impacts, additional targeted data collection will be undertaken, as required.
- b) Consultations with Indigenous Peoples for baseline data will be planned and implemented in accordance with [TS 05 Stakeholder Engagement](#).
- c) The final output shall meet the requirements outlined in [TS 08 Conducting ESIA's to International Standards](#)).

d ESIA - FPIC Determination and Process

Based on the baseline data and initial impact identification, the project will determine whether FPIC is required in accordance with IFC Performance Standard 7. The FPIC will be required when Project activities involve⁴:

- i. Impacts on lands and natural resources subject to traditional ownership or under customary use (see [TS 03 Land Resettlement Management](#));
- ii. Relocation of IPs from lands and natural resources subject to traditional ownership or under customary use (see [TS 03 Land Resettlement Management](#)); and
- iii. Any unavoidable impacts on critical cultural heritage that are essential to the identity and/or cultural, ceremonial, or spiritual aspects of IPs (see [TS 01 Cultural Heritage](#) for further details).

Evidence of FPIC will include documentation of i) a mutually agreed engagement and negotiation process (such as engagement strategy) between the HZL and Indigenous Peoples; and ii) supporting records of engagement activities (e.g., meeting records, photographs, or video documentation, as appropriate. Such evidence may include signed memorandums of understanding, approved meeting notes, or other documented forms of agreement. Key documents normally prepared as part of FPIC often include:

- i. A framework document outlining principles of engagement, project design, implementation process, and FPIC approach, consistent with Indigenous Peoples’ own governance institutions and decision making protocols.
- ii. An Indigenous Peoples Development Plan (or similar), including baseline information, impact and risk analysis, consultation outcomes, future engagement plans, mitigation and enhancement measures, community-based natural resource management measures; grievance mechanisms; implementation arrangements, and monitoring and evaluation procedures; and
- iii. An FPIC agreement or equivalent document reflecting the mutual consent to the process and include at a minimum, proposed mitigation measures, benefit sharing, monitoring and review process, a grievance redressal mechanism for potential violation of the agreement or of IPs’ rights, and consideration of Project operational changes and closure.

FPIC does not require unanimous support from all members of Indigenous Peoples; rather, it reflects broad community support for the engagement process and decisions made, provided that culturally appropriate decision-making processes have been followed and documented. Where agreement is not achieved, HZL management to determine appropriate next steps in line with applicable international standards. HZL also understands that, in cases of non-compliance with agreed terms or where there are material changes in the nature or extent of impacts on Indigenous Peoples’ rights, affected Indigenous Peoples may reconsider or withdraw their consent.

Indigenous Peoples Development Plan

- a) Where alternatives have been explored and adverse impacts to Indigenous Peoples are unavoidable, the project will minimize, restore, and/or compensate for these impacts as required. The proposed actions will be co-designed with the IPs and contain in a time-bound IP Development Plan (IPDP).

⁴ Discussed further in detail in the Guidance Note

- b) An IPDP will detail the impact management arrangements, an action plan for implementing the mitigation and management arrangements and any necessary monitoring requirements.
- c) The IPDP will detail arrangements for the periodic internal and external reporting (as required) of the impact management activities.
- d) Execution of the IPDP and the development of additional sub-plans and procedures will be a project commitment of HZL
- e) The plan will be a project specific and practical document that forms the basic guidance for implementing this Technical Standard in the context of a particular project or operational unit that is owned or operated by HZL.

HZL will ensure that IPDPs are aligned with IPs' long-term priorities, proportionate to impact severity and are co-designed.

e ESIA - Assessing Impacts

The risks and impacts identification process for Indigenous Peoples will adopt the same form as that for the overarching ESIA process (see [TS 08 Conducting ESIA's to International Standards](#)).

g ESIA - Disclosure

- a) The information gathered during each stage of the assessment as well as the IPDP can be directly included in the ESIA and any related assessments or can be captured in a standalone report that is appended to the ESIA disclosure report.
- b) Reporting considerations included in [TS 08 Conducting ESIA's to International Standards](#) will be referred to.

4.4. Construction/Operation

HZL will create, implement and maintain arrangements to keep the IPDP updated and adjusted as the Project progresses, to ensure the following:

- Effective and meaningful engagement with such groups throughout the lifetime of the Project.
- Identified impacts are effectively managed and monitored, in collaboration with Indigenous Peoples.
- Any additional impacts resulting from the implementation of the IPDP are observed and managed.
- Compliance with relevant standards is maintained.
- The effectiveness of management and mitigation measures is confirmed and/or reviewed to ensure improvements to Project design and execution; and
- Throughout this process, HZL will ensure that the rights of Indigenous Peoples are respected.

4.5. Closure

All planning and management of closure activities will be co-designed with IPs and undertaken according to [TS 17 Site Closure](#) with a view to minimising any post decommissioning / residual impacts on Indigenous Peoples, and taking into account indigenous knowledge as well as long-term cultural, livelihood and land-use considerations.



5. ROLES AND RESPONSIBILITIES

HZL operations will ensure that roles and responsibilities for implementing and complying with this Standard are allocated. Key responsibilities will be included in job descriptions, procedures and/or other appropriate documentation.

5.1. HZL Responsibilities where Government is responsible for managing IPs issues

In some jurisdictions/ Host Countries, the Government has statutory responsibilities for the identification, consultation and management of IPs issues. Where this applies, HZL will collaborate, support and participate in the Government Programmes to achieve the goals of this Technical Standard. This may involve capacity building or training with Government Agencies, making Project Information available in a suitable format, offering practical assistance with logistics and consultation processes, and monitoring outcomes.

Where Host Country legislations potentially do not meet the requirements of this Technical Standard or the IFC Performance Standard 7, HZL will undertake a gap analysis to identify any issues that may require an intervention by HZL to achieve outcomes that are consistent with the objectives of this technical standard.

The Project Manager will endeavour to document the Government-managed Programmes and the entitlements of the IPs, and the measures needed to bridge any gaps identified in 5.2. Where feasible, continuing Government participation in these further actions will be encouraged.

5.2. Non-captive mines

Where feed stock is sourced from non-captive mines, HZL will seek reasonable assurance regarding the environmental and / or social performance from the operator(s), in accordance with [TS 06 Supplier and Contractor Management](#). The extent to which HZL can address associated risks will depend on its level of control or influence over suppliers. HZL will seek to exercise its leverage, where feasible, to prevent or mitigate adverse impacts on IPs arising from supplier activities.

COMPLIANCE AND PERFORMANCE

Each operation will ensure they comply with the requirements of this Standard. Performance against meeting the requirements of this Standard will be periodically assessed, documented and, where required, reported to corporate. The evaluation of performance will include:

- All new projects that have any IPs within their area of influence and details of how they may be affected.
- An assessment of significant impacts to IPs (where such status has been confirmed) has been undertaken.
- Evidence of the adoption of the mitigation hierarchy is available to support the proposed impacts management arrangements.
- The process of information disclosure, consultation and informed participation undertaken during the assessment is described within the documentation. Where FPIC is applicable, the assessment documentation describes the resolution of issues, Negotiation Process and any documented agreements that provide evidence of FPIC.
- An IPP/ IPDP is developed and implemented for all projects where significant adverse impacts to Affected Communities of Indigenous people are unavoidable.

- All management and monitoring arrangements are actively maintained and implemented and documentary evidence kept confirming ongoing effectiveness of arrangements to manage IPs issues.
- The monitoring mechanisms as part of project specific FPIC agreement or IPDP (as applicable). These mechanisms will be co-designed with the Indigenous Peoples.

7. SUPPORTING INFORMATION

Reference	Description
International Finance Corporation Performance Standards (including PS7 Indigenous Peoples) and Guidance Note	The IFC has published a Performance Standard (PS07) on Indigenous Peoples that set out IFC requirements in relation to this subject. The Guidance Notes direct the implementation of the full range of performance standards including PS07. These are available on the website. The guidance has been updated and revised versions are now available.
ICMM Position Statement: Indigenous Peoples	This position statement reinforces ICMM members’ commitment to respect the rights of Indigenous Peoples. It states ICMM’s intention to obtain agreement for impacts from its members’ activities on Indigenous Peoples’ rights, obtained through human rights due diligence and early engagement, and setting out the equitable terms by which impacts may occur and be mitigated. It also recognises that there may be circumstances in which agreement is not obtained and sets out the process that ICMM members will take in this instance.
ICMM (International Council of Mining and Metals) Good Practice Guide: Indigenous Peoples and Mining	This Guide aims to assist companies in achieving constructive relationships with Indigenous Peoples. The Guide highlights good practice principles, discusses the challenges in applying these principles at the operational level and provides real- world examples of how mining projects have addressed these challenges.

REVIEW

This Technical Standard will be periodically audited and reviewed to determine its accuracy and relevance regarding legislation, education, training and technological changes. In all other circumstances, it will be reviewed no later than 12 months since the previous review.

RELATED DOCUMENTATION

A summary of the references and supporting documents relevant to this document is provided in the following table.

Doc. Ref.	Document name
	HZL Code of Conduct
	Human Rights Policy
MS 03	New Projects, Planning Processes and Site Closure
MS 06	Competency, Training and Awareness



MS 08	Acquisitions, Divestment and Joint Venture Due Diligence
TS 01	Cultural Heritage
TS 03	Land and Resettlement Management
TS 04	Grievance Mechanisms
TS 05	Stakeholder Engagement
TS 06	Supplier and Contractor Management
TS 08	Conducting ESIA's to International Standards