

UN Global Compact – Communication on Progress chart

(The complete CoP corresponds to the Fresnillo plc’s 2010 Annual Report, available at the Company’s website)

United Nations Global Compact - Principles	Highlights
1. Businesses should support and respect the protection of internationally proclaimed human rights, within their influence scope.	The Company counts with a Code of Conduct (available at the website) enforcing the UN Global Compact principles and, especially, promoting the respect of human rights among the stakeholders. We are in the process of reviewing the Code to be more specific about human rights issues within our influence scope. The Module of Sustainable Development includes the discussion of human rights issues within the mining sector as well as awareness about the content of the Code.
2. Businesses should make sure they are not complicit in human rights abuses.	The Fresnillo Plays Fair programme is an anonymous whistle blower programme designed to ensure that violations to the Code of Conduct are discussed and sanctioned. It is managed by an independent third party. The Company also conducts annually an employee satisfaction survey.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Close to 80.0% of the Company’s personnel correspond to unionised workers. Every year, we conduct fair negotiations regarding the collective contracts and permanently incorporate unionised workers to our programmes and systems, especially in HSECR issues. Two central aspects at the operational level are training and the activities of the Hygiene and Safety Commissions.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	Our Code of Conduct strongly upholds the elimination of all forms of forced and compulsory labour, being a relevant aspect of the Fresnillo Plays Fair Programme.
5. Businesses should uphold the effective abolition of child labour.	Our Code of Conduct and workforce contracts strongly prohibit child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Our Code of Conduct strongly upholds the elimination of discrimination, being a relevant aspect of the Fresnillo Plays Fair Programme. The Company conducts annually an employee satisfaction survey, including these issues.
7. Businesses should support a precautionary approach to environmental challenges.	All business units have ISO 14001 certifications, based on a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.	Besides the numerous activities the Company develops to minimise the negative environmental impacts of its operations, the promotion of Environmental Culture is one of the five areas of impact regarding Community Relations.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Fresnillo plc operates under the philosophy of applying the best technology available, economically and ecologically wise. This is especially relevant for the consumption of strategic resources such as energy and water. The environmental infrastructure of the company’ includes, for instance, wastewater treatment plants and solid systems for industrial and hazardous waste disposal.
10. Businesses should work against corruption in all its forms, including extortion and bribery.	Strengthening ethical procedures and tools such as the Code of Conduct and the Fresnillo Plays Fair Programme, the Company is developing a broad anti-corruption programme as a response to the UK Bribery Act.