

GLOBAL MINING GUIDELINES GROUP

GMG



Innovation through Collaboration

GMG CODE OF CONDUCT

December, 2022

Overview

The Global Mining Guidelines Group (GMG) is a community that addresses common challenges and creates tangible deliverables, enabling a productive, safe, and sustainable future for mining.

A diverse community brings diverse ideas and perspectives to complex problems. However, conflicting viewpoints and disagreement can escalate into harassment and aggression when amplified by misunderstanding, miscommunication, and taking disagreement personally.

Principles

By embracing the following principles you will help us make the GMG community welcoming and productive.

- **Be welcoming.** We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, physical appearance, family status, religion, mental ability, and physical ability.
- **Be considerate.** Remember that we're a world-wide community. You may be communicating with someone with a different primary language or cultural background.
- **Be respectful.** Not all of us will agree all the time, but disagreement is no excuse for poor behavior or poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack.
- **Be careful in the words that you choose.** Putting down other community members, harassment and other exclusionary behaviors are not acceptable. This includes:
 - Violent threats or violent language directed against another person
 - Discriminatory jokes and language
 - Posting sexually explicit or violent material
 - Posting (or threatening to post) other people's personally identifying information ("doxing")
 - Personal insults, especially those using racist or sexist terms
 - Unwelcome sexual attention
 - Advocating for, or encouraging, any of the above behavior
 - Repeated harassment of others. In general, if someone asks you to stop, then stop
- **Moderate your expectations.** Please respect that participants choose how they spend their time in the project. A thoughtful question about your expectations is preferable to demands for another person's time.

- **When we disagree, try to understand why.** Disagreements, both social and technical, happen all the time. Try to understand where others are coming from, as seeing a question from their viewpoint may help find a new path forward.
- **A simple apology can go a long way.** It can often de-escalate a situation and telling someone that you are sorry is an act of empathy that doesn't automatically imply an admission of guilt.

Reporting

As a member of our community, you are a steward of these values. Not all problems need to be resolved via formal processes, and often a quick, friendly but clear word in an online message or in person can help resolve a misunderstanding and de-escalate things.

Informal enforcement of this process may be inadequate if there is urgency, risk to someone, no one is comfortable speaking out, the offender is unresponsive, etc. In that case, please send a report by email to operations@gmggroup.org. Reports will be kept anonymous.

Antitrust Compliance

All participants in GMG activity must comply with applicable antitrust laws. Please refer to the detailed guidelines provided on the [GMG governance page](#).