



PRINCÍPIOS VOLUNTÁRIOS
DIÁLOGO SOBRE SEGURANÇA
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ACTIVITIES REPORT

2024 - 2025

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The Voluntary Principles on Security and Human Rights (VPSHR) are an internationally recognized set of principles that guide companies on how to conduct their security operations while ensuring respect for human rights. To promote implementation of the Principles, the Voluntary Principles Initiative (VPI) was created. The Initiative is comprised of over 75 Members and Observers including companies, governments, and non-governmental organizations that share best practices and mutually support the implementation of the Principles.

This document provides high-level information on some of the key activities implemented by the Initiative between 2024 and 2025.

I. Voluntary Principles Initiative: Strategic Activities

A. First Strategic Theme: Global Leadership; Strategic Collaboration and Partnerships

Strategic engagement at the global and local levels is critical to raising awareness of the Voluntary Principles on Security and Human Rights (VPSHR), demonstrating global leadership on security and human rights, contributing to important evolving policy discussions, particularly on cutting edge issues.

1. VPI Secretariat at PDAC 2025

Mora Johnson, Head of the VPI Secretariat, (third from right) attended the 2025 Prospectors & Developers Association of Canada (PDAC) Convention from March 1 to March 2, in Toronto, Canada. She was honoured to meet with the Delegation from Papua New Guinea at PDAC, led by the Honourable Sam Basil Jr., Member of Parliament and Vice Minister for Mining in Papua New Guinea (third from left). They spoke about the upcoming creation of a new Voluntary Principles Working Group in Papua New Guinea. Mora was also pleased to meet with several VPI member companies and civil society organizations, and organizations like the World Gold Council and World Bank.



2. Meeting with Argentina's National Secretariat of Mining

On October 17, 2024, the VPI Secretariat had the pleasure to welcome a delegation from the National Secretariat of Mining of the Government of Argentina at the VPI offices in Ottawa, Canada.

During the meeting, Bann Tabbara of the VPI Secretariat shared the Initiative's recent work, including VPI-developed tools and guidance on VPSHR implementation and their availability in Spanish. She also emphasized growing activities in Latin America and the work developed by the In-Country Working Groups to advance on-the-ground implementation of the Voluntary Principles and promote multi-stakeholder collaboration.

The delegation visit was part of Canada's Technical Assistance Partnership (TAP) Expert Deployment Mechanism (EDM) project. Funded by Global Affairs Canada, the project aims to enhance the capacity of the Secretariat of Mining's team in developing and implementing multilateral dialogue and consultation processes within the mining sector.

The Argentine visit to Ottawa prompted a follow-up meeting on-line, this time with a broader multistakeholder participation. On December 11, 2024, Patricia Jacopucci of the VPI Secretariat delivered an introductory presentation in Spanish to a group of stakeholders based in Argentina. The meeting, organized by the Canadian Embassy in Buenos Aires, included **more than 30 representatives** from mining and energy companies, civil society organizations, security providers, consultants, business associations, and the Argentinian Government. Participants demonstrated enthusiasm for an In-Country Working Group in Argentina and were interested in accessing VPs resources, particularly those available in Spanish such as the "[10 Steps to Maintain Security in Compliance with Human Rights](#)" (or "VPs 101", available in multiple languages).



Left to right: Ana Garasino, Embassy of Canada in Argentina; Facundo Guaita and Maria Belén Poquet, Argentine National Secretariat of Mining; Bann Tabbara, VPI Secretariat; Deborah Archibald, TAP-EDM

3. 14th International Gold + Diamond Conference

The event by the Initiatives in Art and Culture (IAC) was held in New York, United States, July 16 to 17, 2024.

Mora Johnson, Head of VPI Secretariat, and Shari Gittleman, Senior External Director, Newmont, participated in a panel session on how best to protect human and labor rights in the mining industry. During the panel moderated by Edward Bickham of the World Gold Council, Mora spoke about high-risk mining environments, and the important role VPSHR plays in upholding security-related human rights. The speakers generally emphasized the importance of multi-stakeholder engagement and international performance standards, both of which have been slower to penetrate the designer jewellery sector, which has tended to turn to more bespoke sourcing solutions.



Photo by Beaux Waitwood, courtesy of Initiatives in Art and Culture

4. Burkina Faso Workshop

The VPI participated remotely in a workshop on the Voluntary Principles, held entirely in French, organized by the Burkina Faso Chamber of Mines, in collaboration with Endeavour Mining and the National Office for securing mining sites (Office national de sécurisation des sites miniers, ONASSIM). Held on June 28, 2024 in the capital city Ouagadougou, the workshop aimed to strengthen collaboration between mining companies and local authorities in protecting and respecting the communities affected by mining projects.

The Secretariat participated in the first panel of the workshop to introduce the Voluntary Principles, along with the Canadian Embassy in Ouagadougou and the National Human Rights Commission (Commission nationale des droits de l'homme (CNDH)). Additionally, VPI NGO Member Search for Common Ground presented their experience and approach to the Voluntary Principles, during the last panel.



This marked the second occasion for the VPI Secretariat to engage in a multi-stakeholder dialogue in Burkina Faso. Through these dialogues, we observed a strong desire expressed by security providers, both public and private, to handle insurgencies and armed groups in a manner that is effective and at the same time respectful of human rights. There was also unease among companies about extortion attempts by armed groups targeting both companies and their personnel. ONASSIM, the government agency responsible for mining security, implements the Voluntary Principles as part of its security procedures and actively promotes them among companies.

5. African Business and Human Rights Forum 2024

The 3rd African Business and Human Rights Forum was held in Nairobi, Kenya, from October 8 to 10, 2024, under the theme “Promoting Responsible Business Conduct in a Rapidly Changing Context”.



The VPI, along with Action Aid International, VPI Member CDD - Centro Para Democracia e Direitos Humanos, and Plataforma Lusófona dos Direitos Humanos, hosted a multi-stakeholder panel at the forum on October 9. The panel focused on implementing the VPSHR with an emphasis on addressing the unique needs and rights of women affected by the mining sector.

During the session, Patricia Jacopucci of the VPI Secretariat presented the VPSHR and the [IGT Companion Tool](#), which helps apply a gender lens into the implementation of the Voluntary Principles.

The panel brought together VPI Members Magnus van Der Merwe from Gemfields and Beatrice Mjomba from Human Rights Watch Kenya, alongside a representative from the South Africa Artisanal Mining Association. Action Aid served as moderator for the discussion.

6. Meeting/Training in Peru - Strengthening Collaboration with Peru Partner ICWG

On September 4, 2024, the VPI Secretariat participated in a meeting of the Peru Partner In-Country Working Group (ICWG), held in Lima, Peru. The event was organized by Desco, the ICWG secretariat, and hosted by the Government of the Netherlands at their Embassy.

For almost 15 years, representatives from companies in the extractive sector, NGOs, and governments have been working together in Lima to support the implementation of the Voluntary Principles on Security and Human Rights.

During the event, Patricia Jacopucci of the VPI Secretariat had a meaningful exchange with working group members on key objectives and planned activities for the year and discussed opportunities to strengthen collaboration. Members of the ICWG shared some of the challenges related to security and human rights in Peru, including organized crime, and illegal and informal mining activity.



The working group also demonstrated its interest in strengthening collaboration with the Peruvian government on security and human rights issues, as well as working collaboratively with other ICWGs.

The VPI Secretariat also launched the Spanish translation of key VPs materials at the event, such as the "[Guidance on Protecting the Rights of Human Rights Defenders](#)" and the "[10 Steps to Maintain Security in Compliance with Human Rights](#)", or "VPs101", with hard copies available for attendees.

7. EXPOSIBRAM 2024 - VPSHR Featured at Major Mining Event in Brazil

The VPSHR were the theme of a panel discussion held on September 11, at the EXPOSIBRAM 2024, one of Latin America's most prominent mining events, held in Belo Horizonte, Brazil. At the panel, Patricia Jacopucci, Deputy Head of the VPI Secretariat, presented alongside VPI Corporate Member Vale, and Proactiva Results, a Brazilian consultancy on ESG, sustainability, and human rights. The session was moderated by Gabriela Almeida from Global Compact Brazil, which is currently providing secretariat services to the VPI Brazil In-Country Working Group.

Patricia shared about the VPSHR and the VPI, emphasizing the importance of identifying and mitigating human rights risks associated with corporate security activities, and best practices on interacting with public and security providers.

Heloisa Bortolo, General Manager of Social Content and Human Rights at Vale, brought a corporate perspective to the discussion. She shared Vale’s experience and challenges in implementing the VPSHR across the company’s operations, including in complex areas, while highlighting the importance of establishing meaningful relationships with affected communities.



8. Ipieca Week – London, United Kingdom

In the last week of April, 2024, Mora Johnson, Head of Secretariat, represented the VPI in a variety of presentations and strategic discussions related to the energy sector at the Ipieca Week, which took place in London, United Kingdom.

As part of the program, Mora sat on a stakeholder panel designed to bring different perspectives and views to the Ipieca members. She also participated in a meeting with the Ipieca Executive Committee to help inform the development of Ipieca’s new strategy.



Additionally, Mora was also on a panel on the VPI’s latest publication, the “Guidance on Respecting the Rights of Human Rights Defenders”. Along with one of its authors, Bennett Freeman, and other speakers, Mora shared the importance of the guidance and how stakeholders can take action to protect the rights and civic space of human rights defenders.

9. OECD Forum - Paris

The VPI participated in the OECD Forum on Responsible Mineral Supply Chains held in Paris, France, from May 21 to 24, 2024. Speakers at the multistakeholder main panel session “Security and social license to operate: preventing tensions from escalating into conflict” included Edward Johnson, Gemfields; Jael Amara, ICoCA; and Mora Johnson, VPI Secretariat. The session was moderated by Frédéric Chenais, Government of Switzerland.

During the session, Mora provided an overview of the Voluntary Principles on Security and Human Rights risk-based framework and how it can help manage upstream risks. She also promoted the multistakeholder approach to **strengthening** security and human rights, describing the activities of working groups in-country as well as the multistakeholder approach to the development and dissemination of best practices globally. Other colleagues supported the importance of security and human rights standards and the collaboration between different stakeholders.

10. Mapping and Implementation Working Group

In 2024-25, the Secretariat has worked on drafting a Guidance on Implementing Security-Related Human Rights Due Diligence, which will be shared with key stakeholders in 2025. This work follows extensive mapping exercises legal mapping of mandatory human rights due diligence legislation currently emerging in many jurisdictions and industry association requirements applicable to the VPI (by Paul Hastings pro bono); and mapping VPSHR in global non-binding standards, codes and soft law instruments including industry association performance standards. Stakeholders were also interviewed during the process.

11. Submission of Feedback to Consolidated Mining Standard Public Consultation

With the aim of consolidating four existing mining standards into one standard and multi-stakeholder oversight system, the Consolidated Mining Standard Initiative sought feedback on the Performance Standard, which includes a section entitled "Security Management". The draft Performance Standard can be found [by clicking here](#).

The VPI Secretariat has submitted on behalf of the Initiative written feedback on the Security Management standard, available for view [by clicking here](#).

12. Translation of Key Documents and Tools

To increase accessibility across the globe, the VPI has increased its offer of key resources in languages other than English, namely French, Spanish, and Portuguese. The materials that are now available in multiple languages include a VPSHR brochure and the “10 Steps to Maintain Security in Compliance with Human Rights” (also known as VPs 101). The “Guidance on Respecting the Rights of Human Rights Defenders” was launched in Spanish in Peru and Chile.

B. Second Strategic Theme: Support for In-country Implementation

The VPI's 2nd strategic theme is to deepen country-level implementation of the VPSHR, including through supporting the In-country Working Groups ("ICWGs"), strengthening coordination with relevant in-country processes, and connecting the VPI to broader in-country conversations around security sector reform.

1. Launch of a new Chile Working Group



On September 5, 2024, the Voluntary Principles Initiative (VPI) formalized the launch of its new In-Country Working Group (ICWG) in Chile, marking another important step forward in the ongoing efforts to support on-the-ground implementation of the Voluntary Principles on Security and Human Rights (VPSHR). The launch event was held in Santiago, the capital city of Chile, with the support of the Government of the United Kingdom, who hosted the event, and the Government of Canada.

The event brought together a diverse range of around 30 stakeholders who shared a strong commitment and interest in advancing security-related human rights best practices across Chile. Among them were representatives from nine mining and energy companies; seven government departments including the Chilean Ministry of Mines, the Ministry of Foreign Affairs, and the Carabineros (the National Police); and five civil society organizations including NGOs working in business and human rights, indigenous rights, and academia.

The newest addition to the network of VPI and Partner ICWGs around the world, the Chile ICWG is established with the objective of building on-the-ground capacity to identify and act jointly on local in-country challenges and human rights. The Chile ICWG will seek to facilitate country-level implementation of the VPSHR through multi-stakeholder dialogue and collaboration.

The event was opened by the Deputy Head of Mission from the British government, Nicholas

Kennedy, who welcomed the initiative in his remarks: “We hope that this Working Group will be a forum through which Chile might, in time, choose to become a full Member of the VPI, joining regional partners like Argentina and Colombia. The United Kingdom and the other member governments of the VPI would warmly welcome Chile aboard.”

The launch event also featured a series of information sessions such as presentations on the VPSHR and the ICWGs, and ended with a discussion, where participants shared their views on the most pressing issues related to the respect for human rights in security operations in the Chilean extractive sector, and challenges related to managing community relations. Participants expressed their strong support for the opportunity to work in a multistakeholder setting and engage in the Working Group.

Hard copies of useful resources in Spanish were also available, such as “[10 Steps to Maintain Security in Compliance with Human Rights](#)” (also known as “VPs 101”) and “[Guidance on Respecting the Rights of Human Rights Defenders](#)”.



Christian Letelier (left) from Anglo American and Luz Yañez Riquelme (right) from Glencore



Juan Anguita (left) from PanAmerican Silver, and General Karina Soza Muñoz (right), Director of Human Rights and Family Protection of the Carabineros Police

The Chile In-Country Working Group (ICWG) held its first post-launch meeting online on February 6, 2024. Participants from energy and mining companies, NGOs, embassies, and the Chilean government, represented by the Ministry of Mines, attended the meeting.

Luz Stella Páez, Executive Director of the CME who leads a longstanding In-Country Working Group in Colombia, was invited to share the experience of promoting implementation of the VPSHR in the country. Luz Stella provided information about CME’s work, achievements, and the challenges of leading a multistakeholder group in the Colombian context. She also addressed questions from participants, and provided advice on topics such as governance, conflict resolution, and how to build trust among different actors.

During the meeting, participants had an opportunity to view the results of an informal survey responded by members, including topics such as the main challenges related to security and human rights in Chile, and started exploring possible activities to be accomplished by the group in 2025.

2. Baseline Study – Brazil

A public RFP was launched in August 2024 for the development of a baseline study in Brazil. The objective of the study is to enhance the capacity of the members of the Brazil multi-stakeholder In-Country Working Group (ICWG) to accurately understand and predict human rights risks, and understand existing impacts related to the provision of security in mining and energy sectors in different regions of Brazil. Avanzar was selected to complete this project, which is expected to be completed by April 2025.

3. Stakeholder Mapping – Argentina

In November 2024, a public RFP for a stakeholder mapping in Argentina was published. This work is currently underway and expected to be completed by mid-2025.

c. Third Strategic Theme: Growth and Sustainability

Throughout 2024-25, the VPI sought to improve the governance of the initiative through important reforms.

1. Governance Changes

New Accountability Process and Requirements

After extensive consultation with VPI Members, a new accountability process was approved by the Steering Committee on December 16, 2024. The **Compliance Review Process** will substitute the former Dispute Resolution Process in the Governance Rules.

The new process will allow for Steering Committee carriage of any concerns related to Member compliance, and provides a clear path of action. The first step of the process will always involve multistakeholder dialogue, a longstanding tradition of the Voluntary Principles.

One important Governance Rules change is the requirement for all Corporate and NGO Members to have a grievance mechanism or complaints process in order that a remedy for victims of security-related human rights violations is also available. Such mechanisms should be based on United Nations Guiding Principle 31 to promote the effectiveness of their non-judicial grievance mechanism or complaints process. The new requirement will be effective January 1, 2026.

New Process for the Admission of Companies

The Steering Committee has approved important changes that will impact the admission process of new VPI corporate Members. The process will deepen the focus of applicants in understanding their security and human rights risks. To achieve that, Applicants will be required to provide a

summary risk assessment of their security and human rights risks in high-risk operational contexts based on the VPSHR, the Implementation Guidance Tools and additional guiding documents.

Additionally, a revised threshold for Engaged Company Membership has been approved. To become an Engaged Member, an applicant is required to meet a threshold of strong commitment to implement the VPSHR and demonstrate such commitment through efforts to align company policies and practices with human rights standards and conflict-sensitive business practices. The requirements include aspects such as assessing the applicant's stated commitment to fully implement the VPSHR across all its operations; assessing indicators of the applicant's efforts to implement the VPSHR such as training, risk assessment, and changes to human rights policies; the applicant's demonstrated investment of adequate resources in VPSHR implementation; among others.

The changes to the admission process are part of a broader shift toward helping new and existing Members focus on better understanding and managing their security and human rights risks in operations in more complex and challenging environments. Other aspects of the Application process remain unchanged.

You can view the new text of the Framework for the Admission of New Companies [here](#).

New Verification Presentation Guidelines

A number of changes were approved related to the Verifications Presentations — which have been now renamed to **Voluntary Principles Implementation Review**. The revised process is aligned with the new risk approach to assessing the VPI Applications and will require VPI Members to periodically present on: **i)** security and human rights risks, and risks to successful implementation of the VPs; **ii)** findings from their assurance processes, if applicable; and **iii)** innovative approaches and lessons learned.

Implementation Review presentations will be primarily delivered in-person during the VPI Annual Plenary, allowing for more meaningful discussions and exchanges.

Improvements to the Annual Reporting Guidelines

Reporting annually on their VPs-implementation is a requirement for all Full Members of the VPI. As of 2026 (reporting on the 2025 calendar year), Members will have the option to add three new voluntary reporting metrics to their Annual Reports. The new Reporting Guidelines will be available for Members in 2025 (for reports submitted in 2026).

The Reporting Guidelines will include sections encouraging Members to report on their initiatives, policies, procedures, programs, and/or activities related to the protection of human rights defenders in accordance with the VPI Guidance on Respecting the Rights of Human Rights Defenders; and similarly, to report on security in relation to gender and vulnerable groups, as set in the IGT Companion Tool. Another voluntary standalone section will invite Members to capture their participation and contribution to the In-Country Working Groups. Finally, Members will be

prompted to share examples of innovative approaches that can be valuable learning opportunities to others.

It is important to note that all new reporting sections are voluntary.

View the approved text of the Annual Reporting Guidelines, with the changes highlighted in red, [on this link](#).

2. Strategy Retreat November 2024

The VPI Steering Committee and additional Members met for the annual Strategy Retreat, held in New York City, United States, from October 17 to 18, 2024. NGO Member Human Rights Watch opened their office in the Empire State Building for this purpose.

During the two-day event, attendees had constructive strategic discussions regarding strengthening the Initiative and reinforcing its global leadership in the field of security and human rights.

3. Change of Jurisdiction

Following the discussion at the Retreat, the Steering Committee ultimately selected the United States of America as the new jurisdiction of the Voluntary Principles Association (VPA), the entity that addresses the financial and administrative needs of the Voluntary Principles Initiative. Work began to establish a new non-profit entity in Delaware, develop new bylaws based on the current VPI governance rules and VPA articles of association and local laws and regulations, and apply for tax-exempt status from the tax authorities (501-c3).

The change will reduce administrative burden to the VPA and Steering Committee, including avoiding the need to translate documents to Dutch, and offer a simpler process for the registration of Board Members, among others. The jurisdiction change will translate into cost savings for the organization starting in 2026 while also improving the efficiency of the VPI decision-making.

II. Other VPI Activities

1. 2025 Plenary Meeting in London, United Kingdom



The 2025 Annual Plenary took place at the De Vere Grand Connaught Rooms in London, United Kingdom, from March 18 to 21, offering four days of multi-stakeholder discussions, peer learning opportunities, and a safe space for attendees to have open and candid dialogue about security and human rights.

Nearly 140 representatives from companies, NGOs, civil society, and governments from across 27 countries convened to engage in workshops, roundtable presentations, panel sessions, and breakout discussions. This year's plenary featured a full program that brought to the table a multitude of important security-related human rights topics, such as operational grievance mechanisms, engagements with public security forces, artisanal and small-scale mining, and heightened human rights due diligence in complex environments, to name a few.

At the Plenary, the Government of the United Kingdom took the baton of the VPI Chair from the Government of the United States. We would like to thank the United States for its dedication during its past two terms, and we warmly welcome the United Kingdom as the new Chair.

In the evening of March 21, a reception sponsored by VPI Member Rio Tinto was held after the Plenary sessions to commemorate the 25th anniversary of the Voluntary Principles on Security and Human Rights (VPSHR), starting with a toast by the Government of the United States as the outgoing VPI Chair. Attending founders of the Principles – Creon Butler (formerly with the Government of the UK), Bennett Freeman (formerly with the Government of the US), and David Rice (formerly with bp) – each delivered short, touching remarks, reflecting the inception of the VPSHR and emphasizing on the Initiative's ever-growing importance.

2. Plenary 2026 Planning

Planning for the 2026 Plenary is already underway. Next year's event will span across three days from March 24 to 26, and will be back in London, United Kingdom.

3. Membership Growth

At the 2025 Annual Plenary in March, new Full and Engaged Members were voted in by VPI Members and were officially accepted into the Initiative. We are proud to welcome the following new Members:

Full Corporate Member

- Endeavour Mining

Full NGO Member

- Foundation for the Conservation of the Earth (FOCONE)

Engaged Members

- OMV (Corporate)
- Jamaa Resource Initiatives (NGO)
- Justicia ASBL (NGO)

To become Full Members, Engaged Members must fulfill certain requirements, which includes demonstrating their efforts to implement, or support the implementation of, the VPSHR.

4. Support to In-Country Implementation Working Groups

The In-Country Implementation Working Groups are multi-stakeholder groups intended to focus efforts to promote implementation of the Voluntary Principles and best practices with regard to security and human rights in specific country contexts. In 2024-2025, providing supporting to in-country activities continued to be one important workstream of the VPI.

Technical and financial support to existing ICWGs

Through the funding framework, the VPA has been disbursing core and activity funds to In-Country Implementation Working Groups since 2019 through agreements between the groups and the VPA pursuant to proposals approved by the VPA Board.

During 2024-2025, the Secretariat has managed the administrative, technical, and financial aspects of the Core and Activity funding provided by the VPA to ICWGs based in Ghana and Brazil. The tasks performed include the development of templates for narrative and financial reports, providing assistance and quality control during the application process, making recommendations to the Steering Committee/Board on the funding applications, participating in periodic meetings with the ICWGs to monitor their activities and projects, and operationalizing the reporting and financial components included in the agreements with the ICWGs, among others.

The **Ghana In-Country Working Group** was granted its last year of core funding, until May 2025. The **Brazil In-Country Working Group** was granted its first year of core funding (June 2024 till June 2025), with the Global Compact Brazil acting as Secretariat.

5. Communications

In 2024-2025, the Secretariat continued to implement communications activities for both internal and external audiences to support the Strategic goals of the Voluntary Principles Initiative. Communications activities included: production monthly newsletter and digital messages for

Members and Observers, website update and maintenance, management of social media accounts, production of external newsletters to subscribers, and management of information requests received via website.

6. Members Annual Reports

As required under the Governance Rules, Members submitted annual reports regarding their efforts to implement, or assist in the implementation of, the Voluntary Principles in 2024. All public Annual Reports submitted since 2018 are available on the VPI website. The 2024 Annual Reports will be posted on the website after their submission deadline in late April 2025.

**Voluntary Principles Secretariat
April 2025**