



GRI INDEX

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Specific Disclosures

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- | | | |
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KEY PERFORMANCE DATA

Safety and Health

WORK-RELATED INJURIES	2019	2018	2017
Reportable Injury Frequency Rate	2.77	2.35	2.82
Lost Time Injury Frequency Rate	2.59	2.16	2.38
Lost Time Injury Severity Rate	281.07	57.79	288.58
Absentee rate - all employees	2.60%	2.31%	2.52%

Our People

INFORMATION ON EMPLOYEES AND OTHER WORKERS

Total number of employees	1116		1601		1624	
	M	F	M	F	M	F
Total number of permanent employees*	995	121	1422	179	1,444	180
Total number of temporary employees	0	0	0	0	0	0
Female % for employees	10.8%		11.2%		11.1%	
Total number of contractors	876		1,080		1,155	
	M	F	M	F	M	F
Contractors by gender	828	48	1,034	46	1,121	34
Total number of contractors and employees	1,992		2,681		2,655	
Total number of foreigners hired	14		13		16	
	M	F	M	F	M	F
Total number of foreigners hired by gender	14	0	13	0	16	0

* all permanent employees are full time

TOTAL BI-WEEKLY PAID EMPLOYEES

Permanent employees	362		450		410	
Fixed Term or Temporary	0		0		0	
Local hires (from nearby communities)*	54		125		271	
Local Hires (within state)	179		208			
Regional Hires (within the country)	115		103		127	
International Hires	14		13		16	
	M	F	M	F	M	F
Total by gender	274	85	352	98	315	95
Indigenous Hires	1		1		0	

* As of 2018 we started separating the state hiring in two: Hiring from nearby communities and hiring from the rest of the state

TOTAL WEEKLY PAID EMPLOYEES

Permanent employees	754		1,151		1,216	
Fixed Term or Temporary	0		0		0	
Local hires (from nearby communities)*	447		553		1,179	
Local Hires (within state)	243		510			
Regional Hires (within Mexico)	64		88		37	
Indigenous Hires	0		0		0	
	M	F	M	F	M	F
Total by gender	720	34	1,075	76	1,134	82

* As of 2018 we started separating the state hiring in two: Hiring from nearby communities and hiring from the rest of the state

PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY		2019		2018		2017	
Total senior management		81		83		113	
		M	F	M	F	M	F
Total senior management by gender		67	14	74	9	92	21
Total senior management hired locally (within state)		42		39		67	
Total senior management hired nationally (within the country)		31		31		30	
Total senior management hired internationally		8		13		16	
Percentage of international senior management		7%		7%		14%	
Indigenous hires		1		1		0	

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Total Union Employees	754	1,151	1,214
Percentage of Union Employees	68%	72%	75%
Non-Union Employees	359	441	410
Percentage of Non-Union Employees	32%	28%	25%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Total number of new hires	363	370	363
Total new hires locally (country wise)	357	366	354
Total new hires internationally	8	4	9
Total number of employees voluntarily leaving employment or dismissed	428	348	381
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	413	348	380
Total number of international employees voluntarily leaving employment or dismissed	14	0	1
Turnover rate for all employees	40.15%	21.31%	23.23%

HOURS OF TRAINING

	2019		2018		2017	
	M	F	M	F	M	F
Contractors	24,654	1,510	35,731	2,275	21,330	1,520
Union employees	46,178	1,760	61,547	3,037	59,877	3,183
Non-Union Employees	9,061	2,288	13,008	4,014	11,878	2,876
Total Per Gender	79,893	5,558	110,285	9,326	93,085	7,579
Total hours of training	85,451		119,611		100,664	
Average hours per employee by gender	66	33	54	63	52	46
Average hours per contractor by gender	26	38	33	65	22	61
Average hours per employee	47		54		52	
Average hours per contractor	27		34		23	

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Number of people that receive performance evaluations		394	450	422
Total by gender	300	94	352	100
Percentage of employees receiving regular performance		35%	25%	26%

PARENTAL LEAVE

Total number of people that left on maternity	6	12	12
Total number of people that left on paternity	29	65	64
Total number of people that came back to work after parental leave	33	77	73
Percentage of people that came back to work after parental leave	94%	100%	96%

Community

COMMUNITY INVESTMENT (USD)	2019	2018	2017
Education and employability	\$34,605	\$222,543	\$59,877
Health and infrastructure	\$37,645	\$113,772	\$352,356
Community events	\$51,145	\$50,968	\$103,219
Total Community Investment	\$123,395	\$387,283	\$515,452
OPERATIONS WITH CLOSURE PLANS	2019	2018	2017
Number of sites that have closure plans	4	4	3
Financial provision for closure (Thousands USD)	\$8,403	\$8,195	\$7,982

Environment

TOTAL WATER WITHDRAWAL BY SOURCE (M ³)	2019	2018	2017
Surface water, including water from wetlands, rivers, lakes, and oceans	44,170	220,284	43,520
Ground water (from mining)	76,748	99,354	230,602
Rainwater	17,278	13,213	18,285
Recovered water from dry tailings pond	11,287	14,826	20,478
Recycled water (from tailings)	3,899,720	4,831,364	4,821,104
Purchased water (pipes)	0	0	1,898
Total	4,049,203	5,179,041	5,135,887
Water Intensity (water consumed/tonnes processed)	4.18	3.98	4.01
Fresh water intensity (Fresh water consumed/tonnes processed)	0.12*	0.25	0.21

*The high reduction in 2019 was mostly because of the cease of operations at Cubo

WATER RECYCLED

Percentage of water recycled and reused as a percentage of total water withdrawal	96.6%	93.6%	94.3%
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WATER DISCHARGE (M³)

Surface waters	5,056,003	2,966,232	3,549,458
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WASTE BY TYPE HAZARDOUS WASTE (KG)

Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries	88,862	74,058	94,837
Hazardous liquid waste. Includes oils and water contaminated with oil *	68,465	78,681	74,754
Total Hazardous Waste	157,327	152,739	169,591
Hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.163	0.117	0.133

SPECIAL MANAGEMENT WASTE (KG)

Scrap	352,995	193,665	279,465
Tires	47,730	133,767	435
Total Special Management Waste	400,725	327,432	279,900

NON-HAZARDOUS WASTE (KG)

Plastic	1,110	2,327	3,792
Card board	6,729	7,858	5,140
Urban solid waste	204,100	174,282	265,090
Total non-hazardous waste	211,939	184,467	274,022
Non hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.220	0.142	0.214

OVERBURDEN, ROCK, TAILINGS, AND SLUDGE (TONNES)	2019	2018	2017
Overburden/Waste rock that is used inside the mine (Tepetate)	592,545	298,288	873,846
Overburden/ Waste rock that is taken outside the mine (Tepetate)	70,967	417,973	274,626
Total overburden/waste rock	663,512	716,261	1,148,472
Tailings	960,424	1,287,306	1,265,843
Sludges	0	1,018	0

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) NON-RENEWABLE SOURCES

Purchased electricity	451,661	538,494	518,709
LPG	6,810	6,017	6,198
Diesel or Av Gas use for mobile equipment	79,332	9,861	7,717
Gasoline Use for mobile equipment	8,787	81,260	82,648
Diesel for Generators	0	79	317
Explosives	9,343	11,156	12,007
Total Energy Consumption	555,933	646,867	627,595
Energy intensity (GJ used /tonnes processed)	0.58	0.50	0.49

GREENHOUSE GAS (GHG) EMISSIONS (tCO₂e) SCOPE 1 - DIRECT EMISSIONS

LPG	430	384	395
Diesel or Av Gas use for mobile equipment	6,283	670	524
Gasoline Use for mobile equipment	634	5,694	5,791
Diesel for Generators	0	54	214
Refrigerants	25		Not Tracked
Explosives	397	474	510

SCOPE 2 - INDIRECT EMISSIONS

Purchased Electricity	66,118	78,830	65,415
Total GHG (direct and indirect)	73,887	86,104	72,849
GHG Intensity (tCO ₂ e used/tonnes per material processed)	0.077	0.066	0.057

LAND DISTURBED OR REHABILITATED (HECTARES)

	2019		2018		2017	
	Within	Out	Within	Out	Within	Out
Total land disturbed so far	109.2		108.38		107.89	
Total land rehabilitated so far	103.51	0.00	96.04	26.70	60.64	26.70
Total land rehabilitated in the reporting year	25.81	0.00	35.40	0.00	2.26	0.87

HABITATS PROTECTED AND RESTORED

Total trees planted	51,391	53,410	43,939
Survival rate of reforestation projects	88%	83%	81%

ENVIRONMENTAL PROTECTION EXPENDITURES (USD)

Transportation and final disposition of waste	\$119,400.02	\$118,308.16	\$86,460.44
Environmental Studies	\$95,628.48	\$106,722.66	\$54,223.89
Monitoring	\$63,590.50	\$45,618.18	\$25,567.28
Projects (other than tailings ponds)	\$19,025.57	\$22,425.44	\$52,206.37
Tailings ponds projects	\$1,373,615.00	\$1,422,475.00	\$1,274,018.00
Total expenditures in environmental protection	\$1,671,259.58	\$1,715,549.44	\$1,492,475.98

NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

Total amount of fines	5	0	1
Monetary sanction (USD)	\$47,261.37	–	\$45,056
Estimated value for non-monetary sanctions	–	–	–

Economic

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (THOUSANDS OF USD)

Direct Economic Value			
Revenues	\$121,724	\$150,508	\$150,499
Indirect Economic Value			
Operating costs	\$80,856	\$77,299	\$70,244
Employee wages and benefits	\$41,669	\$41,817	\$40,755
Payments to providers of capital	\$1,981	\$11,000	\$461
Payments to Mexican governments [taxes]*	\$4,517	\$3,252	\$4,865
Payments to Canadian governments [taxes]	\$-	–	–
Payments to governments [payroll taxes, employer portion only] - Mexico	\$5,718	\$6,994	\$6,665
Payments to governments [payroll taxes, employer portion only] - Canada	\$57	\$52	\$60
Land use payments	\$534	\$1,856	\$1,246
Community investment (including infrastructure) **	\$118	\$387	\$514
Total Economic Value Distributed	\$135,449	\$142,657	\$124,810
Total Economic Value Retained	\$(13,725)	\$7,851	\$25,689

* Payments to governments: as a Canadian company, we are compliant with the Extractive Sector Transparency Measures Act, which requires Canadian companies to disclose any payments to governments
 ** See Breakdown in society worksheet

RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

Local minimum wage in each region (Mexican pesos)	\$102.68	\$88.36	\$82.81			
Percentage of employees receiving minimum wage	0%	0%	0%			
Average entry level wage at locations (Mexican pesos)	\$181.95	\$162.20	\$152.15			
	M	F	M	F	M	F
Number of people that entered in that level wage at each location	10	15	15	30	18	27
Percentage of employees receiving entry level wage at each location	2.24%		2.81%		2.77%	

DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

Total amount spent on infrastructure and services supported (Thousands of USD)	\$37,645.00	\$113,772.00	\$352,356.00
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SPENDING ON LOCALLY-BASED SUPPLIERS (THOUSANDS USD)

Total procurement*	\$164,665	\$181,115	\$66,217
Total procurement spent locally (within state)	\$64,166	\$57,595	\$30,668
Percentage of state wise local procurement	39.0%	31.8%	46.3%
Total procurement spent nationally (within the country)	\$94,707	\$117,986	\$34,989
Percentage of country wise local procurement	57.5%	65.1%	52.8%
Total procurement spent internationally	\$5,791	\$5,533	\$560
Percentage of international procurement	3.5%	3.1%	0.8%
Percentage spent locally (state and nation wide)	96%	97%	99%

* The 2017 and 2016 numbers only reflect procurement of goods and out-of-site services. As of 2018, we have started tracking on-site contractor services too.

MATERIAL PROCESSED, GOLD AND SILVER

Material processed (tonnes)	962,259	1,301,476	1,279,435
Silver (Oz)	3,909,330	5,474,492	4,908,071
Gold (Oz)	41,416	53,903	53,859