

Key Performance Data

Safety and Health

Work-related Injuries	2018	2017	2016
Reportable Injury Frequency Rate	2.35	2.82	3.51
Lost Time Injury Frequency Rate	2.16	2.38	3.00
Lost Time Injury Severity Rate	57.79	288.58	290.04
Absentee rate - all employees	2.31%	2.52%	2.56%

Our People

Information on employees and other workers	M		F		M		F	
Total number of employees			1601		1624		1641	
Total number of permanent employees*	1422	179	1444	180	1456	157		
Total number of temporary employees	0	0	0	0	11	17		
Female % for employees			11.2%		11.1%		10.6%	
Total number of contractors			1080		1,155		878	
Contractors by gender	1034	46	1,121	34	857	21		
Total number of contractors and employees			2,681		2,655		2,519	
Total number of foreigners hired			13		16		8	
Total number of foreigners hired by gender	13	0	16	0	8	0		

* all permanent employees are full time

Total bi-weekly paid employees

Permanent employees	450	410	388
Fixed Term or Temporary	0	0	8
Local hires (from nearby communities)	125		
Local Hires (within state)	208	271*	269*
Regional Hires (within the country)	103	127	119
International Hires	13	16	8
Indigenous Hires	1	0	0
Total by gender	352	98	315
		95	302
			94

* 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	1151	1216	1225
Fixed Term or Temporary	0	0	20
Local hires (from nearby communities)	553		
Local Hires (within state)	510	1173*	1206*
Regional Hires (within the country)	88	37	39
Indigenous Hires	0	0	0
Total by gender	1075	76	1134
		82	1165
			80

* 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	2018		2017		2016	
Total senior management	83		113		81	
	M	F	M	F	M	F
Total senior management by gender	74	9	92	21	66	15
Total senior management hired locally (within state)	39		67		36	
Total senior management hired nationally (within the country)	31		30		37	
Total senior management hired internationally	13		16		8	
Percentage of international senior management	7%		14%		10%	
Indigenous hires	1		0		0	

Percentage of total employees covered by collective bargaining agreements

Total Union Employees	1,151	1,214	1,226
Percentage of Union Employees	72%	75%	75%
Non-Union Employees	441	410	415
Percentage of Non-Union Employees	28%	25%	25%

New employee hires and employee turnover

Total number of new hires	370	363	450
Total new hires locally (country wise)	366	354	448
Total new hires internationally	4	9	2
Total number of employees voluntarily leaving employment or dismissed	348	381	210
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	348	380	207
Total number of international employees voluntarily leaving employment or dismissed	0	1	3
Turnover rate for all employees	21.31%	23.23%	26.87%

Hours of training

	M		F		M		F	
Contractors	35,731	2275	21,330	1,520	12,201	788		
Union employees	61,547	3,037	59,877	3,183	46,903	2,153		
Non-Union Employees	13,008	4,014	11,878	2,876	4,983	1050.5		
Total Per Gender	110,285	9,326	93,085	7,579	64,087	3992		
Total hours of training	119,611		100,664		68,079			
Average hours per employee by gender	54	63	52	46	37	24		
Average hours per contractor by gender	33	65	22	61	16	56		
Average hours per employee		54		52		36		
Average hours per contractor		34		23		16		

Employees receiving regular performance and career development reviews

Number of people that receive performance evaluations	450		422		394	
Total by gender	352	98	322	100	293	101
Percentage of employees receiving regular performance	25%		26%		24%	

Parental Leave

Total number of people that left on maternity	12	12	13
Total number of people that left on paternity	65	64	86
Total number of people that came back to work after parental leave	77	73	97
Percentage of people that came back to work after parental leave	100%	96%	98%

Community

Community investment (USD)	2018	2017	2016
Education and employability	\$222,543	\$59,877	Available in different classification
Health and infrastructure	\$113,772	\$352,356	
Community events	\$50,968	\$103,219	
Total Community Investment	\$387,283	\$515,452	

MM10. Operations with closure plans

Number of sites that have closure plans	4	3*	3
Financial provision for closure (Thousands USD)	\$8,195	\$7,982*	\$7,846

* The 2017 figure was not updated in last year's report; this reflects the correct 2017 figure.

Environment

Total water withdrawal by source (m³)

Total water withdrawn from:

Surface water, including water from wetlands, rivers, lakes, and oceans	220,284	43,520	45,277
Ground water (from mining)	99,354	230,602	399,590
Rainwater	13,213	18,285	11,742
Recovered water from dry tailings pond	14,826	20,478	19,679
Recycled water (from tailings)	4,831,364	4,821,104	4,900,424
Purchased water (pipes)	0	1,898	4,568
Total	5,179,041	5,135,887	5,381,280
Water Intensity (water consumed/tonnes processed)	3.98	4.01	3.69
Fresh water intensity (Fresh water consumed/tonnes processed)	0.25	0.21	0.30

Water Recycled

Percentage of water recycled and reused as a percentage of total water withdrawal	93.6%	94.3%	91.4%
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Water discharge (m³)

Surface waters	2,966,232	3,549,458	12,618,635
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Waste by type

Hazardous Waste (kg)

Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries	74,058	94,837	115,883
Hazardous liquid waste. Includes oils and water contaminated with oil *	78,681	74,754	98,420
Total Hazardous Waste	152,739	169,591	214,303
Hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.117	0.133	0.147

* The 2017 and 2016 numbers have been restated in this report due to a change in measurement (converted from liters to kilograms to be able to measure all hazardous waste in one unit). This change also impacted the figures for hazardous waste intensity.

Special Management Waste (kg)

Scrap	193,665	279,465	279,650
Tires	133,767	435	Data not available
Total Special Management Waste	327,432	279,900	279,650

Non-Hazardous (kg)

Pet	2,327	3,792	7,690
Card board	7,858	5,140	28,170
Urban solid waste	174,282	265,090	261,400
Total non-hazardous waste	184,467	274,022	297,260

MM3. Overburden, rock, tailings, and sludge (tonnes)	2018	2017	2016
Overburden/Waste rock that is used inside the mine (Tepetate)	298,288	873,846	999,942
Overburden/ Waste rock that is taken outside the mine (Tepetate)	417,973	274,626	7,902
Total overburden/waste rock	716,261	1,148,472	1,007,844
Tailings	1,287,306	1,265,843	1,444,758
Sludges	1,018	0	0.657

Energy consumption within the organization (GJ)

Non-renewable sources

Purchased electricity	538,494	518,709	510,591
LPG	6,017	6,198	6,322
Diesel or Av Gas use for mobile equipment	9,861	7,717	81,126
Gasoline Use for mobile equipment	81,260	82,648	10,003
Diesel for Generators	79	317	18,183
Explosives	11,156	12,007	9,508
Total Energy Consumption	646,867	627,595	636,405
Energy intensity (GJ used /tonnes processed)	0.50	0.49	0.44

Greenhouse Gas (GHG) Emissions (tCO₂e)

Scope 1 - Direct Emissions

LPG	384	395	408
Diesel or Av Gas use for mobile equipment	670	524	6,343
Gasoline Use for mobile equipment	5,694	5,791	602
Diesel for Generators	54	214	1,213
Explosives	474	510	452

Scope 2 - Indirect Emissions

Purchased Electricity	78,830	65,415	64,391
Total GHG (direct and indirect)	86,104	72,849	73,409
GHG Intensity (tCO ₂ e used/tonnes processed)	0.066	0.057	0.050

MM1. Land disturbed or rehabilitated (Hectares)

	2018		2017		2016	
	Within	Out	Within	Out	Within	Out
Total land disturbed so far		108.38		107.89		105.78
Total land rehabilitated so far	96.04	26.70	60.64	26.70	46.40	0.00
Total land rehabilitated in the reporting year	35.40	0.00	2.26	0.87	13.00	0.00

Habitats protected and restored

Total trees planted	53,410	43,939	34,560
Survival rate of reforestation projects	83%	81%	87%

Non-compliance with environmental laws and regulations

Total amount of fines	0	1	1
Monetary sanction (USD)	—	\$45,056	—
Estimated value for non-monetary sanctions	—	—	\$1,400

Environmental protection expenditures (USD)

Transportation and final disposition of waste	\$118,308.16	\$86,460.44	\$61,755.72
Environmental Studies	\$106,722.66	\$54,223.89	\$8,250.00
Monitoring	\$45,618.18	\$25,567.28	\$17,640.60

Environmental protection expenditures (Continued)	2018	2017	2016
Projects (other than tailings ponds)	\$22,425.44	\$52,206.37	\$7,569.18
Tailings ponds projects	\$1,422,475.00	\$1,274,018.00	\$1,385,253.00
Total expenditures in environmental protection	\$1,715,549.44	\$1,492,475.98	\$1,482,484.50

Direct economic value generated and distributed (thousands of USD)

Direct Economic Value

Revenues	\$150,508	\$150,499	\$156,767
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Indirect Economic Value

Operating costs	\$77,299	\$70,244	\$81,267
Employee wages and benefits	\$41,817	\$40,755	\$39,667
Payments to providers of capital	\$11,000	\$461	\$779
Payments to Mexican governments [taxes]*	\$3,252	\$4,865	\$3,989
Payments to Canadian governments [taxes]	—	—	—
Payments to governments [payroll taxes, employer portion only] - Mexico	\$6,994	\$6,665	\$6,610
Payments to governments [payroll taxes, employer portion only] - Canada	\$52	\$60	\$45
Land use payments	\$1,856	\$1,246	\$1,013
Community investment (including infrastructure) **	\$387	\$514	\$193
Total Economic Value Distributed	\$142,657	\$124,810	\$133,563
Total Economic Value Retained	\$7,851	\$25,689	\$23,204

* The 2017 and 2016 numbers reported in past reports were incorrect and have been restated here. This change impacted total economic value distributed and retained, so the totals reported here have also been updated for those years.

** 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)	\$88.36	\$82.81	\$72.06			
Percentage of employees receiving minimum wage	0%	0%	0%			
Average entry level wage at locations (Mexican pesos)	\$162.20	\$152.15	\$158.44			
	M	F	M	F	M	F
Number of people that entered in that level wage at each location	15	30	18	27	36	26
Percentage of employees receiving entry level wage at each location	2.81%	2.77%	3.78%			

Development and impact of infrastructure investments and services supported

Total amount spent on infrastructure and services supported (Thousands of USD)	\$113,772.00	\$352,356.00	Available in different classification
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Spending on locally-based suppliers (Thousands USD)

Total procurement*	\$181,115	\$66,217	\$52,205
Total procurement spent locally (within state)	\$57,595	\$30,668	\$13,667
Percentage of state wise local procurement	31.8%	46.3%	26.2%
Total procurement spent nationally (within the country)	\$117,986	\$34,989	\$37,731
Percentage of country wise local procurement	65.1%	52.8%	72.3%
Total procurement spent internationally	\$5,533	\$560	\$807
Percentage of international procurement	3.1%	0.8%	1.5%
Percentage spent locally (state and nation wide)	97%	99%	98%

* 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.

Production

Material processed, gold and silver

Material processed (tonnes)	1,301,476	1,279,435	1,458,917
Silver (Oz)	5,474,492	4,908,071	5,435,407
Gold (Oz)	53,903	53,859	57,375