

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	М	F	М	F	М	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	271*	269*
Local Hires (within state)	208	271"	209"
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		1170+		100/*
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
	м	F	м	F	м	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
		0				0
Total number of international employees voluntarily leaving employment or dismissed		0		1		3
Total number of international employees voluntarily leaving employment or dismissed Turnover rate for all employees		21.31%		23.23%		3 26.87%
	м		М		м	
Turnover rate for all employees	M 35,731	21.31%	M 21,330	23.23%	M 12,201	26.87%
Turnover rate for all employees Hours of training		21.31% F		23.23% F		26.87% F
Turnover rate for all employees Hours of training Contractors	35,731	21.31% F 2275	21,330	23.23% F 1,520	12,201	26.87% F 788
Turnover rate for all employees Hours of training Contractors Union employees	35,731 61,547	21.31% F 2275 3,037	21,330 59,877	23.23% F 1,520 3,183	12,201 46,903	26.87% F 788 2,153
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees	35,731 61,547 13,008	21.31% F 2275 3,037 4,014	21,330 59,877 11,878	23.23% F 1,520 3,183 2,876	12,201 46,903 4,983	26.87% F 788 2,153 1050.5
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender	35,731 61,547 13,008	21.31% F 2275 3,037 4,014 9,326	21,330 59,877 11,878	23.23% F 1,520 3,183 2,876 7,579	12,201 46,903 4,983	26.87% F 788 2,153 1050.5 3992
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training	35,731 61,547 13,008 110,285	21.31% F 2275 3,037 4,014 9,326 119,611	21,330 59,877 11,878 93,085	23.23% F 1,520 3,183 2,876 7,579 100,664	12,201 46,903 4,983 64,087	26.87% F 788 2,153 1050.5 3992 68,079
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender	35,731 61,547 13,008 110,285 54	21.31% F 2275 3,037 4,014 9,326 119,611 63	21,330 59,877 11,878 93,085 52	23.23% F 1,520 3,183 2,876 7,579 100,664 46	12,201 46,903 4,983 64,087 37	26.87% F 788 2,153 1050.5 3992 68,079 24
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per contractor by gender	35,731 61,547 13,008 110,285 54	21.31% F 2275 3,037 4,014 9,326 119,611 63	21,330 59,877 11,878 93,085 52	23.23% F 1,520 3,183 2,876 7,579 100,664 46 61	12,201 46,903 4,983 64,087 37	26.87% F 788 2,153 1050.5 3992 68,079 24 24
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per employee Average hours per employee	35,731 61,547 13,008 110,285 54	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 54	21,330 59,877 11,878 93,085 52	23.23% F 1,520 3,183 2,876 7,579 100,664 1 6 6 1 5 2	12,201 46,903 4,983 64,087 37	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per employee Average hours per employee Average hours per employee	35,731 61,547 13,008 110,285 54	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 54	21,330 59,877 11,878 93,085 52	23.23% F 1,520 3,183 2,876 7,579 100,664 1 6 6 1 5 2	12,201 46,903 4,983 64,087 37	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per contractor by gender Average hours per contractor by gender Employees receiving regular performance and career development reviews	35,731 61,547 13,008 110,285 54	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 54 34	21,330 59,877 11,878 93,085 52	23.23% F 1,520 3,183 2,876 7,579 100,664 6 1 6 1 5 2 2 3 2 2 3 2 3 2 3 2 3 3 4 5 5 2 3 5 2 3 5 5 5 5 5 5 5 5 5 5 5 5 5	12,201 46,903 4,983 64,087 37	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36 36
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per contractor Burbard per gender Average hours per contractor Murbard per gender Average hours per contractor	35,731 61,547 13,008 110,285 54 33	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 54 34 34	21,330 59,877 11,878 93,085 52 22	23.23% F 1,520 3,183 2,876 7,579 100,664 1 6 1 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1	12,201 46,903 4,983 64,087 37 16	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36 36 16
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per contractor by gender Average hours per contractor by gender Average hours per contractor by gender Nonerage hours per contractor by gender Number of people that receive performance and career development reviews Total by gender	35,731 61,547 13,008 110,285 54 33	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 64 34 34 450 98	21,330 59,877 11,878 93,085 52 22	23.23% F 1,520 3,183 2,876 100,664 1 100,664 1 100,664 1 100 100 100 100 100 100 100 100 100	12,201 46,903 4,983 64,087 37 16	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36 36 36 16
Turnover rate for all employees Fours of training Contractors Union employees Total Per Gender Total Per Gender Average hours per employee by gender Average hours per employee Average hours per contractor by gender Average hours per contractor Fortal burs of training regular performance and career development reviews Porcentage of employees receiving regular performance	35,731 61,547 13,008 110,285 54 33	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 64 34 34 450 98	21,330 59,877 11,878 93,085 52 22	23.23% F 1,520 3,183 2,876 100,664 1 100,664 1 100,664 1 100 100 100 100 100 100 100 100 100	12,201 46,903 4,983 64,087 37 16	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36 36 36 16
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per contractor by gender Average hours per employee Average hours per contractor by gender Average hours per contractor by gender Inverage hours per contractor by gender Average hours per contractor by gender Inverage hours per contractor by gender Inverage hours per contractor Imployees receiving regular performance and career development reviews Inverse of people that receive performance evaluations Parental Leave	35,731 61,547 13,008 110,285 54 33	21.31% F 2275 3,037 4,014 9,326 119,611 63 65 54 34 34 450 98 25%	21,330 59,877 11,878 93,085 52 22	23.23% F 1,520 3,183 2,876 7,579 100,664 46 61 52 23 23 422 100 26%	12,201 46,903 4,983 64,087 37 16	26.87% F 788 2,153 1050.5 3992 68,079 24 56 36 36 16 394 101 24%
Turnover rate for all employees Hours of training Contractors Union employees Non-Union Employees Total Per Gender Total hours of training Average hours per employee by gender Average hours per contractor by gender Indust per contractor by gender Average hours per contractor Rumber of people that receive performance and career development reviews Number of people that receive performance evaluations Total by gender Percentage of employees receiving regular performance Parental Leave Total number of people that left on maternity	35,731 61,547 13,008 110,285 54 33	21.31% F 2275 3,037 4,014 9,326 119,611 63 63 65 4 63 54 34 7 450 450 98 25% 12	21,330 59,877 11,878 93,085 52 22	23.23% F 1,520 3,183 2,876 7,579 100,664 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1	12,201 46,903 4,983 64,087 37 16	26.87% F 788 2,153 1050.5 3992 688,079 24 56 36 16 36 16 394 101 24% 13

Community

Urban solid waste

Total non-hazardous waste

Community investment (USD)201820172018Induction and mappingubilityS222.643S59.677Aualiable in affirment S101.772S352.366Aualiable in affirment SubscriptionInduction and infractivatureS309.7283S515.4682S515.4682S515.4682MUD. Operations with closure plans43*3Innancial provision for closure (Insure negative sectors 2007 rgs.e.)S515.9682S7.982*S7.884Number of altes that have closure plans43*3Innancial provision for closure (Insure negative sectors 2007 rgs.e.)S515.9682S7.982*S7.884Interview water withdrawn harsen theore closure (Insure negative sectors 2007 rgs.e.)S515.9682S7.982*S7.884Starface water, including water fram wetlands, rivers, lakes, and occoans220.28493.52039.9572Parafree water (Irom maining)S9.958230.60239.9572Recovered water fram frag tailings pond%83.5344%21.044%90.042Parafree water (Irom tailings)4,83.1344,821.044,900.42Nater Intensity (Irear onsumed/connes processed)0.050.020.03Water Intensity (Irear onsumed/connes processed)0.050.020.03Veter Recovered water fram tailings of total water withdrawal parafree30.4994.382Veter Recovered water fram tailings of total water withdrawal frame0.040.04Parafree Stard (Iron maining)0.020.020.02Veter Recovered water fram tailings of total water withdrawal0.36.94 <td< th=""></td<>
Health and infrastructure\$183,77\$382,836Autility in different classification of the second s
Community events550,9685109,219Methodes in the interface inte
Community eventsS00,848S102,219MathematicTotal Community InvestmentS387,283S515,462MMD. Operations with closure plans43*3Financial provision for closure (Inbuscondu USD)\$8,195\$7,982*\$7,846* "to 207 figure water depended base generation for closure (Inbuscondu USD)\$8,195\$7,982*\$7,846* "to 207 figure water depended base generation for closure (Inbuscondu USD)\$8,195\$7,982*\$7,846* "to 207 figure water depended base generation for closure (Inbuscondu USD)\$8,195\$7,982*\$7,846* "to 207 figure water depended base generation for closure (Inbuscondu USD)\$8,195\$7,982*\$7,846* Total water withdrowal by gource (m")Total water withdrowal form:\$20,28443,52045,277Total water (from mining)\$9,354\$20,082\$399,590\$8,196Recovered water (from mining)\$9,354\$20,062\$399,590Recovered water (from tailings)\$1,826\$1,1742\$1,268Parchaso dwater (from tailings)\$1,826\$1,779,041\$1,826Purchasod water (from tailings)\$1,858\$5,381,280\$1,868Total\$1,779,041\$1,356,887\$3,831,286\$1,868Purchasod water (from tailing)\$2,966,232\$2,949,458\$1,268,637Vater Recycled\$2,966,232\$3,949,458\$1,268,635Vater discharge (m")\$2,966,232\$3,949,458\$1,268,635Vater discharge (mg)\$2,966,232\$3,949,458\$1,268,635
MM0. Operations with closure plans 4 3* 3 Number of sites that have closure plans 4 3* 3 Financial provision for closure (thousands USD) 58,095 57,092* 57,840 **b 2017 gue was net updated is bits upda's report. US interfects the correct 2007 figure. 5 57,992* 57,840 Environment Surface water, including water from wetlands, rivers, lakes, and oceans 220,284 43,520 45,277 Group water (from mining) 99,354 230,002 399,590 Reinwater 13,134 48,2104 44,000,424 Purchased water from duilings pond 14,826 20,174 14,900,424 Purchased water from duilings pond 14,826 20,174 14,900,424 Purchased water from duilings pond 14,831,304 4,821,004 4,900,424 Purchased water from duilings pond 1,835 4,513,687 5,381,280 Moter Intensity (water consumed/tonnes processed) 0,25 0,21 0,300 Water Intensity (water consumed/tonnes processed) 0,25 0,21 0,300 Water Recugued on traused as a parcentage of total water withdrawal 9,354
Number of sites that have closure plans43°3Financial provision for closure ((housands USD)\$8,195\$7,982*\$7,846*he 207 figure ware not updated in lett geo't report, this reflect the center 207 figure.Stripe Stripe Stri
Financial provision for closure (Thousands USD) \$8,195 \$7,982 \$7,804 **bas207 Figure was not updated in last year's report, bits effects the correct 2007 Figure. Set Net Net Net Net Net Net Net Net Net N
* The 2927 Figure was not updated in least of a space
Services Services For deversion of the develops oper of momentances, nivers, lakes, and oceans 200,244 43,502 45,602 Surface water, including water from wettands, nivers, lakes, and oceans 200,244 43,502 45,602 Cround water (from ming) 99,584 20,002 39,580 Reaver with draw from dry tailings pond 14,825 20,474 14,902 Reaver dwater (from railings) 4,831,34 4,821,104 4,900,424 Parchased water (pipes) 0 1,938 4,681 Nationating (water consumed/tonnes processed) 0,838 4,01 3,688 Vater Intensity (Fresh water consumed/tonnes processed) 0,25 0,21 0,308 Vester Recycled 19,85 19,433 94,43 94,44 Vater Intensity (Fresh water consumed/tonnes processed) 0,25 0,21 0,308 Vester Recycled 10,25 0,21 0,308 94,33 94,43 94,43 94,43 94,436 94,43 94,436 94,83 94,84 94,84 94,84 94,84 94,84 94,84
Start withdrawal by source (m') Total water withdrawal from: Start water water from water withdrawal from: Start water water water from water withdrawal from: Start water water water water water water withdrawal Start water water water water water water withdrawal from: Start water water water water water water water withdrawal from: Start water water water water water water withdrawal from: Start water
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 Recovered water from tailings) 4,831,364 4,821,014 4,900,424 Purchased water (pipes) 0 1,898 4,562 Mater Intensity (water consumed/tonnes processed) 3.98 4.01 3.698 Yeter Recycled 3.98 4.01 3.698 3.698 Fresh water intensity (Fresh water consumed/tonnes processed) 0.25 0.21 0.308 Veter Recycled 3.98 4.01 3.698 94,363 91,494 Veter discharge (m') 3.02 3.694,583 12,618,635 12,618,635 Surface waters 2,966,232 3.549,458 12,618,635 12,618,635 Furcardous Waste (kg) 44,825 94,837 15,883 15,883
Surface water, including water from wetlands, rivers, lakes, and oceans220,28443,52045,271Ground water (from mining)99,364230,602399,590Rainwater13,21318,28511,742Recovered water from dru toilings pond14,82620,47819,679Recycled water (from tailings)4,831,3644,821,1044,900,424Purchased water (pipes)01,8984,568Total5,179,0415,135,8975,381,280Vater Intensity (water consumed/tonnes processed)3.984.013.99Fresh water intensity [Fresh water consumed/tonnes processed)0.250.210.30Vater Recycled94,36494,36491,496Water discharge (m²)2.966,2323,549,45812,618,635Surface waters2.966,2323,549,45812,618,635Hazardous Wate (kg)Hazardous solid watste. includes contaminated soil, cleaning cloths, filters, containers, T4,05894,837115,883
Oround water (from mining) 99,354 230,602 399,500 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 5,179,044 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 93.6% 94.33 91.4% Percentage of water recycled and reused as a percentage of total water withdrawal 93.6% 94.3% 91.4% Water discharge (m²) Surface waters 3,549,458 12,618,635 Surface waters 2,966,232 3,549,458 12,618,635 Hazardous Waste (kg) Hazardous solid waste. includes contaminated soli, cleaning cloths, filters, containers, lamps, hoses and batteries 115,883
Rainwater13,21318,28511,742Recovered water from dry tailings pond14,82620,47819,679Recycled water (from tailings)4,831,3644,821,1044,900,4/24Purchased water (pipes)01,8984,568Totel5,179,0445,135,8875,381,280Vater Intensity (water consumed/tonnes processed)3,984,013,69Presh water intensity (Fresh water consumed/tonnes processed)0,250,210,30Percentage of water recycled and reused as a percentage of total water withdrawal93.6%94,3391,4%Vater discharge (m*)2,966,2323,549,45812,618,635Surface waters2,966,2323,549,45812,618,635Hazardous Sulid waste. includes contaminated soil, cleaning cloths, filters, containers, Imps, hoses and batteries94,837115,883
Recovered water from dry toilings pond14,82620,47819,679Recycled water (from toilings)4,831,3644,821,1044,900,424Purchased water (pipes)01,8984,568Total5,179,0415,135,8875,381,280Water Intensity (water consumed/tonnes processed)3,984,013,69Fresh water intensity (Fresh water consumed/tonnes processed)0.250.210.30Presentage of water recycled and reused as a percentage of total water withdrawal93.6994.3991.49Vater discharge (m*)2,966,2323,549,45812,618,635Surface waters2,966,2323,549,45812,618,635Hazardous Waste (kg)Hazardous solid waste. includes contaminated soil, eleaning cloths, filters, containers, lamps, hoses and batteries94,837115,883
Recycled water (from tailings)4,831,3644,821,1044,900,424Purchased water (pipes)01,8984,568Total5,179,0145,135,8875,381,280Water Intensity (water consumed/tonnes processed)3.984.013.69Fresh water intensity (Fresh water consumed/tonnes processed)0.250.210.30Water Recycled94.3694.3%91.4%Percentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Surface waters2,966,2323,549,45812,618,635Waste by typeHazardous Waste (kg)Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hases and batteries74,05894,837115,883
Purchased water (pipes)01,8984,568Total5,179,0415,135,8875,381,280Water Intensity (water consumed/tonnes processed)3,984,013,69Fresh water intensity (Fresh water consumed/tonnes processed)0.250.210.30Water Recycled93.6%94.3%91.4%Percentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Water discharge (m³)Surface waters2,966,2323,549,45812,618,635Surface waters2,966,2323,549,45812,618,635Hazardous Waste (kg)Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries94,837115,883
Total5,179,0415,135,8875,381,280Water Intensity (water consumed/tonnes processed)3.984.013.69Fresh water intensity (Fresh water consumed/tonnes processed)0.250.210.30Water Recycled0.250.210.30Percentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Surface waters2,966,2323,549,45812,618,635Water discharge (m³)2,966,2323,549,45812,618,635Waste by type Hazardous Waste (kg)Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries94,837115,883
Water Intensity (water consumed/tonnes processed)3.984.013.69Fresh water intensity (Fresh water consumed/tonnes processed)0.250.210.30Water Recycled92.6094.3%91.4%Percentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Water discharge (m³)94.3%12,618,63512,618,635Waste by type12,966,2323,549,45812,618,635Hazardous Waste (kg)14,05874,05894,837115,883
Fresh water intensity (Fresh water consumed/tonnes processed)0.250.210.30Water RecycledPercentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Water discharge (m³)Surface waters2,966,2323,549,45812,618,635Waste by typeHazardous Waste (kg)Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries74,05894,837115,883
Water RecycledPercentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Water discharge (m³)2,966,2323,549,45812,618,635Surface waters2,966,2323,549,45812,618,635Waste by type Hazardous Waste (kg)Y4,05894,837115,883
Percentage of water recycled and reused as a percentage of total water withdrawal93.6%94.3%91.4%Water discharge (m³)Surface waters2,966,2323,549,45812,618,635Waste by typeHazardous Waste (kg)Surface water. Includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries74,05894,837115,883
Water discharge (m³)Surface waters2,966,2323,549,45812,618,635Waste by typeHazardous Waste (kg)Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries74,05894,837115,883
Surface waters2,966,2323,549,45812,618,635Waste by typeHazardous Waste (kg)Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries74,05894,837115,883
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 Waste (kg) Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries 74,058 94,837 115,883
Hazardous solid waste. includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries74,05894,837115,883
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
Tires133,767435Data not available
Total Special Management Waste 327,432 279,900 279,650
Non-Hazardous (kg)
Non-Hazardous (kg) 2,327 3,792 7,690

174,282

184,467

265,090

274,022

261,400

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)

Total land disturbed so far		108.38		107.89		105.78
	Within	Out	Within	Out	Within	Out
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 amout 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
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
	м	F	м	F	М	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
			alassification

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
wateria	processed,	goia	unu	311401

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