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GRI Content Index

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
GRI 101: Foundation 2016		
General Disclosures		
Organizational Profile		
102-1	Name of the organization	Our Company (see page 11)
102-2	Activities, brands, products and services	Our Company (see page 11) Business and Financial Review (see page 19) Business and Financial Review > Strategy (see page 22)
102-3	Location of headquarters	Our Company (see page 11)
102-4	Location of operations	Our Company (see page 12)
102-5	Ownership and legal form	Our Company (see page 11)
102-6	Markets served	Sustainability Approach > Responsible Supply Chain > Products (see page 38)
102-7	Scale of the organization	Business and Financial Review (see page 19) Business and Financial Review > Business Activities (see page 23)
102-8	Information on employees and other workers	Sustainability Performance > Key Performance Data (see page 72)
102-9	Supply chain	Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 38)
102-10	Significant changes to the organization and its supply chain	CEO Message (see page 3) Business and Financial Review (see page 19) Business and Financial Review > Business Activities (see page 23)
102-11	Precautionary principle or approach	Sustainability Approach > Sustainability Governance > Precautionary Approach (see page 28)
102-12	External initiatives	Sustainability Approach > Sustainability Governance > International Best Practice Standards (see page 28) Sustainability Approach > Sustainability Governance > Industry Involvement (see page 29) Sustainability Approach > UN Sustainable Development Goals (see page 39)
102-13	Membership of associations	Sustainability Approach > Sustainability Governance > Industry Involvement (see page 29)
Strategy		
102-14	Statement from senior decision-maker	CEO Message (see page 3)
102-15	Key impacts, risks and opportunities	CEO Message (see page 3) Our Company > Risk Management (see page 17)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Our Company > Vision, Mission, Values (see page 13)
		Our Company > Business Conduct (see page 16)
		Sustainability Approach > Sustainability Governance > Sustainability Management Framework (see page 27)
		Sustainability Approach > Human Rights and Security (see page 29)
		Sustainability Approach > Responsible Supply Chain (see page 37)
		Website > Disclosure Centre > Policies
102-17	Mechanisms for advice and concerns about ethics	Our Company > Business Conduct (see page 16)
		Our Company > Business Conduct > Risks, Issues or Complaints (see page 16)
Governance		
102-18	Governance structure	Our Company > Corporate Governance (see page 14)
		Our Company > Board of Directors (see page 15)
		Our Company > Management Team (see page 18)
		Sustainability Approach > Sustainability Governance (see page 27)
		Management Information Circular
		Website > About Us > Board/Management
102-19	Delegating authority	Sustainability Approach > Sustainability Governance (see page 27)
102-20	Executive-level responsibility for economic, environmental and social topics	Our Company > Corporate Governance (see page 14)
		Our Company > Board of Directors (see page 15)
		Our Company > Management Team (see page 18)
		Sustainability Approach > Sustainability Governance (see page 27)
102-21	Consulting stakeholders on economic, environmental and social topics	Sustainability Approach > Stakeholder Engagement (see page 32)
		Social Impact > Exchanging Knowledge and Empowering Local Communities (see page 54)
		Social Impact > Our Approach (see page 55)
102-22	Composition of the highest governance body and its committees	Our Company > Corporate Governance (see page 14)
		Our Company > Board of Directors (see page 15)
		Management Information Circular
		Website > About Us > Governance
		Website > Disclosure Centre > Committees
102-23	Chair of the highest governance body	Our Company > Corporate Governance (see page 14)
		Our Company > Board of Directors (see page 15)
		Our Company > Management Team (see page 18)
		Management Information Circular
		Website > About Us > Board

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
GRI 102: General Disclosures 2016		
102-24	Nominating and selecting the highest governance body	Management Information Circular Website > About Us > Governance Website > Disclosure Centre > Committees
102-25	Conflicts of interest	Our Company > Business Conduct (see page 16) Sustainability Approach > Sustainability Governance (see page 27) Annual Information Form
102-26	Role of highest governance body in setting purpose, values and strategy	Sustainability Approach > Sustainability Governance (see page 27) Website > About Us > Governance > Corporate Guidelines and Board Charter
102-27	Collective knowledge of highest governance body	Annual Information Form Website > About Us > Board
102-28	Evaluating the highest governance body's performance	Website > About Us > Governance > Corporate Guidelines and Board Charter
102-29	Identifying and managing economic, environmental and social impacts	Sustainability Approach > Sustainability Governance > Sustainability Management Framework (see page 27)
102-30	Effectiveness of risk management processes	Our Company > Risk Management (see page 17)
102-31	Review of economic, environmental and social topics	Sustainability Approach > Sustainability Governance (see page 27)
102-32	Highest governance body's role in sustainability reporting	Sustainability Approach > Sustainability Governance (see page 27) The EHSS Committee reviews and approves the content within the Annual and Sustainability Report.
102-33	Communicating critical concerns	Our Company > Business Conduct > Risks, Issues or Complaints (see page 16) Our Company > Risk Management (see page 17)
102-34	Nature and total number of critical concerns	Our Company > Business Conduct > Risks, Issues or Complaints (see page 16) Sustainability Approach > Human Rights and Security (see page 29) Sustainability Approach > Stakeholder Engagement (see page 33) Social Impact > Manitoba (see page 57) Social Impact > Peru (see page 59) Social Impact > Arizona (see page 61) Sustainability Performance > Key Performance Data (see page 84)
102-35	Remuneration policies	Management Information Circular Website > About Us > Governance > Corporate Governance Guidelines and Board Charter
102-36	Process for determining remuneration	Management Information Circular
102-37	Stakeholders' involvement in remuneration	Management Information Circular
102-38	Annual total compensation ratio	Sustainability Performance > Key Performance Data (see page 81)
102-39	Percentage increase in annual total compensation ratio	Management Information Circular

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Stakeholder Engagement		
102-40	List of stakeholder groups	Sustainability Approach > Stakeholder Engagement (see page 33)
102-41	Collective bargaining agreements	Sustainability Performance > Key Performance Data (see page 78)
102-42	Identifying and selecting stakeholders	Sustainability Approach > Stakeholder Engagement (see page 32)
102-43	Approach to stakeholder engagement	Sustainability Approach > Stakeholder Engagement (see page 32)
102-44	Key topics and concerns raised	Our Company > Business Conduct (see page 16) Sustainability Approach > Human Rights and Security (see page 29) Sustainability Approach > Stakeholder Engagement (see page 32) Social Impact > Manitoba (see page 57) Social Impact > Peru (see page 59) Social Impact > Arizona (see page 61)
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About This Report (see page 111) Annual Information Form
102-46	Defining report content and topic Boundaries	Sustainability Approach > Materiality (see page 35) Sustainability Approach > Materiality > Boundaries (see page 36)
102-47	List of material topics	Sustainability Approach > Materiality (see page 35)
102-48	Restatements of information	There are no restatements of information from previous reports.
102-49	Changes in reporting	There are no significant changes from previous reporting in scope of priorities.
102-50	Reporting period	About This Report (see page 111)
102-51	Date of most recent report	About This Report (see page 111)
102-52	Reporting cycle	About This Report (see page 111)
102-53	Contact point for questions regarding the report	About This Report (see page 111)
102-54	Claims of reporting in accordance with the GRI Standards	About This Report (see page 111)
102-55	GRI content index	GRI Content Index (see page 96)
102-56	External assurance	Sustainability Approach > Sustainability Governance (see page 27) External assurance was conducted only for the financial data in the 2019 Annual and Sustainability Report.

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Material Topics		
GRI 200: Economic Standard Series		
Economic Performance		
GRI 103: Management Approach 2016		
103	Management approach	CEO Message (see page 3)
		Our Company > Corporate Governance (see page 14)
		Our Company > Risk Management (see page 17)
		Business and Financial Review > Strategy (see page 22)
		Sustainability Approach > Materiality (see page 36)
		Social Impact > Our Approach (see page 55)
		Annual Information Form
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Sustainability Performance > Key Performance Data (see page 74)
201-2	Financial implications and other risks and opportunities due to climate change	CDP Website
201-3	Defined benefit plan obligations and other retirement plans	Management's Discussion and Analysis
Indirect Economic Impacts		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Materiality (see page 36)
		Sustainability Approach > Responsible Supply Chain (see page 37)
		Social Impact > Our Approach (see page 55)
		Social Impact > Manitoba (see page 57)
		Social Impact > Peru (see page 59)
		Social Impact > Arizona (see page 61)
		Note: We re-evaluate our management approach every three years as part of our materiality review process; an evaluation was last conducted in 2017.
GRI 203: Indirect Economic Impacts 2016		
203-2	Significant indirect economic impacts	Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 38)
		Social Impact > Exchanging Knowledge and Empowering Local Communities (see page 54)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Procurement Practices		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27)
		Sustainability Approach > Materiality (see page 36)
		Sustainability Approach > Responsible Supply Chain (see page 37)
		Social Impact > Our Approach > Local Hiring and Procurement (see page 56)
		Supplier Code of Conduct and Ethics
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Sustainability Approach > Responsible Supply Chain (see page 37)
Anti-corruption		
GRI 103: Management Approach 2016		
103	Management approach	Our Company > Business Conduct (see page 16)
		Our Company > Business Conduct > Compliance Training (see page 16)
		Our Company > Business Conduct > Risks, Issues or Complaints (see page 16)
		Our Company > Risk Management (see page 17)
		Sustainability Approach > Sustainability Governance (see page 27)
		Sustainability Approach > Materiality (see page 36)
		Statement on Anti-Corruption
		Supplier Code of Conduct and Ethics
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Our Company > Business Conduct > Risks, Issues or Complaints (see page 16)
		Sustainability Performance > Key Performance Data (see page 85)
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Performance > Key Performance Data (see page 85)
205-3	Confirmed incidents of corruption and actions taken	Our Company > Business Conduct > Risks, Issues or Complaints (see page 16)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
GRI 300: Environmental Standards Series		
Water		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27)
		Sustainability Approach > Materiality (see page 36)
		Environment > Our Approach > Water (see page 67)
GRI 303: Water 2016		
303-1	Water withdrawal by source	Sustainability Performance > Key Performance Data (see page 90)
303-3	Water recycled and reused	Sustainability Performance > Key Performance Data (see page 90)
Biodiversity		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27)
		Sustainability Approach > Materiality (see page 36)
		Environment > Our Approach > Land and Biodiversity (see page 65)
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environment > Our Approach > Land and Biodiversity (see page 65)
		Sustainability Performance > Key Performance Data (see page 92)
		There are no sites in protected areas, and no critically endangered or endangered species.
304-2	Significant impacts of activities, products and services on biodiversity	Environment > Our Approach > Land and Biodiversity (see page 65)
304-3	Habitats protected or restored	Sustainability Performance > Key Performance Data (see page 92)
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Performance > Key Performance Data (see page 92)
MM1: Biodiversity		
MM1	Amount of land disturbed or rehabilitated	Sustainability Performance > Key Performance Data (see page 91)
MM2: Biodiversity		
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number and percentage of those sites with a plan in place	Sustainability Performance > Key Performance Data (see page 92)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Effluents and Waste		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27)
		Sustainability Approach > Materiality (see page 36)
		Environment > Our Approach > Waste and Tailings (see page 67)
GRI 306: Effluents and Waste 2016		
306-1	Water discharge by quality and destination	Sustainability Performance > Key Performance Data (see page 90)
306-2	Waste by type and disposal method	Sustainability Performance > Key Performance Data (see page 90)
306-3	Significant spills	Sustainability Performance > Key Performance Data (see page 90)
306-4	Transport of hazardous waste	Sustainability Performance > Key Performance Data (see page 90)
306-5	Water bodies affected by water discharges and/or runoff	Sustainability Performance > Key Performance Data (see page 90)
MM3: Effluents and Waste		
MM3	Total amount of overburden, rock, tailings and sludges and their associated risks	Sustainability Performance > Key Performance Data (see page 90)
GRI 400: Social Standards Series		
Employment		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27)
		Sustainability Approach > Materiality (see page 36)
		Our People > Our Approach > Transforming the Way We Work (see page 46)
		Our People > Our Approach > Diversity and Inclusion (see page 47)
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Sustainability Performance > Key Performance Data (see page 79)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Performance > Key Performance Data (see page 84)
401-3	Parental leave	Sustainability Performance > Key Performance Data (see page 84)
		Parental leave is tracked by business unit and employment level.

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Labour/Management Relations		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Materiality (see page 36) Our People > Building a Culture of Continuous Feedback (see page 44) Our People > Our Approach > Employee Relations (see page 46)
GRI 402: Labour/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Sustainability Performance > Key Performance Data (see page 78)
MM4: Labour/Management Relations		
MM4	Number of strikes and lockouts exceeding one week's duration, by country	Sustainability Performance > Key Performance Data (see page 78)
Occupational Health and Safety		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Materiality (see page 36) Our People (see page 42) Our People > Our Approach > Health and Safety (see page 45) EHS Policy
GRI 403: Occupational Health and Safety 2016		
403-1	Workers' representation in formal joint management–worker health and safety committees	Sustainability Performance > Key Performance Data (see page 81)
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Sustainability Performance > Key Performance Data (see page 81)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Security Practices		
GRI 103: Management Approach 2016		
103	Management approach	Our Company > Risk Management (see page 17) Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Sustainability Governance > International Best Practice Standards (see page 28) Sustainability Approach > Human Rights and Security > Security Practices (see page 30) Sustainability Approach > Materiality (see page 36)
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Sustainability Performance > Key Performance Data (see page 86)
Rights of Indigenous Peoples		
GRI 103: Management Approach 2016		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Materiality (see page 36) Our People > Manitoba > Hiring Local and Diverse Talent (see page 49) Social Impact > Exchanging Knowledge and Empowering Local Communities (see page 54) Social Impact > Our Approach > Indigenous Engagement (see page 55) Social Impact > Manitoba > Creating Long-Term Relations with First Nations and Communities of Interest (see page 57)
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Note: There were zero violations in 2019.
MM5: Indigenous Rights		
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	Sustainability Performance > Key Performance Data (see page 87)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
Human Rights Assessment		
GRI 103: Management Approach 2016		
103	Management approach	Our Company > Business Conduct > Risks, Issues or Complaints (see page 16) Our Company > Risk Management (see page 17) Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Human Rights and Security (see page 29) Sustainability Approach > Materiality (see page 36) Sustainability Approach > Responsible Supply Chain (see page 37) Human Rights Policy
GRI 412: Human Rights Assessment 2016		
412-2	Employee training on human rights policies or procedures	Sustainability Performance > Key Performance Data (see page 86)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Website > About Us > Governance > Supplier Code of Conduct and Ethics
Local Communities		
GRI 103: Management Approach 2016		
103	Management approach	Our Company > Business Conduct > Risks, Issues or Complaints (see page 16) Our Company > Risk Management (see page 17) Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Materiality (see page 36) Sustainability Approach > Responsible Supply Chain (see page 37) Our People > Our Approach > Diversity and Inclusion (see page 47) Our People > Manitoba > Hiring Local and Diverse Talent (see page 49) Social Impact > Exchanging Knowledge and Empowering Local Communities (see page 54) Social Impact > Our Approach (see page 55) Social Impact > Our Approach > Community Development (see page 56)
GRI 413: Local Communities 2016		
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Performance > Key Performance Data (see page 86)
MM6: Local Communities		
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Sustainability Performance > Key Performance Data (see page 86)

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GRI Standard	Disclosure	Response, page number(s) and/or URL(s)
MM7: Local Communities		
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Sustainability Performance > Key Performance Data (see page 86)
Artisanal and Small-Scale Mining		
MM8: Artisanal and Small-Scale Mining		
MM8	Number and percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Sustainability Performance > Key Performance Data (see page 88)
Resettlement		
GRI 103: Management Approach		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Materiality (see page 36) Social Impact > Our Approach > Resettlement and Land Use (see page 56)
MM9: Resettlement		
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Sustainability Performance > Key Performance Data (see page 85)
Closure Planning		
GRI 103: Management Approach		
103	Management approach	Sustainability Approach > Sustainability Governance (see page 27) Sustainability Approach > Materiality (see page 36) Social Impact > Our Approach (see page 55) Social Impact > Manitoba > Maintaining Roots and Planning for the Future (see page 57) Environment > Our Approach > Land and Biodiversity (see page 65) Environment > Our Approach > Closure and Reclamation (see page 67)
MM10: Closure Planning		
MM10	Number and percentage of operations with closure plans	Sustainability Performance > Key Performance Data (see page 87)