

## GRI and SASB Content Index

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
<b>GRI 101: Foundation 2016</b>				
<b>General Disclosures</b>				
<b>Organizational Profile</b>				
102-1	Name of the organization	<a href="#">Our Company</a> (see page 9)		
102-2	Activities, brands, products and services	<a href="#">Our Company</a> (see page 9) <a href="#">Business and Financial Review</a> (see page 20)		
102-3	Location of headquarters	<a href="#">Website &gt; About Us</a>		
102-4	Location of operations	<a href="#">Our Company</a> (see page 9)		
102-5	Ownership and legal form	<a href="#">Our Company</a> (see page 9)		
102-6	Markets served	<a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Products</a> (see page 45)		
102-7	Scale of the organization	<a href="#">Business and Financial Review</a> (see page 20) <a href="#">Business and Financial Review &gt; Business Activities</a> (see page 25) <a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Products</a> (see page 45) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 84)	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products
102-8	Information on employees and other workers	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 85)	EM-MM-000.B	Total number of employees, percentage contractors
102-9	Supply chain	<a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Supply Chain Performance</a> (see page 44)		
102-10	Significant changes to the organization and its supply chain	<a href="#">CEO Message</a> (see page 3) <a href="#">Business and Financial Review</a> (see page 20) <a href="#">Business and Financial Review &gt; Business Activities</a> (see page 25)		
102-11	Precautionary principle or approach	<a href="#">Our Company &gt; Risk Management &gt; Precautionary Approach</a> (see page 18)		
102-12	External initiatives	<a href="#">Sustainability Approach &gt; Sustainability Governance &gt; International Systems and Performance Standards</a> (see page 31) <a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Industry Involvement</a> (see page 32) <a href="#">Sustainability Approach &gt; Tailings Stewardship &gt; Tailings Management Protocol</a> (see page 35) <a href="#">Sustainability Approach &gt; UN Sustainable Development Goals</a> (see page 46) <a href="#">Our People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 53) <a href="#">Social Impact &gt; Our Approach &gt; Economic Contributions</a> (see page 62) <a href="#">Social Impact &gt; Our Approach &gt; Indigenous Engagement</a> (see page 62) <a href="#">Environment &gt; Our Approach</a> (see page 73)		
102-13	Membership of associations	<a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Industry Involvement</a> (see page 32)		

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<b>Strategy</b>				
102-14	Statement from senior decision-maker	<a href="#">CEO Message</a> (see page 3)		
102-15	Key impacts, risks and opportunities	<a href="#">CEO Message</a> (see page 3) <a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Our Company &gt; Risk Management</a> (see page 17)		
<b>Ethics and Integrity</b>				
102-16	Values, principles, standards, and norms of behaviour	<a href="#">Our Company &gt; Vision, Mission, Values</a> (see page 11) <a href="#">Our Company &gt; Business Conduct</a> (see page 14) <a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Sustainability Management Framework</a> (see page 30) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 33) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 44) <a href="#">Website &gt; Disclosure Centre &gt; Policies</a>		
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Our Company &gt; Business Conduct</a> (see page 14) <a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 44)		
<b>Governance</b>				
102-18	Governance structure	<a href="#">Our Company &gt; Corporate Governance</a> (see page 12) <a href="#">Our Company &gt; Board of Directors</a> (see page 13) <a href="#">Our Company &gt; Management Team</a> (see page 19) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Management Information Circular</a> <a href="#">Website &gt; About Us &gt; Board</a> <a href="#">Website &gt; About Us &gt; Management</a>		
102-19	Delegating authority	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Sustainability Management Framework</a> (see page 30)		
102-20	Executive-level responsibility for economic, environmental and social topics	<a href="#">Our Company &gt; Corporate Governance</a> (see page 12) <a href="#">Our Company &gt; Management Team</a> (see page 19) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30)		
102-21	Consulting stakeholders on economic, environmental and social topics	<a href="#">Our Company &gt; Corporate Governance</a> (see page 12) <a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 39) <a href="#">Social Impact &gt; Our Approach</a> (see page 62)		

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<b>Governance (cont'd)</b>				
102-22	Composition of the highest governance body and its committees	<a href="#">Our Company &gt; Corporate Governance</a> (see page 12) <a href="#">Our Company &gt; Board of Directors</a> (see page 13) <a href="#">Management Information Circular Website &gt; About Us &gt; Governance Website &gt; Disclosure Centre &gt; Committees</a>		
102-23	Chair of the highest governance body	<a href="#">Our Company &gt; Corporate Governance</a> (see page 12) <a href="#">Our Company &gt; Board of Directors</a> (see page 13) <a href="#">Management Information Circular Website &gt; About Us &gt; Board</a>		
<b>GRI 102: General Disclosures 2016</b>				
102-24	Nominating and selecting the highest governance body	<a href="#">Management Information Circular Website &gt; About Us &gt; Governance Website &gt; Disclosure Centre &gt; Committees</a>		
102-25	Conflicts of interest	<a href="#">Our Company &gt; Business Conduct</a> (see page 14) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Annual Information Form</a> (see page 54)		
102-26	Role of highest governance body in setting purpose, values and strategy	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Website &gt; About Us &gt; Governance &gt; Corporate Guidelines and Board Charter</a>		
102-27	Collective knowledge of highest governance body	<a href="#">Annual Information Form</a> (see page 51) <a href="#">Website &gt; About Us &gt; Board</a>		
102-28	Evaluating the highest governance body's performance	<a href="#">Website &gt; About Us &gt; Governance &gt; Corporate Guidelines and Board Charter</a>		
102-29	Identifying and managing economic, environmental and social impacts	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Sustainability Management Framework</a> (see page 30)		
102-30	Effectiveness of risk management processes	<a href="#">Our Company &gt; Risk Management</a> (see page 17)		
102-31	Review of economic, environmental and social topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30)		
102-32	Highest governance body's role in sustainability reporting	<a href="#">Website &gt; Disclosure Centre &gt; Committees &gt; Environment, Health, Safety and Sustainability Committee Charter</a> The EHSS Committee reviews and approves the content within the Annual Sustainability Report.		
102-33	Communicating critical concerns	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Our Company &gt; Risk Management</a> (see page 17) <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Whistleblower Policy</a>		

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<b>GRI 102: General Disclosures 2016</b> (cont'd)				
102-34	Nature and total number of critical concerns	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 33) <a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 39) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 93)		
102-35	Remuneration policies	<a href="#">Management Information Circular Website &gt; Disclosure Centre &gt; Policies &gt; Compensation and Human Resources Committee Charter</a>		
102-36	Process for determining remuneration	<a href="#">Management Information Circular</a>		
102-37	Stakeholders' involvement in remuneration	<a href="#">Management Information Circular</a>		
102-38	Annual total compensation ratio	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 89)		
102-39	Percentage increase in annual total compensation ratio	<a href="#">Management Information Circular</a>		
<b>Stakeholder Engagement</b>				
102-40	List of stakeholder groups	<a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 39)		
102-41	Collective bargaining agreements	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 86)		
102-42	Identifying and selecting stakeholders	<a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 39)		
102-43	Approach to stakeholder engagement	<a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 39)		
102-44	Key topics and concerns raised	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 33) <a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 39) <a href="#">Social Impact &gt; Manitoba</a> (see page 64) <a href="#">Social Impact &gt; Peru</a> (see page 66) <a href="#">Social Impact &gt; Arizona and Nevada</a> (see page 68)		
<b>Reporting Practice</b>				
102-45	Entities included in the consolidated financial statements	<a href="#">About This Report</a> (see page 117) <a href="#">Annual Information Form</a> (see page 5)		
102-46	Defining report content and topic Boundaries	<a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Sustainability Approach &gt; Materiality &gt; Boundaries</a> (see page 43)		
102-47	List of material topics	<a href="#">Sustainability Approach &gt; Materiality</a> (see page 41)		
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	<a href="#">About This Report</a> (see page 117)		
102-51	Date of most recent report	<a href="#">About This Report</a> (see page 117)		

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<b>Reporting Practice (cont'd)</b>				
102-52	Reporting cycle	<a href="#">About This Report</a> (see page 117)		
102-53	Contact point for questions regarding the report	<a href="#">About This Report</a> (see page 117)		
102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">About This Report</a> (see page 117)		
102-55	GRI content index	<a href="#">GRI and SASB Content Index</a> (see page 101)		
102-56	External assurance	External assurance was conducted only for the financial data in the 2020 Annual Sustainability Report.		
<b>Material Topics</b>				
<b>GRI 200: Economic Standard Series</b>				
<b>Economic Performance</b>				
<b>GRI 103: Management Approach 2016</b>				
103	Management approach	<a href="#">CEO Message</a> (see page 3) <a href="#">Our Company &gt; Corporate Governance</a> (see page 12) <a href="#">Our Company &gt; Risk Management</a> (see page 17) <a href="#">Business and Financial Review &gt; Strategy</a> (see page 23) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Social Impact &gt; Our Approach</a> (see page 62) <a href="#">Social Impact &gt; Our Approach &gt; Economic Contributions</a> (see page 62) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100) <a href="#">Annual Information Form</a> (see page 6)		
<b>GRI 201: Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 82)		
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">CDP Website</a>		
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Management's Discussion and Analysis</a>		

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<b>Indirect Economic Impacts</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Sustainability Approach &gt; Responsible Supply Chain (see page 44)</a> <a href="#">Social Impact &gt; Our Approach (see page 62)</a> <a href="#">Social Impact &gt; Our Approach &gt; Economic Contributions (see page 62)</a> <a href="#">Social Impact &gt; Manitoba (see page 64)</a> <a href="#">Social Impact &gt; Peru (see page 66)</a> <a href="#">Social Impact &gt; Arizona and Nevada (see page 68)</a> Note: We re-evaluate our management approach every three years as part of our materiality review process; an evaluation was last conducted in 2020.		
GRI 203: Indirect Economic Impacts 2016				
203-2	Significant indirect economic impacts	<a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Supply Chain Performance (see pages 44–45)</a> <a href="#">Social Impact (see page 59)</a>		
<b>Procurement Practices</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance (see page 30)</a> <a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Sustainability Approach &gt; Responsible Supply Chain (see page 44)</a> <a href="#">Social Impact &gt; Our Approach &gt; Local Hiring and Procurement (see page 63)</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Supplier Code of Ethics</a>		
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	<a href="#">Sustainability Approach &gt; Responsible Supply Chain (see page 44)</a>		
<b>Anti-corruption</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Our Company &gt; Business Conduct (see page 14)</a> <a href="#">Our Company &gt; Business Conduct &gt; Compliance Training (see page 15)</a> <a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints (see page 16)</a> <a href="#">Our Company &gt; Risk Management (see page 17)</a> <a href="#">Sustainability Approach &gt; Sustainability Governance (see page 30)</a> <a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Sustainability Approach &gt; Responsible Supply Chain (see page 44)</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Statement on Anti-Corruption</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Supplier Code of Ethics</a>	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain

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<b>GRI 205: Anti-corruption 2016</b>				
205-1	Operations assessed for risks related to corruption	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 92)		
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 92)		
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16)		
		Not applicable	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index
<b>GRI 300: Environmental Standards Series</b>				
<b>Energy</b>				
<b>GRI 103: Management Approach 2016</b>				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Environment &gt; Our Approach &gt; Climate Change</a> (see pages 73–74) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100)		
302-1	Energy consumption within the organization	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 95) <a href="#">CDP Report</a>	EM-MM-130a.1	Total energy consumed
		<a href="#">CDP Report</a>	EM-MM-130a.1	Percentage grid electricity
		<a href="#">CDP Report</a>	EM-MM-130a.1	Percentage renewable
<b>Water</b>				
<b>GRI 103: Management Approach 2016</b>				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Environment &gt; Our Approach &gt; Water</a> (see pages 74–75) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100)		

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<b>GRI 303: Water 2016</b>				
303-1	Water withdrawal by source	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a> <a href="#">CDP Water Report</a>	EM-MM-140a.1	Total fresh water withdrawn, percentage of each in regions with high or extremely high baseline water stress
303-3	Water recycled and reused	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a> <a href="#">CDP Water Report</a>	EM-MM-140a.1	Total fresh water consumed, percentage of each in regions with high or extremely high baseline water stress
		Not applicable	EM-MM-140a.2	Number of incidents associated with water quality permits, standards and regulations
<b>Biodiversity</b>				
<b>GRI 103: Management Approach 2016</b>				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance (see page 30)</a> <a href="#">Sustainability Approach &gt; Sustainability Governance &gt; International Systems and Performance Standards (see pages 31–32)</a> <a href="#">Sustainability Approach &gt; Tailings Stewardship (see pages 35–36)</a> <a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Environment &gt; Our Approach (see page 73)</a> <a href="#">Environment &gt; Our Approach &gt; Land and Biodiversity (see page 73)</a> <a href="#">Environment &gt; Our Approach &gt; Closure and Reclamation (see page 75)</a> <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements (see page 99)</a> <a href="#">Sustainability Performance &gt; 2021 Targets (see page 100)</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; EHS Policy</a>	EM-MM-160a.1	Description of environmental management policies and practices for active sites



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<b>GRI 304: Biodiversity 2016</b>				
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	<a href="#">Environment &gt; Our Approach &gt; Land and Biodiversity</a> (see page 73) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 98)	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">Environment &gt; Our Approach &gt; Land and Biodiversity</a> (see page 73)		
304-3	Habitats protected or restored	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 98)		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 98)		
		<a href="#">Environment &gt; Our Approach &gt; Waste and Tailings</a> (see page 75)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted to occur
		<a href="#">Environment &gt; Our Approach &gt; Waste and Tailings</a> (see page 75)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is actively mitigated
		If it is potentially contaminated by ARD, it is contoured to flow to our treatment plant.	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is under treatment or remediation
<b>MM1: Biodiversity</b>				
MM1	Amount of land disturbed or rehabilitated	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 97)		
<b>MM2: Biodiversity</b>				
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	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 98)		

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<b>Emissions</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Environment &gt; Our Approach &gt; Climate Change</a> (see pages 73–74) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100)		
305-1	Direct (Scope 1) GHG emissions	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 95) <a href="#">CDP Report</a> Note: Percentage covered under emissions-limiting regulations not available.	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
		<a href="#">Environment &gt; Our Approach &gt; Climate Change</a> (see pages 73–74) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100) <a href="#">CDP Report</a>	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets
				Air emissions of the following pollutants:
		Not applicable	EM-MM-120a.1	CO
		Not applicable	EM-MM-120a.1	NO <sub>x</sub> (excluding N <sub>2</sub> O)
		Not applicable	EM-MM-120a.1	SO <sub>x</sub>
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 95)	EM-MM-120a.1	Particulate matter (PM <sub>10</sub> )
		Not applicable	EM-MM-120a.1	Mercury (Hg)
		Not applicable	EM-MM-120a.1	Lead (Pb)
		Not applicable	EM-MM-120a.1	Volatile organic compounds (VOCs)
<b>Effluents and Waste</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Tailings Stewardship</a> (see pages 35–36) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Environment &gt; Our Approach &gt; Waste and Tailings</a> (see page 75) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100) <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; EHS Policy</a>		

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<b>GRI 306: Effluents and Waste 2016</b>				
306-1	Water discharge by quality and destination	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a>		
306-2	Waste by type and disposal method	<a href="#">Sustainability Performance &gt; Key Performance Data (see pages 96–97)</a>		
306-3	Significant spills	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a>		
306-4	Transport of hazardous waste	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a>		
306-5	Water bodies affected by water discharges and/or runoff	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a>		
		<a href="#">Sustainability Performance &gt; Key Performance Data (see page 97)</a>	EM-MM-150a.2	Total weight of mineral processing waste, percentage recycled
		<a href="#">Mine Tailings Disclosure table</a>	EM-MM-150a.3	Number of tailings impoundments, broken down by MSHA hazard potential
<b>MM3: Effluents and Waste</b>				
MM3	Total amount of overburden, rock, tailings and sludges and their associated risks	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 96)</a>	EM-MM-150a.1	Total weight of tailings waste, percentage recycled
<b>GRI 400: Social Standards Series</b>				
<b>Employment</b>				
<b>GRI 103: Management Approach 2016</b>				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance (see page 30)</a> <a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Our People &gt; Our Approach &gt; Employee Relations (see page 52)</a> <a href="#">Our People &gt; Our Approach &gt; Building a Highly Effective Organization (see pages 52–53)</a> <a href="#">Our People &gt; Our Approach &gt; Diversity and Inclusion (see page 53)</a> <a href="#">Our People &gt; Manitoba (see pages 54–55)</a> <a href="#">Our People &gt; Peru (see pages 56–57)</a>		
<b>GRI 401: Employment 2016</b>				
401-1	New employee hires and employee turnover	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 87)</a>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 91)</a>		
401-3	Parental leave	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 91)</a> Parental leave is tracked by business unit and employment level.		

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<b>Labour/Management Relations</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Our People &gt; Our Approach &gt; Employee Relations</a> (see page 52) <a href="#">Our People &gt; Manitoba</a> (see pages 54–55) <a href="#">Our People &gt; Peru</a> (see pages 56–57)		
GRI 402: Labour/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 86)	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by US and foreign employees
MM4: Labour/Management Relations				
MM4	Number of strikes and lockouts exceeding one week's duration, by country	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 86)	EM-MM-310a.2	Number and duration of strikes and lockouts
<b>Occupational Health and Safety</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Our Feature Case Studies &gt; Responding to COVID-19: Resilience in Action</a> (see page 8) <a href="#">Our Company &gt; Risk Management &gt; Emergency Response and Crisis Management</a> (see page 18) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Our People</a> (see page 48) <a href="#">Our People &gt; Our Approach &gt; Health and Safety</a> (see pages 51–52) <a href="#">Our People &gt; Our Approach &gt; Employee Relations</a> (see page 52) <a href="#">Sustainability Performance &gt; 2020 Targets and Achievements</a> (see page 99) <a href="#">Sustainability Performance &gt; 2021 Targets</a> (see page 100) <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; EHS Policy</a>		
GRI 403: Occupational Health and Safety 2016				
403-1	Workers' representation in formal joint management-worker health and safety committees	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 89)		
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see pages 89–91)	EM-MM-320a.1	MSHA all-incidence rate for (a) full-time employees and (b) contract employees. Fatality rate for (a) full-time employees and (b) contract employees

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
<b>Security Practices</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Our Company &gt; Risk Management (see page 17)</a> <a href="#">Our Company &gt; Risk Management &gt; Emergency Response and Crisis Management (see page 18)</a> <a href="#">Sustainability Approach &gt; Sustainability Governance (see page 30)</a> <a href="#">Sustainability Approach &gt; Human Rights and Security &gt; Security Practices (see page 34)</a> <a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; EHS Policy</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Human Rights Policy</a>		
GRI 410: Security Practices 2016				
410-1	Security personnel trained in human rights policies or procedures	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 93)</a>		
<b>Rights of Indigenous Peoples</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance (see page 30)</a> <a href="#">Sustainability Approach &gt; Human Rights and Security (see page 33)</a> <a href="#">Sustainability Approach &gt; Stakeholder Engagement (see page 39)</a> <a href="#">Sustainability Approach &gt; Materiality (see page 41)</a> <a href="#">Our People &gt; Our Approach &gt; Diversity and Inclusion (see page 53)</a> <a href="#">Social Impact &gt; Our Approach &gt; Indigenous Engagement (see pages 62–63)</a> <a href="#">Social Impact &gt; Manitoba &gt; Engaging with Indigenous Communities (see pages 64–65)</a> <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Human Rights Policy</a>	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict
GRI 411: Rights of Indigenous Peoples 2016				
411-1	Incidents of violations involving rights of Indigenous peoples	There were zero violations in 2020.		
MMS: Indigenous Rights				
MMS	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	<a href="#">Sustainability Performance &gt; Key Performance Data (see page 94)</a>	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
<b>Human Rights Assessment</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Our Company &gt; Risk Management</a> (see page 17) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 33) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 44) <a href="#">Our People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 53) <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Human Rights Policy</a>		
GRI 412: Human Rights Assessment 2016				
412-2	Employee training on human rights policies or procedures	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 93)		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; Supplier Code of Conduct and Ethics</a>		
<b>Local Communities</b>				
GRI 103: Management Approach 2016				
103	Management approach	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 16) <a href="#">Our Company &gt; Risk Management</a> (see page 17) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 44) <a href="#">Our People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 53) <a href="#">Social Impact &gt; Our Approach &gt; Community Relations</a> (see page 62) <a href="#">Social Impact &gt; Our Approach &gt; Local Hiring and Procurement</a> (see page 63) <a href="#">Social Impact &gt; Our Approach &gt; Community Development</a> (see page 63)	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests
GRI 413: Local Communities 2016				
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 94)		
MM6: Local Communities				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 92)	EM-MM-210b.1	Number and duration of non-technical delays

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
<b>MM7: Local Communities</b>				
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	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 93)		
<b>Artisanal and Small-Scale Mining</b>				
<b>MM8: Artisanal and Small-Scale Mining</b>				
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	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 94)		
<b>Resettlement</b>				
<b>GRI 103: Management Approach</b>				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Social Impact &gt; Our Approach &gt; Resettlement and Land Use</a> (see page 63)		
<b>MM9: Resettlement</b>				
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 92)		
<b>Closure Planning</b>				
<b>GRI 103: Management Approach</b>				
103	Management approach	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 30) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 41) <a href="#">Social Impact &gt; Our Approach</a> (see page 62) <a href="#">Social Impact &gt; Manitoba &gt; Preparing for Closure Impacts and Transition</a> (see page 64) <a href="#">Environment &gt; Our Approach &gt; Land and Biodiversity</a> (see page 73) <a href="#">Environment &gt; Our Approach &gt; Closure and Reclamation</a> (see page 75) <a href="#">Website &gt; Disclosure Centre &gt; Policies &gt; EHS Policy</a>		
<b>MM10: Closure Planning</b>				
MM10	Number and percentage of operations with closure plans	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 94)		