

GRI and SASB Content Index

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 101: FOUNDATION 2016				
GENERAL DISCLOSURES				
Organizational Profile				
102-1	Name of the organization	Our Company (see page 14)		
102-2	Activities, brands, products and services	Our Company > Our Locations (see page 15) Business and Financial Review (see page 23)		
102-3	Location of headquarters	Website > About Us		
102-4	Location of operations	Our Company > Our Locations (see page 15)		
102-5	Ownership and legal form	Our Company > Our Locations (see page 15)		
102-6	Markets served	Sustainability Approach > Responsible Supply Chain > Products (see page 52)		
102-7	Scale of the organization	Business and Financial Review (see page 23) Business and Financial Review > Business Activities (see page 29) Sustainability Approach > Responsible Supply Chain > Products (see page 52) Sustainability Performance > Key Performance Data (see page 93)	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products
102-8	Information on employees and other workers	Sustainability Performance > Key Performance Data (see page 94)	EM-MM-000.B	Total number of employees, percentage contractors
102-9	Supply chain	Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 51)		
102-10	Significant changes to the organization and its supply chain	CEO Message (see page 3) Business and Financial Review (see page 23) Business and Financial Review > Business Activities (see page 29)		
102-11	Precautionary principle or approach	Our Company > Risk Management > Precautionary Approach (see page 21)		

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
102-12	External initiatives	<p>Sustainability Approach > Sustainability Governance > International Systems and Performance Standards (see page 37)</p> <p>Sustainability Approach > Sustainability Governance > Industry Involvement (see page 38)</p> <p>Sustainability Approach > Tailings Stewardship > Tailings Management Protocol (see page 41)</p> <p>Sustainability Approach > United Nations Sustainable Development Goals (see page 53)</p> <p>Our People > Our Approach > Diversity and Inclusion (see page 60)</p> <p>Social Impact > Our Approach > Economic Contributions (see page 71)</p> <p>Social Impact > Our Approach > Indigenous Engagement (see page 71)</p> <p>Environment > Our Approach (see page 81)</p>		
102-13	Membership of associations	Sustainability Approach > Sustainability Governance > Industry Involvement (see page 38)		
Strategy				
102-14	Statement from senior decision-maker	CEO Message (see page 3)		
102-15	Key impacts, risks and opportunities	<p>CEO Message (see page 3)</p> <p>Our Company > Business Conduct > Risks, Issues or Complaints (see page 20)</p> <p>Our Company > Risk Management (see page 21)</p>		
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behaviour	<p>Our Company > Mission and Values (see page 16)</p> <p>Our Company > Business Conduct (see page 19)</p> <p>Sustainability Approach > Sustainability Governance > Sustainability Management Framework (see page 35)</p> <p>Sustainability Approach > Human Rights and Security (see page 39)</p> <p>Sustainability Approach > Responsible Supply Chain (see page 51)</p> <p>Website > Disclosure Centre > Policies</p>		
102-17	Mechanisms for advice and concerns about ethics	<p>Our Company > Business Conduct (see page 19)</p> <p>Our Company > Business Conduct > Risks, Issues or Complaints (see page 20)</p> <p>Sustainability Approach > Responsible Supply Chain (see page 51)</p>		

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
Governance				
102-18	Governance structure	Our Company > Corporate Governance (see page 17) Our Company > Board of Directors (see page 18) Our Company > Management Team (see page 22) Sustainability Approach > Sustainability Governance (see page 35) Management Information Circular Website > About Us > Board Website > About Us > Management		
102-19	Delegating authority	Sustainability Approach > Sustainability Governance (see page 35)		
102-20	Executive-level responsibility for economic, environmental and social topics	Our Company > Corporate Governance (see page 17) Our Company > Management Team (see page 22) Sustainability Approach > Sustainability Governance (see page 35)		
102-21	Consulting stakeholders on economic, environmental and social topics	Our Company > Corporate Governance (see page 17) Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Stakeholder Engagement (see page 45) Social Impact > Our Approach (see page 71)		
102-22	Composition of the highest governance body and its committees	Our Company > Corporate Governance (see page 17) Our Company > Board of Directors (see page 18) 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 17) Our Company > Board of Directors (see page 18) Management Information Circular Website > About Us > Board		

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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 19) Sustainability Approach > Sustainability Governance (see page 35) Annual Information Form (see page 54)		
102-26	Role of highest governance body in setting purpose, values and strategy	Sustainability Approach > Sustainability Governance (see page 35) Corporate Governance Guidelines and Board Charter		
102-27	Collective knowledge of highest governance body	Annual Information Form (see page 51) Website > About Us > Board		
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines and Board Charter		
102-29	Identifying and managing economic, environmental and social impacts	Sustainability Approach > Sustainability Governance (see page 35)		
102-30	Effectiveness of risk management processes	Our Company > Risk Management (see page 21)		
102-31	Review of economic, environmental and social topics	Sustainability Approach > Sustainability Governance (see page 35)		
102-32	Highest governance body's role in sustainability reporting	Environmental, Health, Safety and Sustainability Committee Charter The EHSS Committee reviews and approves the content within the Annual Sustainability Report.		
102-33	Communicating critical concerns	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Whistleblower Policy		
102-34	Nature and total number of critical concerns	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Sustainability Approach > Human Rights and Security (see page 39) Sustainability Approach > Stakeholder Engagement (see page 45) Sustainability Performance > Key Performance Data (see page 101)		
102-35	Remuneration policies	Management Information Circular Compensation and Human Resources Committee Charter		
102-36	Process for determining remuneration	Management Information Circular		

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
102-37	Stakeholders' involvement in remuneration	Management Information Circular		
102-38	Annual total compensation ratio	Sustainability Performance > Key Performance Data (see page 98)		
102-39	Percentage increase in annual total compensation ratio	Management Information Circular		
Stakeholder Engagement				
102-40	List of stakeholder groups	Sustainability Approach > Stakeholder Engagement (see page 45)		
102-41	Collective bargaining agreements	Sustainability Performance > Key Performance Data (see page 94)		
102-42	Identifying and selecting stakeholders	Sustainability Approach > Stakeholder Engagement (see page 45)		
102-43	Approach to stakeholder engagement	Sustainability Approach > Stakeholder Engagement (see page 45)		
102-44	Key topics and concerns raised	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Sustainability Approach > Human Rights and Security (see page 39) Sustainability Approach > Stakeholder Engagement (see page 45) Social Impact > Manitoba (see page 73) Social Impact > Peru (see page 75) Social Impact > Arizona and Nevada (see page 77)		
Reporting Practice				
102-45	Entities included in the consolidated financial statements	About This Report (see page 129) Annual Information Form (see page 5)		
102-46	Defining report content and topic Boundaries	Sustainability Approach > Materiality (see page 48)		
102-47	List of material topics	Sustainability Approach > Materiality (see page 48)		
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 129)		
102-51	Date of most recent report	About This Report (see page 129)		
102-52	Reporting cycle	About This Report (see page 129)		
102-53	Contact point for questions regarding the report	About This Report (see page 129)		
102-54	Claims of reporting in accordance with the GRI Standards	About This Report (see page 129)		
102-55	GRI content index	GRI and SASB Content Index (see page 112)		
102-56	External assurance	External assurance was conducted only for the financial data in the 2021 Annual Sustainability Report.		

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
MATERIAL TOPICS				
GRI 200: ECONOMIC STANDARDS SERIES				
Economic Performance				
GRI 103: Management Approach 2016				
103	Management approach	CEO Message (see page 3) Our Company > Corporate Governance (see page 17) Our Company > Risk Management (see page 21) Business and Financial Review > Strategy (see page 27) Sustainability Approach > Materiality (see page 48) Social Impact > Our Approach (see page 71) Sustainability Performance > 2021 Targets and Achievements (see page 109) Sustainability Performance > 2022 Targets (see page 111) Annual Information Form (see page 6)		
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	Sustainability Performance > Key Performance Data (see page 91)		
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 48) Sustainability Approach > Responsible Supply Chain (see page 51) Social Impact > Our Approach (see page 71) Social Impact > Our Approach > Economic Contributions (see page 71) Social Impact > Manitoba (see page 73) Social Impact > Peru (see page 75) Social Impact > Arizona and Nevada (see page 77) 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 Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 203: Indirect Economic Impacts 2016				
203-2	Significant indirect economic impacts	Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 51) Social Impact (see page 68)		
Procurement Practices				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Sustainability Approach > Responsible Supply Chain (see page 51) Social Impact > Our Approach > Local Hiring and Procurement (see page 72) 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 51)		
Anti-corruption				
GRI 103: Management Approach 2016				
103	Management approach	Our Company > Business Conduct (see page 19) Our Company > Business Conduct > Compliance Training (see page 19) Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Sustainability Approach > Responsible Supply Chain (see page 51) Statement on Anti-Corruption Supplier Code of Conduct and Ethics	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Sustainability Performance > Key Performance Data (see page 101)		
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Performance > Key Performance Data (see page 101)		
205-3	Confirmed incidents of corruption and actions taken	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20)		
		Not applicable	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 300: ENVIRONMENTAL STANDARDS SERIES				
Energy				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Environment > Our Approach > Climate Change (see page 82)		
302-1	Energy consumption within the organization	Sustainability Performance > Key Performance Data (see page 104) CDP Climate Change Report	EM-MM-130a.1	Total energy consumed
		CDP Climate Change Report	EM-MM-130a.1	Percentage grid electricity
		CDP Climate Change Report	EM-MM-130a.1	Percentage renewable
Water				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Environment > Our Approach > Water (see page 83) Sustainability Performance > 2021 Targets and Achievements (see page 109)		
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	Environment > Our Approach > Water (see page 83)		
303-2	Management of water discharge–related impacts	Environment > Our Approach > Water (see page 83)		
303-3	Water withdrawal	Sustainability Performance > Key Performance Data (see page 105) CDP Water Report	EM-MM-140a.1	Total fresh water withdrawn, percentage occurring in regions with high or extremely high baseline water stress
		Sustainability Performance > Key Performance Data (see page 105) CDP Water Report	EM-MM-140a.1	Total fresh water consumed, percentage occurring in regions with high or extremely high baseline water stress
		Not applicable	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
Biodiversity				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Sustainability Governance > International Systems and Performance Standards (see page 37) Sustainability Approach > Tailings Stewardship (see page 41) Sustainability Approach > Materiality (see page 48) Environment > Our Approach (see page 81) Environment > Our Approach > Land and Biodiversity (see page 82) Environment > Our Approach > Closure and Reclamation (see page 84) Environmental Health and Safety Policy	EM-MM-160a.1	Description of environmental management policies and practices for active sites
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 82) Sustainability Performance > Key Performance Data (see page 108)	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	Environment > Our Approach > Land and Biodiversity (see page 82)		
304-3	Habitats protected or restored	Sustainability Performance > Key Performance Data (see page 108)		
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 108)		
		Environment > Our Approach > Waste and Tailings (see page 84)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted to occur
		Environment > Our Approach > Waste and Tailings (see page 84)	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

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
MM1: Biodiversity				
MM1	Amount of land disturbed or rehabilitated	Sustainability Performance > Key Performance Data (see page 107)		
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 108)		
Emissions				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Environment > Our Approach > Climate Change (see page 82) Sustainability Performance > 2021 Targets and Achievements (see page 109) Sustainability Performance > 2022 Targets (see page 111)		
305-1	Direct (Scope 1) GHG emissions	Sustainability Performance > Key Performance Data (see page 104) CDP Climate Change Report Note: Percentage covered under emissions-limiting regulations not available.	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
		Environment > Our Approach > Climate Change (see page 82) Sustainability Performance > 2021 Targets and Achievements (see page 109) Sustainability Performance > 2022 Targets (see page 111) CDP Climate Change Report	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 _x (excluding N ₂ O)
		Not applicable	EM-MM-120a.1	SO _x
		Sustainability Performance > Key Performance Data (see page 105)	EM-MM-120a.1	Particulate matter (PM ₁₀)
		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)

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
Effluents and Waste				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Tailings Stewardship (see page 41) Sustainability Approach > Materiality (see page 48) Environment > Our Approach > Waste and Tailings (see page 84) Environmental Health and Safety Policy		
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	Sustainability Approach > Tailings Stewardship (see page 41) Environment > Our Approach > Waste and Tailings (see page 84)		
306-2	Management of significant waste-related impacts	Sustainability Approach > Tailings Stewardship (see page 41) Environment > Our Approach > Waste and Tailings (see page 84)		
306-3	Waste generated	Sustainability Performance > Key Performance Data (see page 106)		
306-4	Waste diverted from disposal	Sustainability Performance > Key Performance Data (see page 106)		
306-5	Waste directed to disposal	Sustainability Performance > Key Performance Data (see page 106)		
		Mine Tailings Disclosure Table	EM-MM-540a.1	Tailings storage facility inventory table
		Sustainability Approach > Tailings Stewardship (see page 41) Environment > Our Approach > Waste and Tailings (see page 84)	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities
MM3: Effluents and Waste				
MM3	Total amount of overburden, rock, tailings and sludges and their associated risks	Sustainability Performance > Key Performance Data (see page 106)	EM-MM-150a.4	Total weight of non-mineral waste generated
			EM-MM-150a.5	Total weight of tailings produced
			EM-MM-150a.6	Total weight of waste rock generated
			EM-MM-150a.7	Total weight of hazardous waste generated
			EM-MM-150a.8	Total weight of hazardous waste recycled

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 400: SOCIAL STANDARDS SERIES				
Employment				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Our People > Our Approach > Employee Relations (see page 59) Our People > Our Approach > Building a Highly Effective Organization (see page 60) Our People > Our Approach > Diversity and Inclusion (see page 60) Our People > Manitoba (see page 62) Our People > Peru (see page 64)		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	Sustainability Performance > Key Performance Data (see page 94)		
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 100)		
401-3	Parental leave	Sustainability Performance > Key Performance Data (see page 100) Parental leave is tracked by business unit and employment level.		
Labour/Management Relations				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Our People > Our Approach > Employee Relations (see page 59) Our People > Manitoba (see page 62) Our People > Peru (see page 64)		
GRI 402: Labour/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	Sustainability Performance > Key Performance Data (see page 95)	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	Sustainability Performance > Key Performance Data (see page 95)	EM-MM-310a.2	Number and duration of strikes and lockouts

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
Occupational Health and Safety				
GRI 103: Management Approach 2016				
103	Management approach	Our Company > Risk Management > Emergency Response and Crisis Management (see page 21) Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Our People (see page 55) Our People > Our Approach > Health and Safety (see page 58) Our People > Our Approach > Employee Relations (see page 59) Sustainability Performance > 2021 Targets and Achievements (see page 109) Sustainability Performance > 2022 Targets (see page 111) Environmental Health and Safety 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 98)		
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 pages 98–100)	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
Security Practices				
GRI 103: Management Approach 2016				
103	Management approach	Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Human Rights and Security > Security Practices (see page 39) Sustainability Approach > Materiality (see page 48) Environmental Health and Safety Policy Human Rights Policy		
GRI 410: Security Practices 2016				
410-1	Security personnel trained in human rights policies or procedures	Sustainability Performance > Key Performance Data (see page 102)		

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
Rights of Indigenous Peoples				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Human Rights and Security (see page 39) Sustainability Approach > Stakeholder Engagement (see page 45) Sustainability Approach > Materiality (see page 48) Our People > Our Approach > Diversity and Inclusion (see page 60) Social Impact > Manitoba > Engaging with Indigenous Communities (see page 73) Human Rights Policy	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 2021.		
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 103)	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land
Human Rights Assessment				
GRI 103: Management Approach 2016				
103	Management approach	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Human Rights and Security (see page 39) Sustainability Approach > Materiality (see page 48) Sustainability Approach > Responsible Supply Chain (see page 51) Our People > Our Approach > Diversity and Inclusion (see page 60) 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 102)		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supplier Code of Conduct and Ethics		

GRI Standard	Disclosure	Response, page number(s) and/or URL(s)	SASB Code	SASB Metric
Local Communities				
GRI 103: Management Approach 2016				
103	Management approach	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Sustainability Approach > Responsible Supply Chain (see page 51) Our People > Our Approach > Diversity and Inclusion (see page 60) Social Impact > Our Approach > Community Relations (see page 71) Social Impact > Our Approach > Local Hiring and Procurement (see page 72) Social Impact > Our Approach > Community Development (see page 72)	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	Sustainability Performance > Key Performance Data (see page 103)		
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 101)	EM-MM-210b.1	Number and duration of non-technical delays
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 102)		
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 103)		

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Resettlement				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Social Impact > Our Approach > Resettlement and Land Use (see page 72)		
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 101)		
Closure Planning				
GRI 103: Management Approach 2016				
103	Management approach	Sustainability Approach > Sustainability Governance (see page 35) Sustainability Approach > Materiality (see page 48) Social Impact > Our Approach (see page 71) Social Impact > Manitoba > Transitioning Hudbay's Future to Snow Lake (see page 73) Environment > Our Approach > Land and Biodiversity (see page 82) Environment > Our Approach > Closure and Reclamation (see page 84) Environmental Health and Safety Policy		
MM10: Closure Planning				
MM10	Number and percentage of operations with closure plans	Sustainability Performance > Key Performance Data (see page 103)		