

Sustainability Scorecard



The following tables summarize our sustainability performance against our 2018 priorities. For more results, refer to the relevant section in this report.

- Achieved
- Partially Achieved/More Work Needed
- Not Achieved

2018 Priorities

2018 Results

SAFETY & HEALTH

Zero fatalities	Achieved
Reduce reportable injury frequency rate by 10%	Achieved - Reduced by 16%
Incorporate our Guanaceví and Bolañitos sites in the Self-Management Safety Program (Programa de Autogestión) from the Ministry of Labour	Partially achieved - Guanaceví registered but Bolañitos did not
Implement updated safety and health procedures at all sites	Completed

OUR PEOPLE

Reduce turnover rate by 15%	Partially achieved - Reduced by 8%
Provide an average of 50 hours of training per employee	Achieved - average of 54 hours
Implement talent management programs and update human resources policies and procedures	Partially achieved - Started activities on the talent management program but the update of the policies and procedures did not happen

COMMUNITY

Receive, assess and respond to, in a timely and respectful manner, complaints raised by community stakeholders through the External Grievance Mechanism	Partially achieved – complaints have been addressed but response time needs to improve
Conduct a social impact assessment in Terronera (development project)	Completed
Ensure that at least 50% of investments support our community investment priorities: education and employability	Partially achieved – 18% of budget spent on education and employability – fully meeting this target continues to prove challenging due to market realities and other donation requests
Identify the best mechanism for channeling funding to support education programs in Mexico	Achieved, with implementation to follow in 2019
Update Environmental Mine Closure Plans and add a formal social component to it	Partially achieved – an environmental closure plan was developed for El Compas and the update of the El Cubo plan was started but will be finalized in 2019; environmental closure plans for Guanaceví and Bolañitos will be updated in 2019; post-mining social plans were finalized for all operating sites

ENVIRONMENTAL COMPLIANCE & MANAGEMENT

Participate in the Environmental Audit Program carried out by PROFEPA, in order to apply for the 'Clean Industry' certification for each of our producing mines	Partially achieved – One site, Bolañitos, carried out the audit. Guanaceví will conduct the audit in 2019. Due to the depletion of reserves at El Cubo, we will not be undertaking the audit in 2019
Zero spills	Achieved
Maintain fresh water intensity in the range of 0.2 and 0.25 m3 (intensity is amount of m3 used per tonne processed)	Achieved

ECONOMIC VALUE

All-in sustaining costs (AISC), net of gold by-product credits, in the range of \$15-16/oz	Achieved
Consolidated direct costs in the range of \$80-85/tonne	Not achieved – result was \$86.32
Finalize Terronera permits and obtain financing	Not achieved. Finalized the pre-feasibility study in August and commenced working on financing and still awaiting final permit
Roll-out the new sustainable procurement criteria and evaluate at least four suppliers or contractors based on those procedures	Postponed due to other priorities