

Key Performance Data

Safety and Health

LA5. Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

	2017	2016	2015
Total number of employees represented in formal joint management-worker health and safety committees	515	496	162
Percentage of the total workforce	34.1%	30.2%	9.6%

LA6. Type and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender

Reportable Injury Frequency Rate	2.82	3.51	3.76
Lost Time Injury Frequency Rate	2.38	3.00	2.19
Lost Time Injury Severity Rate	288.58	290.04	247.69
Absentee rate - all employees	2.52%	2.56%	2.25%

Our People

G4-10. Total number of employees by type of contract, gender and region.

	M		F		M		F	
Total number of employees	1624		1641		1696			
Total number of permanent employees*	1444	180	1456	157	1529	167		
Total number of temporary employees	0	0	11	17	0	0		
Total number of contractors	1,155		878		992			
Contractors by gender	1,121	34	857	21	984	8		
Total number of contractors and employees	2,655		2,519		2,688			
Total number of foreigners hired	16		8		9			
Total number of foreginers hired by gender	16	0	8	0	9	0		

* all permanent employees are full time

Total bi-weekly (non-union) paid employees

Permanent employees	410		388		389			
Fixed Term or Temporary	0		8		0			
Local Hires (within state)	271		269		314			
Regional Hires (within the country)	127		119		66			
International Hires	16		8		9			
Indigenous Hires	0		0		0			
Total by gender	315	95	302	94	303	86		

Total weekly (union) paid employees

Permanent employees	1216		1225		1307			
Fixed Term or Temporary	0		20		0			
Local Hires (within state)	1173		1206		1271			
Regional Hires (within the country)	37		39		36			
Indigenous Hires	0		0		0			
Total by gender	1134	82	1165	80	1227	80		

G4-11. Percentage of total employees covered by collective bargaining agreements	2017	2016	2015
Total Union Employees	1216	1226	1307
Percentage of Union Employees	75%	75%	77%
Non-Union Employees	410	415	389
Percentage of Non-Union Employees	25%	25%	23%

LA1. Total number and rate of new employee hires and employee turnover by age group, gender, and region.

Total number of new hires	363	450	400
Total new hires locally (country wise)	354	448	399
Total new hires internationally	9	2	1
Total number of employees voluntarily leaving employment or dismissed	381	210	355
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	380	207	349
Total number of international employees voluntarily leaving employment or dismissed	1	3	6
Turnover rate for all employees	23.23%	26.87%	20.89%

LA9. Average hours of training per year per employee by gender, and by employee category

	M	F	M	F	M	F
Contractors	21,330	1,520	12,201	788	Available in different classification	
Union employees	59,877	3,183	46,903	2,153		
Non-Union Employees	11,878	2,876	4,983	1050.5		
Total Per Gender	93,085	7,579	64,087	3992		
Grand Total	100,664		68,079			
Average hours per employee by gender	52	46	37	24		
Average hours per contractor by gender	22	61	16	56		
Average hours per employee	52		36			
Average hours per contractor	23		16			

EC6. Procedures for local hiring and proportion of senior management hired from the local community

Total senior management		113		81		28
Total senior management by gender	92	21	66	15	25	3
Total senior management hired locally (within state)		67		36		11
Total senior management hired nationally (within the country)		19		37		14
Total senior management hired internationally		16		8		3
Percentage of international senior management		16%		10%		11%

LA3. Return to work and retention rates after parental leave, by gender

Total number of people that took parental leave		76		99		99
Total number of people that came back to work after maternity		73		97		97
Percentage of people that came back to work after maternity		96%		96%		98%

LA11. Percentage of employees receiving regular performance and career development reviews by gender and by employee category

Total senior management		422		394		378
Total senior management by gender	322	100	293	101	303	86
Total senior management hired locally (within state)		26%		24%		22%

Community

S01. Percentage of operations with implemented local community engagement, impact assessments and development programs (USD)

	2017	2016	2015
Total Community Investment	\$515,451	\$192,860	\$456,552

MM10. Number and percentage of operations with closure plans

Number of sites that have closure plans	3	3	3
Financial provision for closure (Thousands USD)	\$7,846	\$7,846	\$7,762

Environment

EN8. Total water withdrawal by source (m³)

Total water withdrawn from:

Surface water, including water from wetlands, rivers, lakes, and oceans	43,520	45,277	16,431
Ground water (from mining)	230,602	399,590	533,945
Rainwater	18,285	11,742	39,944
Recovered water from dry tailings pond	20,478	19,679	64,714
Recycled water (from tailings)	4,821,104	4,900,424	4,868,458
Purchased water (pipes)	1,898	4,568	4,000
TOTAL	5,135,887	5,381,280	5,527,492
Intensity (water consumed/tons processed)	4.01	3.69	3.53
Fresh water intensity (Fresh water consumed/tons processed)	0.21	0.30	0.35

EN10. Percentage of total volume of water recycled and reused

Surface water, including water from wetlands, rivers, lakes, and oceans	94.3%	91.4%	89.2%
---	-------	-------	-------

EN22. Total water discharge by quality and destination (not including rainwater and domestic sewage)

Total water discharges to surface waters (m ³)	3,549,458	12,618,635	8,203,473
--	-----------	------------	-----------

EN23. Total weight of waste by type and disposal method

Hazardous Waste

Residuos Peligrosos Solidos (Kg). includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses, and batteries	94,837	115,883	69,818
Hazardous waste: Liquid (L). Includes oils and water contaminated with oil	83,060	109,355	98,498
Hazardous Waste Intensity	0.074	0.079	0.045

Special Management

Scrap (Kgs)	279,465	279,650	242,855
Tires (tons)	435	0	102,938
Cartridges (Piece)	77	268	181
Toners (Piece)	305	339	463

Non-Hazardous

Pet (Kgs)	3,792	7,690	2,991
Card board (Kgs)	5,140	28,170	8,118
Urban solid waste (Kgs)	265,090	261,400	404,875
Non-Hazardous Waste Intensity	0.43	0.40	0.49

MM3. Total amounts of overburden, rock, tailings, and sludges and their associated risks	2017	2016	2015
Total overburden/ Waste rock (tonnes)	1,148,472	1,007,844	986,551
Overburden/ Waste rock used inside the mine	873,846	999,942	823,634
Overburden/ Waste rock taken outside the mine	274,626	7,902	162,917
Tailings (tonnes)	1,265,843	1,444,758	1,489,168
Sludges (tonnes)	0.000	0.657	0.676

EN3. Energy consumption within the organization (GJ)

Non-renewable sources

Purchased electricity	518,709	510,591	512,363
LPG	6,198	6,322	7,516
Diesel or Av Gas use for mobile equipment	7,717	81,126	85,137
Gasoline Use for mobile equipment	82,648	10,003	8,485
Diesel for Generators	317	18,183	95,372
Explosives	12,007	9,508	13,505
Total Energy (GJ)	627,595	636,405	722,379

EN5. Energy Intensity

0.49 0.44 0.46

EN15. Direct Greenhouse Gas (GHG) Emissions (Scope 1) (tCO₂e)

Non-renewable sources (tCO₂e)

LPG	395	408	475
Diesel or Av Gas use for mobile equipment	524	6,343	6,406
Gasoline Use for mobile equipment	5,791	602	614
Diesel for Generators	214	1,213	7,093
Explosives	510	404	597

EN16. Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)

65,415 64,391 64,615

Total GHG (Direct + Indirect) (tCO₂e)

72,849 73,409 79,798

EN18. Greenhouse Gas (GHG) Emissions Intensity

0.057 0.050 0.051

MM1. Amount of land disturbed or rehabilitated (hectares)

Total land disturbed so far	107.89		2.74		104.00	
	Within	Out	Within	Out	Within	Out
Total land rehabilitated so far	60.64	26.70	46.40	0.00	4.40	59.08
Total land rehabilitated in the reporting year	2.26	0.87	13.00	0.00	2.00	25.56

EN13. Habitats protected and restored

Total trees planted	43,939	34,560	31,318
Survival rate of reforestation projects	81%	87%	83%

EN29. Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations (USD)

Total amount of fines	1	1	2
Monetary sanction (USD)	\$45,056	—	\$6,974
Estimated value for non-monetary sanctions	—	\$1,400	—

EN31. Total environmental protection expenditures and investments by type (USD)

Transportation and final disposition of waste	\$86,460	\$61,755	\$60,065
Environmental Studies	\$54,223	\$8,250	\$44,348
Monitoring	\$25,567	\$17,640	\$26,550

EN31. (Continued)	2017	2016	2015
Projects (other than tailings ponds)	\$52,206	\$7,569	\$11,753
Tailings ponds projects	\$1,274,018	\$914,451	\$142,076
Engineering work in tailings ponds	\$1,492,475	\$470,802	Not Available
Total	\$2,986,967	\$1,482,484	\$284,794

EC1. Direct economic value generated and distributed, including revenues, operating costs, employee wages and benefits, donations and other community investments, retained earnings, and payments to capital providers and payments to governments, by country

Direct Economic Value (Thousands USD)

Revenues (1)	\$150,499	\$156,767	\$183,556
Operating costs	\$70,244	\$81,267	\$92,844
Employee wages and benefits	\$40,755	\$39,667	\$43,702
Payments to providers of capital	\$461	\$779	\$1,041
Payments to Mx governments [taxes]	\$9,798	\$10,786	\$14,401
Payments to Cdn governments [taxes] (2)	—	—	\$335
Payments to governments [payroll taxes, employer portion only] - Mexico	\$6,665	\$6,610	\$7,838
Payments to governments [payroll taxes, employer portion only] - Canada	\$60	\$45	\$41
Land use payments	\$1,246	\$1,013	\$644
Community investment (including infrastructure) *	\$515	\$193	\$457
Total Economic Value Distributed	\$129,744	\$140,360	\$161,302
Total Economic Value Retained	\$20,755	\$16,407	\$22,254

* See Breakdown in society worksheet

EC5. Ratios of standard entry level wage by gender compared to local minimum wage (MXP)

Local minimum wage in each region (Mexican pesos)	\$82.81	\$72.06	\$73.00			
Percentage of employees receiving minimum wage	0%	0%	0%			
Entry level wage at each location (Mexican pesos)	\$152.15	\$158.44	\$136.42			
	M	F	M	F	M	F
Number of people that entered in that level wage at each location	18	27	36	26	52	—
Percentage of employees receiving entry level wage at each location	2.77%	3.78%	3.13%			

EC7. Development and impact of infrastructure investments and services supported

Total amount spent on infrastructure and services supported (Thousands USD)	\$41.99	\$48.34	\$149.47
---	---------	---------	----------

EC9. Proportion of spending on local suppliers at significant locations of operation

Total procurement	\$66,217	\$52,205	\$83,684
Total procurement spent locally (within state)	\$30,668	\$13,667	\$15,471
Percentage of state wise local procurement	46.3%	26.2%	18.49%
Total procurement spent nationally (within the country)	\$34,989	\$37,731	\$67,592
Percentage of country wise local procurement	52.8%	72.3%	80.77%
Total procurement spent internationally	\$560	\$807	\$621
Percentage of international procurement	0.8%	1.5%	0.7%
Percentage spent locally (state and nation wide)	99%	98%	99%

Production

Material processed, gold and silver

Material processed (tonnes)	1,279,435	1,458,917	1,563,802
Silver (Oz)	4,908,071	5,435,407	7,178,666
Gold (Oz)	53,859	57,375	59,990