

GRI Content Index

GENERAL STANDARD DISCLOSURES

Strategy & Analysis

Indicator	Description	Location
G4-1	Statement of the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Pages 5, 6
G4-2	Description of key impacts, risks and opportunities.	Pages 7, 8, 25

Organizational Profile

G4-3	Name of the organization	Page 7
G4-4	Primary brands, products and/or services	Page 7
G4-5	Location of organization's headquarters	Page 7
G4-6	Number of countries where the organization operates and names of countries either with major operations or that are specifically relevant to the sustainability issues covered in the report	Page 7
G4-7	Nature of ownership and legal form	AIF: Page 4, 5
G4-8	Market served (including geographic breakdown, sectors served and types of customers/beneficiaries)	Page 7
G4-9	Scale of the reporting organization	Page 7
G4-10	Total number of employees by employment contract and gender Total workforce by region and gender Total workforce by employees and supervised workers and by gender Number of permanent employees by type and gender	Pages 39, 71, 72
G4-11	Percentage of total employees covered by collective bargaining agreements	Pages 39, 72
G4-12	Description of the organization's supply chain	Page 69
G4-13	Significant changes during the reporting period regarding the organizations' size, structure, ownership or supply chain	None

Commitments to External Initiatives

G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Pages 21, 25
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Page 25
G4-16	Memberships in associations and national or international advocacy organizations	Page 25

Identified Material Aspects And Boundaries

G4-17	Entities included in the organization's consolidated financial statements and any entity is not covered by the report	Amended AIF: Page 5 Audited Financial Statements: Page 11
G4-18	Process for defining report content and Aspect boundaries How the organization implementing the Reporting Principles for Defining Report Content	Page 27
G4-19	Material Aspects identified in the process of defining report content	Page 27
G4-20	Aspect Boundary within the organization for each material aspect	GRI Content Index: Pages 76-80
G4-21	Aspect Boundary outside the organization for each material aspect	GRI Content Index: Pages 76-80
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	None
G4-23	Significant changes from previous reporting periods in Scope and Aspect Boundaries	None

Stakeholder Engagement

Indicator	Description	Location
G4-24	List of stakeholder groups engaged by the organization	Page 26
G4-25	Basis for identification and selection of stakeholders with whom to engage	Page 26
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	Page 26
G4-27	Stakeholder groups that have raised key topics and concerns, the key topics and concerns raised through stakeholder engagement, and how the organization has responded including through its reporting.	Page 49

Report Profile

G4-28	Reporting period for information provided	Page 3
G4-29	Date of most recent previous report, if any	Page 3
G4-30	Reporting cycle	Page 3
G4-31	Contact point for questions regarding the report or its contents	Page 3

GRI Content Index

G4-32	"In Accordance" option chosen GRI Content Index External Assurance reference (if applicable)	Core GRI Content Index: Pages 76-80
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Assurance

G4-33	The organization's policy and current practice with regard to seeking external assurance for the report	Not considered a priority at this point. Will have GHG emissions verified for 2018
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Governance

Governance Structure & Composition

G4-34	Governance structure of the organization including committees under the highest governance body. Identify any committees responsible for decision making on economic, environmental and social impacts	Page 21 Information Circular: Pages A1-A11
G4-36	Appointment of an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governing body	Pages 21, 22
G4-38	The composition of the highest governance body and its committees	Pages 21, 22
G4-39	Indication whether chair of the highest governance body is also an executive officer (and if so, their function within the organization and reasons for this arrangement)	Page 21
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	Page 21 Code of Business Conduct and Ethics

Role in Setting Purpose, Values and Strategy

G4-42	Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts	Page 21
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Role in Risk Management

G4-45	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities and whether stakeholder consultation is used to support the identification of the above	Page 25
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	Page 25
G4-47	Frequency of the highest governance body's review of the economic, environmental and social impacts, risks and opportunities	Page 25. Information Circular: Pages A2-A3

Role in Sustainability Reporting

G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	Page 22
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Remuneration and Incentives

G4-51	Remuneration policies for the highest governance body and senior executives. Report how performance criteria in the remuneration policy relates to the highest governance body's and senior executives' economic, environmental and social objectives.	Information Circular: Pages 10-30
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Ethics and Integrity

G4-56	The organizations values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Page 8 Corporate Governance
G4-58	Internal and external mechanisms for reporting concerns about ethical and lawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Pages 23, 40, 48

Specific Standard Disclosures

Boundary Aspect Legend

1. Corporate Office	3. Bolañitos Mine	5. Local Communities	7. Terronera
2. Guanacevi Mine	4. El Cubo mine	6. Supply Chain	8. Shareholders

Economic Indicators

Disclosure of Management Approach

Pages 67, 69

Aspect	Economic Performance. Boundary: 1-8	
G4-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	Pages 39, 50, 69
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Page 63
G4-EC3	Coverage of the organization's defined benefit plan obligations	Page 43
G4-EC4	Financial assistance received from government, by country. Include extent to which government has a shareholding position	None
Aspect	Market Presence. Boundary: 1-7	
G4-EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation	Pages 39, 75
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Page 39
Aspect	Indirect Economic Impacts. Boundary: 5	
G4-EC7	Development and impact of infrastructure investments and services provided	Page 50
Aspect	Procurement Practices. Boundary: 5, 6	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Pages 69, 75

Environmental Indicators

Disclosure of Management Approach

Pages 57, 59, 61

Aspect	Energy. Boundary: 2,3,4,8	
G4-EN3	Energy consumption within the organization	Pages 63, 74
G4-EN5	Energy intensity	Pages 63, 74
Aspect	Water. Boundary: 2-5	
G4-EN8	Total water withdrawal by source	Pages 61, 73
G4-EN9	Water sources significantly affected by withdrawal of water	Page 61
G4-EN10	Percentage and total volume of water recycled and reused	Pages 61, 73

Aspect	Biodiversity. 2,3,4,5,7	
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 64
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Page 64
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Page 74
G4-EN13	Habitats protected or restored	Pages 64, 74
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Page 64
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Page 64
Aspect	Emissions. Boundary: 2-5	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Pages 63, 74
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Pages 63, 74
G4-EN18	Greenhouse gas (GHG) emissions intensity	Pages 63, 74
Aspect	Effluents and Waste. Boundary: 2-5	
G4-EN22	Total water discharge by quality and destination	Pages 62, 74
G4-EN23	Total weight of waste by type and disposal method	Pages 59, 74
MM3	Total amounts of overburden, rock, tailings, sludges and their associated risk	Pages 59, 74
G4-EN24	Total number and volume of significant spills.	Page 59
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III & IV, and percentage of transported waste shipped internationally	None
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Page 62
Aspect	Compliance. Boundary: 1-8	
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Pages 58, 74
Aspect	Overall. Boundary: 2-4	
G4-EN31	Total environmental protection expenditures and investments by type	Pages 58, 74, 75
Aspect	Environmental Grievance Mechanisms. Boundary: 2-5	
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Page 49

Social Indicators

Labour Practices and Decent Work Indicators

Disclosure of Management Approach

Pages 39, 41, 43

Aspect	Employment. Boundary: 1-8	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Pages 39, 72
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Page 43
G4-LA3	Return to work and retention rates after parental leave, by gender	Page 43
Aspect	Labour/Management Relations. Boundary: 1-8	
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Page 39
Aspect	Occupational Health & Safety. Boundary: 1-8	
G4-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	Pages 33, 71
G4-LA6	Types and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region and by gender.	Pages 33, 71
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Pages 33, 71
Aspect	Training & Education. Boundary: 2,3,4,6,7	
G4-LA9	Average hours of training per year per employee by gender and by employee category	Pages 41, 72

G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Page 41
G4-LA11	Percentage of employees receiving regular performance and career development reviews by gender and by employee category	Page 72
Aspect	Diversity & Equal Opportunity. Boundary: 1-4	
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Page 21
Aspect	Equal Remuneration for Women & Men. Boundary: 1-4	
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Page 43
Aspect	Labour Practices Grievance Mechanisms. Boundary: 1-4	
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Page 40

Human Rights Indicators

	Disclosure of Management Approach	Page 24
Aspect	Non-Discrimination. Boundary: 1-4	
G4-HR3	Total number of incidents of discrimination and actions taken	Page 24
Aspect	Freedom of Association & Collective Bargaining. Boundary: 2-4	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk and measures taken to support these rights	Pages 24, 39
Aspect	Child Labour. Boundary: 2,3,4,6,7	
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Page 24
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	Omission: Not Applicable
Aspect	Human Rights Grievance Mechanisms. Boundary: 1-5	
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	Pages 24, 49

Society Indicators

	Disclosure of Management Approach	Page 47,50,53
Aspect	Local Communities. Boundary: 2-7	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Pages 47
G4-SO2	Operations with significant potential or actual negative impacts on local communities	Pages 47
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Omission: Not Applicable
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	Omission: Not Applicable
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	Page 69
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Omission: Not Applicable
MM10	Number and percentage of operations with closure plans.	Pages 53,73
Aspect	Anti-Corruption. Boundary: 1-8	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Page 23
G4-SO5	Confirmed incidents of corruption and actions taken	Page 23
Aspect	Public Policy. Boundary: 1,8	
G4-SO6	Total value of political contributions by country and recipient/beneficiary	None
Aspect	Compliance. Boundary: 1-8	
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	None
Aspect	Grievance Mechanisms for Impacts on Society. Boundary: 1-5	
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Page 49