

# Key Performance Data

## Economic Performance

**[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.

[THOUSANDS USD]

Direct Economic Value:	2015	2014	2013
Revenues	\$ 183,556	\$ 196,928	\$ 276,783
<b>Indirect economic value:</b>	\$ —	\$ —	\$ —
Operating costs	\$ 92,844	\$ 102,991	\$ 186,006
Employee wages and benefits	\$ 43,702	\$ 46,800	\$ 58,636
Payments to providers of capital	\$ 1,041	\$ 1,343	\$ 1,474
Payments to Mexican governments [taxes]	\$ 14,401	\$ 13,166	\$ 15,516
Payments to Canadian governments [taxes]	\$ 335	\$ 533	\$ —
Payments to governments [payroll taxes, employer portion only]	\$ 7,838	\$ 8,542	\$ 8,224
Land use payments	\$ 644	\$ 585	\$ 149
Community investment (including infrastructure)*	\$ 457	\$ 515	\$ 480

\* See Breakdown in community investment table

## Market Presence

**[G4-EC5]** Ratios of standard entry level wage by gender compared to local minimum wage

	2015	2014	2013
Local minimum wage in each region (Mexican pesos)	\$ 73.00	\$ 63.77	\$ 61.38
Percentage of employees receiving minimum wage	0%	0%	0%
Entry level wage at each location (Mexican pesos)	\$ 136.42	\$ 114.91	\$ 115.79
Number of people that entered in that level wage at each location	52	23	27
Percentage of employees receiving entry level wage at each location	3.13%	1.38%	1.80%

## Indirect Economic Impacts

**[G4-EC7]** Development and impact of infrastructure investments and services supported

[THOUSANDS USD]

	2015	2014	2013
Total amount spent on infrastructure and services supported	\$ 149.47	\$ 243.13	\$ 172.90

## Procurement Practices

**[G4-EC9]** Proportion of spending on locally-based suppliers at significant locations of operation

[THOUSANDS USD]

	2015	2014	2013
Total procurement	\$ 83,684	\$ 75,661	\$ 135,510
Total procurement spent locally (within state)	\$ 15,471	\$ 30,848	\$ 57,918
Percentage of state wide local procurement	18%	41%	43%
Total procurement spent nationally (within the country)	\$ 67,591	\$ 42,534	\$ 66,973
Percentage of state-wide local procurement	81%	56%	49%
Total procurement spent internationally	\$621	\$2,278	\$10,619
Percentage of international procurement	0.7%	3.0%	7.8%
Percentage spent locally (state and nation wide)	99%	97%	92%

## Production

Material processed, gold and silver

	2015	2014	2013
Material processed (tonnes)	1,563,802	1,404,406	1,527,984
Silver (oz)	7,178,666	7,212,074	6,813,152
Gold (oz)	59,990	62,895	75,580

## Labour and General Disclosures

[G4-22] [G4-LA12] Total workforce by employment contract and gender

	2015		2014		2013	
	M	F	M	F	M	F
Total number of employees	1,696		1,661		1,501	
Total number of permanent employees*	1,529	167	1,354	145	1,311	137
Total number of temporary employees**	0	0	151	11	50	3
Total number of contractors	992		837		1,050	
Contractors by gender	984	8	N/A	N/A	34	5
Female % for employees	9.8%		9.4%		9.3%	
Total number of contractors and employees	2,688		2,498		2,551	
Total number of foreigners hired	9		22		39	
<b>TOTAL NUMBER OF FOREIGNERS HIRED BY GENDER</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
	9	0	19	3	34	5

\* All permanent employees are full time

\*\* in previous years, we considered employees on a 3-month provisional contract to be "temporary"; in 2015, we have recategorized them as permanent, since most go on to permanent positions

Total management team, includes and equal to: executives (c-suite), officers (vice presidents), and senior managers (directors and some managers)

	2015		2014		2013	
	M	F	M	F	M	F
Permanent employees	28		34		Not Available	
Fixed term or temporary	0		0			
International hires	3		12			
Local hires (within state)	11		22			
Regional hires (within the country)	14		0			
Indigenous hires	0		0			
<b>TOTAL BY GENDER</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>		
	25	3	31	3		

Total bi-weekly paid employees

	2015		2014		2013	
	M	F	M	F	M	F
Permanent employees	389		382		Not Available	
Fixed term or temporary	0		0			
Local hires (within state)	314		261			
Regional hires (within Mexico)	66		98			
International hires	9		23			
Indigenous hires	0		0			
<b>TOTAL BY GENDER</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>		
	303	86	301	81		

Total weekly paid employees (not including management team and bi-weekly team identified above)

	2015		2014		2013	
	M	F	M	F	M	F
Permanent employees	1,307		1,278		Not Available	
Fixed term or temporary	0		0			
Local hires (within state)	1,271		1,202			
Regional hires (within Mexico)	36		76			
Indigenous hires	0		0			
<b>TOTAL BY GENDER</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>		
	1,227	80	1,204	73		

**[G4-11] Percentage of total employees covered by collective bargaining agreements**

	2015	2014*	2013
Total union employees	1,307	1,279	1,152
Percentage of union employees	77%	77%	77%
Non-union employees	389	382	349
Percentage of non-union employees	23%	23%	23%

\*to correct an error, 2014 totals vary slightly from previous report

**[G4-LA1] Total number and rate of new employee hires and employee turnover by age group, gender, and region**

	2015	2014	2013
Total number of new hires	400	572	404
Total new hires locally (country wide)	399	569	Not Available
Total new hires internationally	1	3	
Total number of employees voluntarily leaving employment or dismissed	355	442	747
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	349	442	809
Total number of international employees voluntarily leaving employment or dismissed	6	0	11
Turnover rate for all employees	20.89%	28.86%	31.36%

**[G4-LA9] Average hours of training per year per employee by gender, and by employee category**

	2015	2014
Human resources general training	Available in a different classification*	29,595
Safety rescue training (including mine rescue)		19,009
Total number of hours that all employees received	95,115	48,604
Average hours per employee and contractors per year*	37	24

\* In 2015, the system used to track training time was changed, and categories are not consistent with previous years. The total hours are comparable to 2014, as reported in 2014. 2013 hours are not reported as tracking varied across sites. For 2016, all sites will report by gender and type of training.

**[G4-EC6] Procedures for local hiring and proportion of senior management hired from the local community**

	2015		2014		2013	
Total senior management	28		27		29	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Total senior management by gender	25	3	27	0	28	1
Total senior management hired locally (within state)	11		5		4	
Total senior management hired nationally (within the country)	14		11		12	
Total senior management hired internationally	3		11		13	
Percentage of international senior management	11%		41%		45%	

**[G4-LA3] Return to work and retention rates after parental leave, by gender**

	2015	2014	2013
Total number of people that left on maternity in 2014	8	9	Not Available
Total number of people that came back to work after maternity	6	8	
Percentage of people that came back to work after maternity	75%	89%	

## Safety

### Labour Practices and Decent Work

**[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**

	2015	2014	2013
Total number of employees represented in formal joint management-worker health and safety committees	162	213	93
Percentage of the total workforce	9.6%	12.8%	6.5%

**[G4-LA6] Type and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender**

	2015	2014	2013
Reportable Injury Frequency Rate <sup>[1]</sup>	3.76	5.46	7.01
Lost Time Injury Frequency Rate <sup>[2]</sup>	2.19	3.19	4.43
Lost Time Injury Severity Rate <sup>[3]</sup>	247.69	578.14	752.53
Absentee rate - all employees	2.25%	3.23%	3.81%

<sup>[1]</sup> Reportable Injury rate is calculated as (total number of recordable injuries (including fatalities, lost time injury, restricted work and medical treatment injury) x 200,000 hours) / total worked hours. Safety performance figures are submitted to the Mining Chamber in Mexico using a factor of 1,000,000 hours

<sup>[2]</sup> Lost time injury frequency rate is calculated as (total lost time injuries x 200,000 hours) / total worked hours

<sup>[3]</sup> Lost time injury severity rate is calculated as (total lost time days x 200,000 hours) / total worked hours

Note: Our safety performance figures include both employees and contractors

## Environment

### Water

**[G4-EN8] Total water withdrawal by source**

Total water withdrawn from (m <sup>3</sup> ):	2015	2014	2013
Surface water, including water from wetlands, rivers, lakes, and oceans	16,431	14,906	49,405
Ground water (from mining)	533,945	387,507	404,713
Rainwater	39,944	147,186	109,227
Recovered water from dry tailings pond	64,714	32,115	0
Recycled water (from tailings)*	4,868,458	4,186,849	3,078,999
Purchased water (pipes)	4,000	44,261	145,973
<b>TOTAL</b>	<b>5,527,492</b>	<b>4,812,824</b>	<b>3,788,317</b>

\* In 2014, recycled water at Guanaceví was calculated differently from other sites. 2014's numbers have been adjusted to allow comparison to 2015.

**[G4-EN10] Percentage of total volume of water recycled and reused**

	2015	2014	2013
Percentage of water recycled and reused as a percentage of total water withdrawal	89.2%	87.7%	81.3%

### Effluents and Waste

**[G4-EN22] Total water discharge by quality and destination (not including rainwater and domestic sewage (m<sup>3</sup>))**

	2015	2014	2013
Surface waters	8,203,473	10,196,640	11,048,112

**[G4-EN23] Total weight of waste by type and disposal method**

Total weight by type:	2015	2014	2013
<b>Hazardous waste</b>			
Hazardous solid waste (kg). Includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses, and batteries	34,733	50,401	28,720
Hazardous liquid waste (L). Includes oils and water contaminated with oil	98,498	101,990	80,690
<b>Hazardous waste intensity (kg per tonne of processed ore)</b>	0.022	0.036	Not available
<b>Special management</b>			
Scrap (kg)	242,855	376,948	594,000
Tires (tons)	69,762	79,000	31,120
Cartridges (pieces)	181	242	Not available
Toners (pieces)	463	278	
<b>Non-hazardous</b>			
Plastics (kg)	2,991	1,040	Not available
Cardboard (kg)	8,118	14,637	
Urban solid waste (kg)	404,875	326,900	
<b>Non-hazardous waste intensity (kg per tonne of processed ore)</b>	0.49	0.57	

**[G4-MM3]** Total amounts of overburden, rock, tailings, and sludge and their associated risks

	2015	2014	2013
Overburden/waste rock used inside the mine (tonnes)	823,634	303,317	459,628
Overburden/waste rock taken outside the mine (tonnes)	162,917	101,524	290,486
<b>TOTAL OVERBURDEN/WASTE ROCK</b>	<b>986,551</b>	<b>404,841</b>	<b>750,114</b>
Tailings (tonnes)	1,489,168	1,392,163	1,507,124
Sludges (tonnes)	0.676	14	10.74

**Energy****[G4-EN3]** Energy consumption within the organization (GJ)

	2015	2014	2013
Non-renewable sources			
Purchased electricity	512,363	425,055	351,604
LPG	7,516	8,424	3,608
Diesel use for mobile equipment	80,922	103,298	99,462
Gasoline use for mobile equipment	8,485	9,747	11,090
Diesel for generators	95,372	194,725	189,763
Explosives	13,505	12,189	12,835
<b>TOTAL ENERGY (GJ)</b>	<b>718,164</b>	<b>753,438</b>	<b>668,362</b>

**[G4-EN5]** Energy intensity

	2015	2014	2013
Energy used by tons of material processed (GJ/tonne processed)	0.46	0.54	0.43

**[G4-EN15]** Direct greenhouse gas (GHG) emissions (scope 1) (tCO<sub>2</sub>e)

	2015	2014	2013
Non-renewable sources (tCO <sub>2</sub> e)			
LPG	475	528	225
Diesel for use for mobile equipment	6,089	7,211	7,714
Gasoline use for mobile equipment	614	684	649
Diesel for generators	7,093	13,159	14,376
Explosives	597	540	536
<b>SUBTOTAL DIRECT GHG (tCO<sub>2</sub>e)</b>	<b>14,866</b>	<b>22,122</b>	<b>0</b>

**[G4-EN16]** Energy indirect greenhouse gas (GHG) emissions (scope 2)

	2015	2014	2013
Purchased electricity	64,615	59,024	44,437
<b>SUBTOTAL INDIRECT GHG (tCO<sub>2</sub>e)</b>	<b>64,615</b>	<b>59,024</b>	<b>44,437</b>
<b>TOTAL GHG (DIRECT+INDIRECT) (tCO<sub>2</sub>e)</b>	<b>79,481</b>	<b>81,146</b>	<b>67,937</b>

**[G4-EN18]** Greenhouse gas (GHG) emissions intensity

	2015	2014	2013
GHG used per tonne of ore processed (tCO <sub>2</sub> e/tonne processed)	0.051	0.058	0.044

## Biodiversity

**[G4-MM1]** Amount of land disturbed or rehabilitated (hectares)

	2015		2014		2013	
	within	out	within	out	within	out
Total land disturbed	104.00		96.56		Not available	
Total land rehabilitated	4.40	59.08	2.00	21.79		
<b>TOTAL LAND REHABILITATED IN 2015</b>	2.00	25.56	2.40	33.52		

**[G4-EN13]** Habitats protected and restored

	2015	2014	2013
Total trees planted	31,318	39,865	Not available
Survival rate of reforestation projects	83%	95%	

## Compliance

**[G4-EN29]** Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

	2015	2014	2013
Total number of fines	2	2	Not available
Monetary sanction (\$)	\$6,974	\$1,871	
Estimated value for non-monetary sanctions (\$)	\$0.00	\$60,141	

## Overall

**[G4-EN31]** Total environmental protection expenditures and investments by type (\$)

	2015	2014	2013
Transportation and final disposition of waste	\$60,066	\$355,136	Not available
Environmental studies	\$44,349	\$32,176	
Monitoring	\$26,550	\$34,626	
Projects (other than tailings ponds)	\$11,754	\$96,695	
Tailings ponds projects	\$142,076	\$723,333	
<b>TOTAL</b>	\$284,795	\$1,241,966	

## Society

### Local Communities

**[G4-S01]** Percentage of operations with implemented local community engagement, impact assessments and development programs (\$)

	2015	2014	2013
Number of beneficiaries	17,982	39,154	45,002
Community investment (\$)			
Health, education, employability, sports, traditions, culture (\$)	\$307,081	\$272,286	\$307,548
Local Infrastructure (\$)	\$149,470	\$243,134	\$172,897
<b>TOTAL COMMUNITY INVESTMENT (\$)</b>	\$456,551	\$515,420	\$480,445

\* In 2015, the tracking of beneficiaries was standardized across sites; resulting a significant change year to year. 2015 beneficiaries reflect the population of nearby communities and the people who participate in events in the city of Guanajuato.

**[G4-MM10]** Number and percentage of operations with closure plans

	2015	2014	2013
Number of sites that have closure plans	3	3	3
Financial provision for closure (thousands)	\$7,762	\$6,496	\$7,294