

Key Performance Data

Economic

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:	2016	2015	2014	2013
Revenues	\$ 156,767	\$ 183,556	\$ 196,928	\$ 276,783
Indirect economic value:				
Operating costs	\$ 81,267	\$ 92,844	\$ 102,991	\$ 186,006
Employee wages and benefits	\$ 39,667	\$ 43,702	\$ 46,800	\$ 58,636
Payments to providers of capital	\$ 779	\$ 1,041	\$ 1,343	\$ 1,474
Payments to Mx governments [taxes]	\$ 10,786	\$ 14,401	\$ 13,166	\$ 15,516
Payments to Cdn governments [taxes]	\$ —	\$ 335	\$ 533	\$ —
Payments to governments [payroll taxes, employer portion only] - Mexico	\$ 6,610	\$ 7,838	\$ 8,542	\$ 8,224
Payments to governments [payroll taxes, employer portion only] - Canada	\$ 45	\$ 41	\$ 59	\$ 145
Land use payments	\$ 1,013	\$ 644	\$ 585	\$ 149
Community investment (including infrastructure) *	\$ 193	\$ 457	\$ 515	\$ 480
Total Economic Value Distributed	\$ 140,360	\$ 161,302	\$ 174,534	\$ 270,630
Total Economic Value Retained	\$ 16,407	\$ 22,254	\$ 22,394	\$ 6,153

* See breakdown in the community section of this report.

MARKET PRESENCE

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

	2016	2015	2014	2013
Local minimum wage in each region (Mexican pesos)	\$ 72.06	\$ 73.00	\$ 63.77	\$ 61.38
Percentage of employees receiving minimum wage	0%	0%	0%	0%
Entry level wage at each location (Mexican pesos)	\$ 158.44	\$ 136.42	\$ 114.91	\$ 115.79
	M	F		
Number of people that entered in that level wage at each location	36	26	52	27
Percentage of employees receiving entry level wage at each location	3.78%	3.13%	1.38%	1.80%

INDIRECT ECONOMIC IMPACTS

G4-EC7 Development and impact of infrastructure investments and services supported

[THOUSANDS USD]

	2016	2015	2014	2013
Total amount spent on infrastructure and services supported	\$ 48,336.32	\$ 149.47	\$ 243.13	\$ 172.90

PROCUREMENT PRACTICES

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

[THOUSANDS USD]

	2016	2015	2014	2013
Total procurement	\$ 52,205	\$ 83,684	\$ 75,661	\$ 135,510
Total procurement spent locally (within state)	\$ 13,667	\$ 15,471	\$ 30,848	\$ 57,918
Percentage of state wise local procurement	26.2%	18.49%	41%	43%
Total procurement spent nationally (within the country)	\$ 37,731	\$ 67,591	\$ 42,534	\$ 66,973
Percentage of country wise local procurement	72.3%	80.77%	56%	49%
Total procurement spent internationally	\$ 807	\$ 621	\$ 2,278	\$ 10,619
Percentage of international procurement	1.5%	0.7%	3.0%	7.8%
Percentage spent locally (state and nation wide)	98%	99%	97%	92%

PRODUCTION

Material processed, gold and silver

	2016	2015	2014	2013
Material processed (tonnes)	1,458,917	1,563,802	1,404,406	1,527,984
Silver (oz)	5,435,407	7,178,666	7,212,074	6,813,152
Gold (oz)	57,375	59,990	62,895	75,580

Labour and General Disclosures

G4-10 | G4-LA12 Total workforce by employment contract and gender

	2016		2015		2014		2013	
	M	F	M	F	M	F	M	F
Total number of employees	1,641		1,696		1,661		1,501	
Total number of permanent employees*	1,456	157	1,529	167	1,354	145	1,311	137
Total number of temporary employees**	11	17	0	0	151	11	50	3
Total number of contractors			992		837		1,050	
Contractors by gender	857	21	984	8	N/A	N/A	34	5
Female % for employees	10.6%		9.8%		9.4%		9.3%	
Total number of contractors and employees	2,519		2,688		2,498		2,551	
Total number of foreigners hired	8		9		22		39	
Total number of foreigners hired by gender	8	0	9	0	19	3	34	5

* All permanent employees are full time.

** Since 2015, we consider temporary employees to be those who are hired for a specified/short period of time. Before 2015, we included those who were still on their 3-month probation period.

Total management team, includes and equal to: executives (c-suite), officers (vp), regional managers and area coordinators at each site

	2016		2015		2014		2013	
	M	F	M	F	M	F	M	F
Permanent employees*	81		28		34		Not Available	
Fixed term or temporary	0		0		0			
International hires	8		3		12			
Local hires (within state)	36		11		22			
Regional hires (within the country)	37		14		0			
Indigenous hires	0				0			
Total by gender	66	15	25	3	31	3		

* In 2016, we added area/department coordinators at each site as these are the people making decisions locally.

Total non-union employees

	2016		2015		2014		2013	
	M	F	M	F	M	F	M	F
Permanent employees	388		389		382		Not Available	
Fixed term or temporary	8		0		0			
Local hires (within state)	269		314		261			
Regional hires (within Mexico)	119		66		98			
International hires	8		9		23			
Indigenous hires	0				0			
Total by gender	302	94	303	86	301	81		

Total union employees

	2016		2015		2014		2013	
	M	F	M	F	M	F	M	F
Permanent employees	1,225		1,307		1,278		Not Available	
Fixed term or temporary	20		0		0			
Local hires (within state)	1,206		1,271		1,202			
Regional hires (within Mexico)	39		36		76			
Indigenous hires	0				0			
Total by gender	1,165	80	1,227	80	1,204	73		

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

	2016	2015	2014	2013
Total union employees	1,226	1,307	1,279	1,152
Percentage of union employees	75%	77%	77%	77%
Non-union employees	415	389	382	349
Percentage of non-union employees	25%	23%	23%	23%

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

	2016		2015		2014		2013	
Total number of new hires	450		400		572		404	
Total new hires locally (country wide)	448		399		569		Not Available	
Total new hires internationally	2		1		3			
Total number of employees voluntarily leaving employment or dismissed	210		355		442		747	
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	207		349		442		809	
Total number of international employees voluntarily leaving employment or dismissed	3		6		0		11	
Turnover rate for all employees	26.87%		20.89%		28.86%		31.36%	

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

	2016		2015		2014		2013	
INDUCTION TRAINING	M	F	Data not available					
Employees	9,435	1,587						
Contractors	27,639	690						
TOTAL	37,074	2,277						
GRAND TOTAL	39,351							
REGULAR TRAINING BY TOPIC	M	F						
Mine Rescue	18,051	1,599						
Safety Monitor Group	485	41						
Occupational Safety	38,458	2,080						
Technical training	7,093	273						
TOTAL	64,087	3,992						
GRAND TOTAL	68,079							
Average hours per employee	36							
Average hours per contractor	16							
REGULAR TRAINING BY EMPLOYEE CATEGORY	M	F						
Contractors	12,201	788						
Union employees	46,903	2,153						
Non-union employees	4,983	1,051						
TOTAL	64,087	3,992						
GRAND TOTAL	68,079							

* In 2016, we started tracking training by gender, by type of employee and standardize the topics to classify the type of training. Thus this numbers can not be compared to what was published the year before. We will use 2016 numbers as our baseline from now on.

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

	2016		2015		2014		2013	
Total senior management	81		28		27		29	
Total senior management by gender	M	F	M	F	M	F	M	F
	66	15	25	3	27	0	28	1
Total senior management hired locally (within state)	36		11		5		4	
Total senior management hired nationally (within the country)	37		14		11		12	
Total senior management hired internationally	8		3		11		13	
Percentage of international senior management	10%				41%		45%	

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

	2016		2015		2014		2013	
Total number of people that left on maternity	13		8		9		Not Available	
Total number of people that came back to work after maternity	11		6		8			
Percentage of people that came back to work after maternity	85%		75%		89%			

G4-LA11 Percentage of employees receiving regular performance and career development reviews by gender and by employee category

	2016		2015		2014		2013
	M	F	M	F	M	F	
Number of people that receive performance evaluations	394		378		382		Not Available
Total by gender	293	101	303	86	301	81	
Percentage of employees receiving regular performance	24%		22%		23%		

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

	2016	2015	2014	2013
Total number of employees represented in formal joint management-worker health and safety committees	496	162	213	93
Percentage of the total workforce	30.2%	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

	2016	2015	2014	2013
Reportable Injury Frequency Rate ^[1]	3.51	3.76	5.46	7.01
Lost Time Injury Frequency Rate ^[2]	3.00	2.19	3.19	4.43
Lost Time Injury Severity Rate ^[3]	290.04	247.69	578.14	752.53
Absentee rate - all employees	2.56%	2.25%	3.23%	3.81%

^[1] 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.

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

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

Our safety performance figures include both employees and contractors. Safety performance figures are submitted to the Mining Chamber in Mexico using a factor of 1,000,000 hours.

Environment

WATER

G4-EN8 Total water withdrawal by source

Total water withdrawn from (m ³):	2016	2015	2014	2013
Surface water, including water from wetlands, rivers, lakes, and oceans	45,277	16,431	14,906	49,405
Ground water (from mining)	399,590	533,945	387,507	404,713
Rainwater	11,742	39,944	147,186	109,227
Recovered water from dry tailings pond	19,679	64,714	32,115	0
Recycled water (from tailings)	4,900,424	4,868,458	4,186,849	3,078,999
Purchased water (pipes)	4,568	4,000	44,261	145,973
TOTAL	5,381,280	5,527,492	4,812,824	3,788,317
Water intensity (water consumed/tons processed)	3.69	3.53	3.43	2.48
Fresh water intensity (Fresh water consumed/tonnes processed)	0.30	0.35	0.29	0.30

G4-EN10 Percentage of total volume of water recycled and reused

	2016	2015	2014	2013
Percentage of water recycled and reused as a percentage of total water withdrawal	91.4%	89.2%	87.7%	81.3%

EFFLUENTS AND WASTE

G4-EN22 Total water discharge by quality and destination (not including rainwater and domestic sewage)

Total water discharges to (m ³):	2016	2015	2014	2013
Surface waters	12,618,635	8,203,473	10,196,640	11,048,112

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

Total weight by type:	2016	2015	2014	2013
Hazardous waste				
Hazardous solid waste (kg). Includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses, and batteries	115,883	69,818	50,401	28,720
Hazardous liquid waste (L). Includes oils and water contaminated with oil	109,355	98,498	101,990	80,690
Hazardous waste intensity (kg per tonne of processed ore)	0.079	0.045	0.036	Not available
Special management				
Scrap (kg)	279,650	242,855	376,948	594,000
Tires (tons)	0	69,762	79,000	31,120
Cartridges (pieces)	268	181	242	Not available
Toners (pieces)	339	463	278	Not available
Non-hazardous				
Plastics (kg)	7,690	2,991	1,040	Not available
Cardboard (kg)	28,170	8,118	14,637	Not available
Urban solid waste (kg)	261,400	404,875	326,900	Not available
Non-Hazardous Waste Intensity	0.40	0.49	0.57	

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

	2016	2015	2014	2013
Overburden/ Waste rock TOTAL	1,007,844	986,551	404,841	750,114
Overburden/ Waste rock that is used inside the mine (tonnes)	999,942	823,634	303,317	459,628
Overburden/ Waste rock that is taken outside the mine (tonnes)	7,902	162,917	101,524	290,486
Tailings (tonnes)	1,444,758	1,489,168	1,392,163	1,507,124
Sludges (tonnes)	0.657	0.676	14	10.74

ENERGY
G4-EN3 Energy consumption within the organization (GJ)

	2016	2015	2014	2013
Non-renewable sources				
Purchased electricity	510,591	512,363	425,055	351,604
LPG	6,322	7,516	8,424	3,608
Diesel use for mobile equipment	81,126	85,137	103,298	99,462
Gasoline use for mobile equipment	10,003	8,485	9,747	11,090
Diesel for generators	18,183	95,372	194,725	189,763
Explosives	10,180	13,505	12,189	12,835
TOTAL ENERGY (GJ)	636,406	722,379*	753,438	668,362

* This value has been restated to correct the calculation of diesel for mobile equipment.

G4-EN5 Energy intensity

	2016	2015	2014	2013
Energy used by tons of material processed (GJ/tonne processed)	0.44	0.46	0.54	0.43

G4-EN15 Direct greenhouse gas (GHG) emissions (scope 1) (tCO₂e)

	2016	2015	2014	2013
Non-renewable sources (tCO₂e)				
LPG	408	475	528	225
Diesel for use for mobile equipment	6,343	6,406	7,211	7,714
Gasoline use for mobile equipment	602	614	684	649
Diesel for generators	1,213	7,093	13,159	14,376
Explosives	452	597	540	536
SUBTOTAL DIRECT GHG (tCO₂e)	9,018	15,184	22,122	23,500

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

	2016	2015	2014	2013
Purchased electricity	64,391	64,615	59,024	44,437
SUBTOTAL INDIRECT GHG (tCO₂e)	64,391	64,615	59,024	44,437
TOTAL GHG (DIRECT+INDIRECT) (tCO₂e)	73,409	79,481	81,146	67,937

G4-EN18 Greenhouse gas (GHG) emissions intensity

	2016	2015	2014	2013
GHG used per tonne of ore processed (tCO2e/tonne processed)	0.050	0.051	0.058	0.044

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

	2016		2015		2014		2013	
	within	out	within	out	within	out	within	out
Total land disturbed so far	2.74		104.00		96.56		Not available	
Total land rehabilitated so far	46.40	0.00	4.40	59.08	2.00	21.79		
TOTAL LAND REHABILITATED IN 2016	13.00	0.00	2.00	25.56	2.40	33.52		

G4-EN13 Habitats protected and restored

	2016	2015	2014	2013
Total trees planted	34,560	31,318	39,865	Not available
Survival rate of reforestation projects	87%	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

	2016	2015	2014	2013
Total number of fines	1	2	2	Not available
Monetary sanction (USD)	—	\$6,974	\$1,871	
Estimated value for non-monetary sanctions (USD)	\$1,400	—	\$60,141	

OVERALL**G4-EN31** Total environmental protection expenditures and investments by type (USD)

	2016	2015	2014	2013
Transportation and final disposition of waste	\$61,756	\$60,066	\$355,136	Not available
Environmental Studies	\$8,250	\$44,349	\$32,176	
Monitoring	\$17,641	\$26,550	\$34,626	
Projects (other than tailings ponds)	\$7,569	\$11,754	\$96,695	
Tailings ponds projects	\$914,451	\$142,076	\$723,333	
Engineering work in tailings ponds	\$470,802	Not available	Not available	
TOTAL	\$1,480,469	\$284,795	\$1,241,966	

Society

LOCAL COMMUNITIES**G4-S01** Percentage of operations with implemented local community engagement, impact assessments and development programs

	2016	2015	2014	2013
Number of beneficiaries	17,982	17,982	39,154	45,002
Community investment (USD)				
Health, education, employability, sports, traditions, culture	\$144,524	\$307,081	\$272,296	\$307,548
Local Infrastructure	\$48,336	\$149,470	\$243,134	\$172,897
TOTAL COMMUNITY INVESTMENT	\$192,860	\$456,551	\$515,420	\$480,445

G4-MM10 Number and percentage of operations with closure plans

	2016	2015	2014	2013
Number of sites that have closure plans	3		3	3
Financial provision for closure (thousands USD)	\$7,846,000		\$6,496	\$7,294