

# KEY PERFORMANCE DATA

## ECONOMIC

### ECONOMIC PERFORMANCE

**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:	2014	2013
Revenues	\$ 196,928	\$ 276,783
<b>Indirect economic value:</b>	\$ -	\$ -
Operating costs	\$ 102,991	\$ 186,006
Employee wages and benefits	\$ 46,800	\$ 58,636
Payments to providers of capital	\$ 1,343	\$ 1,474
Payments to Mx governments (taxes)	\$ 13,166	\$ 15,516
Payments to Cdn governments (taxes)	\$ 533	\$ -
Payments to governments (payroll taxes, employer portion only)	\$ 13,404	\$ 13,108
Land use payments	\$ 585	\$ 149
Community investment (including infrastructure)*	\$ 515	\$ 480

\* See Breakdown in community investment table

### MARKET PRESENCE

**EC5. Ratios of standard entry level wage by gender compared to local minimum wage**

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

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

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

\* For the purposes of this indicator, senior management is defined as the leadership team at each Mexican location

## INDIRECT ECONOMIC IMPACTS

[Thousands USD]

EC7. Development and impact of infrastructure investments and services supported	2014		2013	
Total amount spent on infrastructure and services supported	\$	243.13	\$	172.90

## PROCUREMENT PRACTICES

[Thousands USD]

EC9. Proportion of spending on locally-based suppliers at significant locations of operation	2014		2013	
Total procurement	\$	75,662	\$	135,510
Total procurement spent locally (within state)	\$	30,848	\$	57,918
Total procurement spent nationally (within the country)	\$	42,534	\$	66,973
Total procurement spent internationally	\$	2,279	\$	10,619
Percentage spent locally (state and nation wide)		97%		92%

## PRODUCTION

Material processed, gold and silver	2014		2013	
Material processed (tonnes)		1,404,406		1,527,984
Silver (oz)		7,212,074		6,813,152
Gold (oz)		62,895		75,580

## LABOUR

### G4-10 ORGANIZATIONAL PROFILE

Total workforce by employment contract and gender	2014				2013	
Total number of employees	1,661		1,501			
Total number of permanent employees*	M	F	M	F		
	1,354	145	1,311	137		
Total number of temporary employees	151	11	50	3		
Total number of contractors	837		1,050			
Total number of contractors and employees	2,498		2,551			
Total number of foreigners hired	22		39			
Total number of foreigners hired by gender	M	F	M	F		
	19	3	34	5		

\* All permanent employees are full time

Total management team, includes and equal to: executives, officers, and senior managers	2014		2013	
Permanent employees	34		Not Available	
Fixed term or temporary	0			
International hires	12			
Local hires (country)	22			
Indigenous hires	0			
Total by gender	M	F		
	31	3		

<b>Total bi-weekly paid employees</b>	<b>2014</b>		<b>2013</b>
Permanent employees	382		Not Available
Fixed term or temporary	0		
Local hires (within state)	261		
Regional hires (within Mexico)	98		
International hires	23		
Indigenous hires	0		
Total by gender	<b>M</b>	<b>F</b>	
	301	81	

<b>Total weekly paid employees (not including management team and bi-weekly team identified above)</b>	<b>2014</b>		<b>2013</b>
Permanent employees	1,278		Not Available
Fixed term or temporary	0		
Local hires (within state)	1,202		
Regional hires (within Mexico)	76		
Indigenous hires	0		
Total by gender	<b>M</b>	<b>F</b>	
	1,204	73	

<b>G4-11. Percentage of total employees covered by collective bargaining agreements</b>	<b>2014</b>	<b>2013</b>
Total Union employees	1,257	1,152
Percentage of Union employees	76%	77%
Non-Union employees	318	349
Percentage of Non-Union employees	19%	23%

<b>LA1. Total number and rate of new employee hires and employee turnover by age group, gender*, and region</b>	<b>2014</b>	<b>2013</b>
Total number of new hires	572	404
Total new hires under 30 years old	256	Not Available
Total new hires between 30 and 50 years old	259	
Total new hires older than 50 years old	29	
Total new hires locally (country wise)	569	
Total new hires internationally	3	
Total number of employees voluntarily leaving employment or dismissed	442	747
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	442	809
Total number of international employees voluntarily leaving employment or dismissed	0	11
Turnover rate for all employees	28.86%	31.36%

\* Data not available by gender

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

	2014	2013
Total number of people that left on parental leave in 2014	9	Not available
Total number of people that came back to work after parental leave	8	
Percentage of people that came back to work after parental leave	89%	

\* All were females.

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

	2014	2013
Human Resources general training	29,595	23,675
Safety rescue training (including mine rescue)	19,009	222,632
Total number of hours that all employees received	48,604	246,307
Average hours of training per employee per year	24	127**

\* Data not available by gender

\*\* Due to inconsistency of defining and tracking what constituted training hours in 2013, it is not comparable year over year.

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

	2014		2013
Number of people that receive performance evaluations	382		Not available
	M	F	
Total by gender	301	81	
Percentage of employees receiving regular performance	23%		

**SAFETY****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**

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

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

	2014	2013
Reportable injury frequency rate	5.46	7.01
Lost time injury frequency rate	3.19	4.43
Lost time injury severity rate	578.14	752.53
Total number of occupation diseases	0	N/A
Absentee rate - all employees	3.23%	3.81%

# ENVIRONMENT

## WATER

<b>EN8. Total water withdrawal by source</b>	<b>2014</b>	<b>2013</b>
Total water withdrawn from (m <sup>3</sup> ):		
Surface water, including water from wetlands, rivers, lakes, and oceans	14,906	49,405
Ground water (from mining)	387,507	404,713
Rainwater	147,186	109,227
Recovered water from dry tailings pond	32,115	0
Recycled water (from tailings)	2,600,150	3,078,999
Purchased water (pipes)	44,261	145,973
<b>TOTAL</b>	<b>3,226,125</b>	<b>3,788,317</b>

<b>EN10. Percentage of total volume of water recycled and reused</b>	<b>2014</b>	<b>2013</b>
Percentage of water recycled and reused as a percentage of total water withdrawal	82.6%	81.3%

## EFFLUENTS AND WASTE

<b>EN22. Total water discharge by quality and destination (not including rainwater and domestic sewage)</b>	<b>2014</b>	<b>2013</b>
Total water discharges to (m <sup>3</sup> )		
Surface water	10,196,640	11,048,112

<b>EN23. Total weight of waste by type and disposal method</b>	<b>2014</b>	<b>2013</b>
<b>Hazardous waste: solid (kg)</b> (includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses, and batteries)	50,401	28,720
<b>Hazardous waste: liquid (l)</b> (includes oils and water contaminated with oil)	101,990	80,690
<b>Special management</b>		
Scrap (kgs)	376,948	594,000
Tires (tonnes)	79,000	31,120
Cartridges (piece)	242	Not available
Toners (piece)	278	
<b>Non-hazardous</b>		
Plastic (kgs)	1,040	Not available
Cardboard (kgs)	14,637	
Urban solid waste (kgs)	326,900	

<b>MM3. Total amounts of overburden, rock, tailings, and sludges and their associated risks (tonnes)</b>	<b>2014</b>	<b>2013</b>
<b>Total overburden/waste rock</b>	404,841	750,114*
Overburden/waste rock that is used inside the mine	303,317	459,628
Overburden/waste rock that is taken outside the mine	101,524	290,486
Tailings	1,392,163	1,507,124
Sludge	14	10.74

\*This metric was adjusted in 2014 to include waste rock from both surface and underground. The 2013 figure has been corrected to represent this combined total (previously reported in 2013 as 290,486 tons for surface waste rock only).

## ENERGY

<b>EN3. Energy consumption within the organization (GJ)</b>	<b>2014</b>	<b>2013</b>
<b>Non-renewable sources</b>		
Purchased electricity	425,055	351,604
Propane	8,424	3,608
Diesel or Av gas use for mobile equipment	103,298	99,462
Gasoline Use for mobile equipment	9,747	11,090
Diesel for generators	194,725	189,763
ANFO (explosives)	10,967	10,916
Emulsions	1,223	1,919
<b>Total energy (GJ)</b>	<b>753,438</b>	<b>668,362</b>

<b>EN5. Energy Intensity</b>	<b>2014</b>	<b>2013</b>
Energy used by tons of material processed (GJ/tonne processed)	0.54	0.43

<b>EN15. Direct Greenhouse Gas (GHG) Emissions (Scope 1) (tCO<sub>2</sub>e)</b>	<b>2014</b>	<b>2013</b>
<b>Non-renewable sources (tCO<sub>2</sub>e)</b>		
Propane	528	225
Diesel or Av Gas use for mobile equipment	7,211	7,714
Gasoline Use for mobile equipment	684	649
Diesel for Generators	13,159	14,376
ANFO (explosives)	466	464
Emulsions	74	73
<b>Subtotal direct GHG</b>	<b>22,122</b>	<b>23,500</b>

<b>EN16. Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2) (tCO<sub>2</sub>e)</b>	<b>2014</b>	<b>2013</b>
Purchased electricity	59,024	44,437
<b>Subtotal indirect GHG</b>	<b>59,024</b>	<b>44,437</b>
<b>Total GHG (Direct + indirect) (tCO<sub>2</sub>e)</b>	<b>81,146</b>	<b>67,937</b>

<b>EN18. Greenhouse Gas (GHG) Emissions Intensity</b>	<b>2014</b>	<b>2013</b>
GHG used by tons of material processed (tCO <sub>2</sub> e/tonne processed)	0.058	0.044

## BIODIVERSITY

<b>MM1. Amount of land disturbed or rehabilitated (ha)</b>	<b>2014</b>		<b>2013</b>
Total land disturbed so far	96.56		Not Available
	within	out	
Total land rehabilitated in 2014 - within/out	2.40	33.52	

<b>EN13. Habitats protected and restored</b>	<b>2014</b>	<b>2013</b>
Total trees planted	39,865	Not available
Survival rate of reforestation projects*	95%	

\* Survival rate is only for plantations of 2014

## COMPLIANCE

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

	2014	2013
Total amount of fines	\$ 2.00	Not Available
Monetary sanction	\$ 1,871.84	
Estimated value for non-monetary sanctions	\$ 60,141.78	

## OVERALL

### EN31. Total environmental protection expenditures and investments by type

	2014	2013
Transportation and final disposition of waste	\$ 355,136.18	Not Available
Environmental studies	\$ 32,175.84	
Monitoring	\$ 34,625.96	
Projects (other than tailings ponds)	\$ 96,694.81	
Tailings ponds projects	\$ 723,333.17	
<b>Total</b>	<b>\$ 1,241,965.9</b>	

## SOCIETY

### LOCAL COMMUNITIES

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

	2014	2013
Number of activities	658	111
Number of beneficiaries	39,154	45,002
<b>Community investment (USD)</b>		
Health, education, employability, sports, traditions, culture	\$ 272,286.13	\$ 307,548.00
Local infrastructure	\$ 243,134.75	\$ 172,897.00
<b>Total community investment</b>	<b>\$ 515,420.88</b>	<b>\$ 480,445.00</b>

[Thousands USD]

#### MM10. Number and percentage of operations with closure plans

	2014	2013
Number of sites that have closure plans	3	3
Financial provision for closure	\$ 7,294	\$ 6,352

## COMPLIANCE

### S08. Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.

	2014	2013
Number of fines	12	Not Available
Amount paid	\$ 14,229.87	