


dynacor

ESG REPORT 2021





CONTENT

DYNACOR 2021 ESG REPORT



Jean Martineau

*President and CEO of Dynacor
Gold Mines Inc.*

A MESSAGE FROM THE **PRESIDENT AND CEO OF DYNACOR GOLD MINES INC.**

GRI 102-14

I am very pleased to present our 2021 ESG Report regarding the Global Reporting Initiative (GRI) Standards to inform all our stakeholders of the main results of our economic, environmental and social performance for 2021 in a transparent manner.

2021 has been an exceptional year for Dynacor. Despite the difficult conditions caused by the COVID-19 pandemic, we managed to surpass the symbolic milestone of one hundred thousand ounces of gold equivalent produced and nearly doubled our sales from USD 102 million in 2020 to USD 196 million in 2021.

As a result, our contribution to gold production in Peru through our subsidiary Veta Dorada was significant, placing us among the top 10 gold producers, according to the Mining Statistics Bulletin of the Peruvian Ministry of Energy and Mines, in 2021.

This achievement is the result of Dynacor's 440 employees (in Canada and Peru), whose teamwork has allowed us, once again, to exceed our objectives. Our plant expansion to increase ore-processing capacity was ahead of schedule, especially during a challenging work period. The foundation

of the corporation's solid growth for 26 years is, without any doubt, our employees.

Also, we contributed USD 7.9 million in taxes and duties to the Peruvian government among the businesses in our sector. In addition, we created local jobs in Chala (Arequipa) and other regions of Peru. Our local purchases amounted to USD 44.5 million.

To address the impacts of COVID-19 on our operations, we updated the occupational COVID-19 Vigilance, Prevention and Control Plan, which establishes provisions for the vigilance, prevention and control of workers' health, allowing us to operate normally. In addition, support was provided to the families and communities of our direct area of influence.

We are aware of our responsibility as the largest ASM processing plant in Peru. Therefore, since 2019, we have moved towards sustainable management to generate positive social effects and satisfactory economic results, engaging with the populations within our immediate area of influence while respecting the environment and being considered an excellent place to work.



In 2021, we continued to improve the traceability of gold, using our “*Dynacor Ore Purchase Verification Checklist*” as a system of internal verification. We also updated our Code of Conduct. And in 2022, we will implement our Human Rights Policy.

Our social commitment and shared vision have allowed us to make investments both as a corporation and through Fidamar (International Aid Fund for Artisanal Miners), the funds of which come from the PX Impact Program. Our affiliate, Veta Dorada, allocated USD 125,776, benefiting 1,492 people, and USD 55,205 through Fidamar, benefiting artisanal mining communities.

In 2021, we also made significant progress in the environmental management of our operations. There was an 11 % reduction in water consumption, a 34 % reduction in GHG emissions, and a 29 % reduction in energy consumption. There was also 100 % environmental compliance.

To improve the corporation’s environmental and social sustainability, in 2021, we defined the material topics to be reported in the sustainability report in accordance with the materiality process that involved various stakeholders, who

validated ten strategic material topics and seven relevant material topics.

Any future actions we take will continue strengthening our business model and creating value for all our stakeholders.

Lastly, I encourage you to review our 2021 ESG Report, which details the results of our corporation’s management.

GRI 102-14



WE ARE COMMITTED
TO THE TARGETS OF
**14 SUSTAINABLE
DEVELOPMENT GOALS
(SDGs)**”.

Jean Martineau

President and CEO of Dynacor
Gold Mines Inc.

Our Performance

GRI 102-7



26 years

EXPERIENCE IN THE
ASM BUSINESS



11 %

REDUCTION IN WATER
CONSUMPTION



440

EMPLOYEES



100 %

ENVIRONMENTAL
COMPLIANCE



0

ACCIDENTS WITH
SERIOUS CONSEQUENCES



134,269

TONNES OF ORE
PROCESSED



Only
processing

PLANT IN PERU
AMONG THE TOP 10 GOLD
PRODUCERS



20 %

LOCAL LABOR
FORCE (AREQUIPA)



34 %

REDUCTION IN GHG
EMISSIONS



106,862

OUNCES OF GOLD
EQUIVALENT PRODUCED



US\$ 44.5

MILLION IN LOCAL
PURCHASES (AREQUIPA)



14 SDGs

CONTRIBUTION

1

About Dynacor **Gold Mines Inc.**



01

1. ABOUT DYNACOR GOLD MINES INC.

We are a corporation engaged in the processing of gold ore purchased from formal ASM (Artisanal and Small-Scale Mining) operations and those in the formalization process, and the sale of precious metals.

We have been present in Peru since 1996, with our subsidiary Minera Veta Dorada SAC, which operates an ore processing plant with a capacity of 430 tonnes of ore/day in Chala, Arequipa (Peru).

We also have exploration properties, including the Tumipampa gold and copper project in Abancay, Apurimac region, Peru.

The sustained growth over the last 26 years is due to the business model we have implemented in our subsidiary. We have become the largest ASM processing plant in Peru, operating under the Medium and Large Mining Operations Law.

As a result, our contribution to gold production in Peru through our subsidiary Veta Dorada was significant, ranking us among the top 10 gold producers, according to the Mining Statistics Bulletin of the Peruvian Ministry of Energy and Mines, in 2021. In addition, we were the first processing company to publish an ESG report referencing the Global Reporting Initiative (GRI) Standards.


Dynacor is a dividend-paying corporation listed on the Toronto Stock Exchange (TSX) under the symbol DNG.


We are committed to shared value, always striving to benefit our corporation and communities of artisanal and small-scale miners, primarily in Arequipa, Ayacucho and La Libertad.

GRI 102-2 – GRI 102-5

1.1 OUR LOCATIONS

GRI 102-3 GRI 102-4

 **CANADÁ**
Head Office
625 René-Lévesque Blvd W #1200
Montreal (Quebec) H3B 1R2


 **PERU**
Subsidiary Corporate Offices
Calle Raymundo Morales de la
Torre N° 144
San Isidro, Lima


**Veta Dorada Processing
Plant - Chala**
KM. 5 C.P. Chala Viejo (KM 5
del Corredor C.P. Chala)
Caravelí, Arequipa

Nasca Administrative Office
Av. Los Paredones N° 569,
Nasca - Ica



 **Offices and Plant**
• Lima • Nasca • Chala

 **Purchasing Offices**
• Trujillo • Nasca • Misky
• Chimbote • Chala • Pedregal
• Secocha • Juliaca

 **Exploration**
Tumipampa gold and copper project
Abancay, Apurímac

 **Crushing Service**
Trujillo


**OUR EXPERIENCE IN
THE ASM BUSINESS
HAS ENABLED US TO
BECOME THE ONLY
PROCESSING PLANT
RANKED AMONG THE TOP
10 GOLD PRODUCERS IN
PERU”.**

1.2 OUR PRODUCTION **PROCESS** GRI 102-2

1 PURCHASING AND ORE CONTROL

Through our subsidiary Veta Dorada, we buy ore from Artisanal Small Miners (ASM) enlisted in the formalizing process of the Peruvian Government.

2 PROCESSING

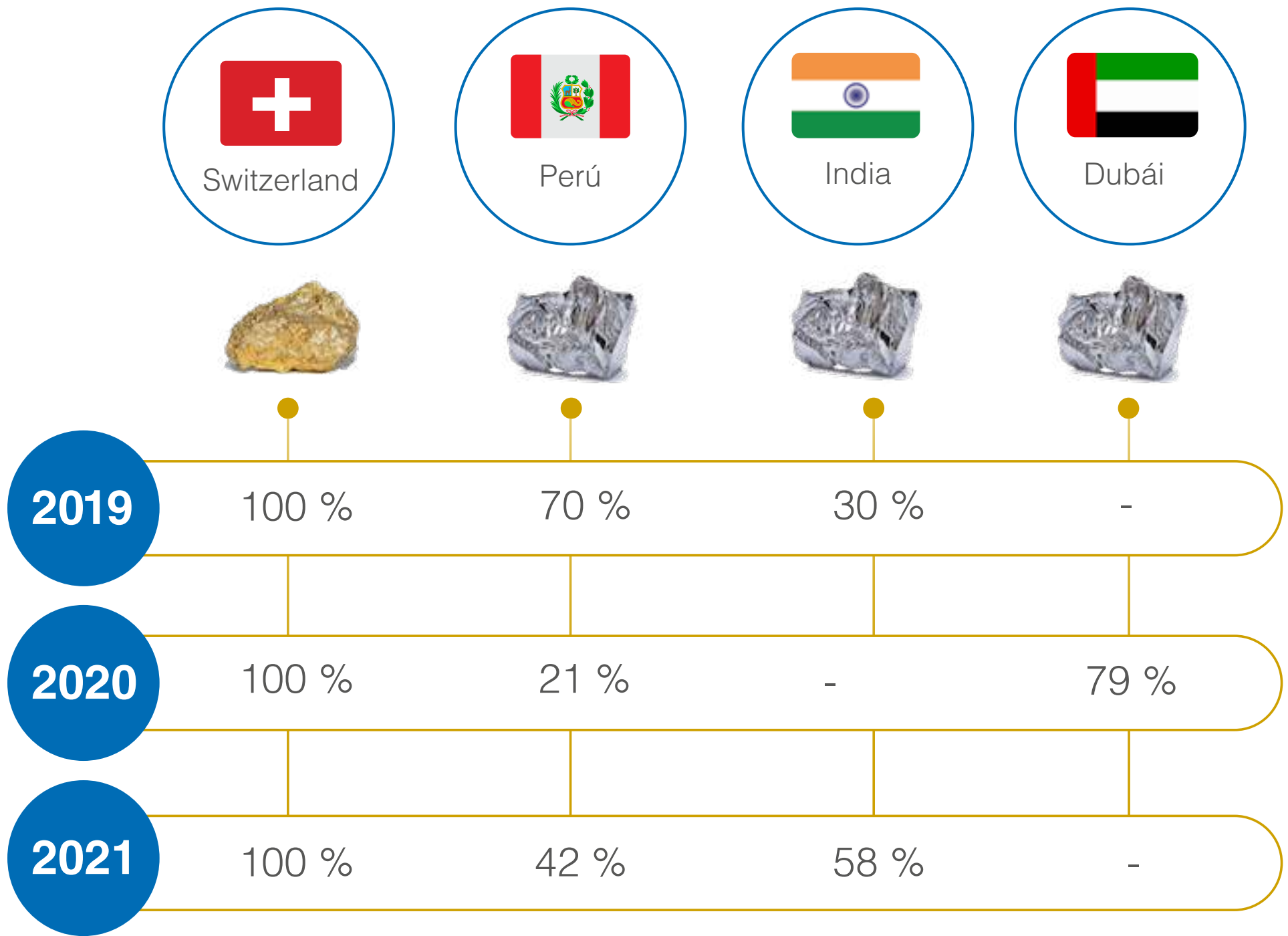
The **Veta Dorada Plant** has a processing capacity of 430 TM/D. It is located in Chala District, Arequipa, Peru.



1.3 OUR PRODUCTS

Our gold products, primarily, and silver as a by-product, are sold in the following markets:

GRI 102-6



THROUGH THE **PX IMPACT®** PROGRAM, CLIENTS WHO PURCHASE GOLD PAY A PREMIUM ADDED TO THE GOLD PRICE, WHICH IS ALLOCATED TO SOCIAL INVESTMENT IN ASM (ARTISANAL AND SMALL-SCALE MINING) COMMUNITIES”.



VISIÓN

Dynacor will become the world's leading processor of artisanal gold ore while being environmentally and socially responsible.

MISSION

We process artisanal gold in an environmentally and socially responsible manner, establishing and maintaining a true partnership with artisanal miners, our employees, the communities where we operate around the world, and all our other stakeholders, equitably and transparently.



VALUES CORPORATE



Respect



Ethical
behavior



Environmental
responsibility

CODE OF CONDUCT

Our Code of Conduct, updated in 2021,
applies to all directors, officers and
employees of Dynacor and its subsidiary
Veta Dorada.



It addresses:



Compliance
with the law



Health and
safety



Environmental
protection



Human
rights



Employee
relations



Diversity, inclusion and
non-discrimination



Anti-bribery and
anti-corruption



Conflicts
of interest



Prevention of money
laundering and terrorist
financing



Relations with
suppliers and
customers



Community
relations



Communication
and
implementation

GRI 102-16

1.4 GOVERNANCE

Dynacor Gold Mines Inc. is a company organized under Canadian law. Our subsidiary, Minera Veta Dorada SAC, is organized under Peruvian law.

Dynacor's Board of Directors comprises seven members: 6 independent directors and the executive president. Each year, the Governance, Nominating and Compensation Committee proposes the slate of Directors to the Board to accept or amend, and the shareholders proceed to vote at the Annual General Meeting.

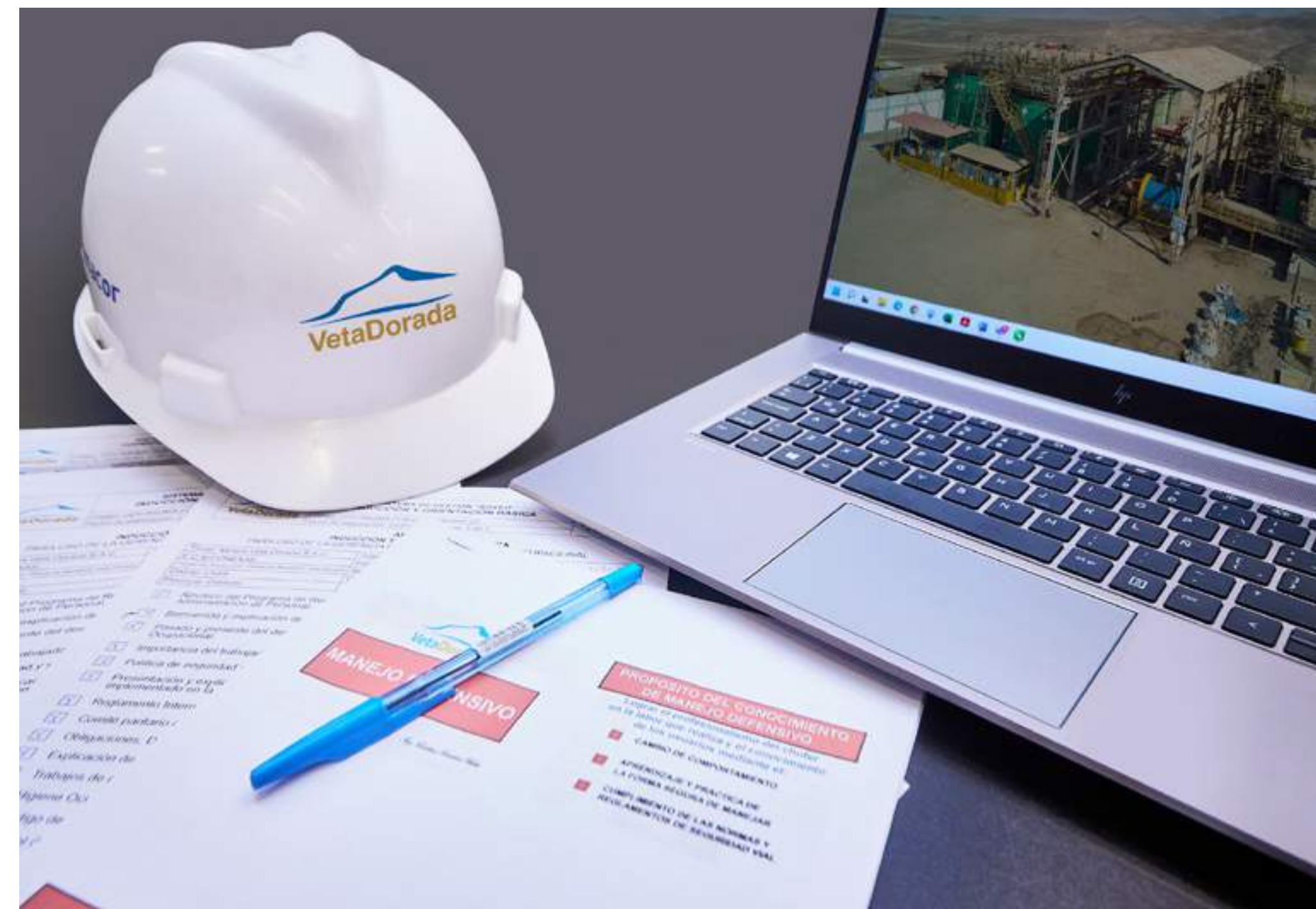
The Board of Directors has three committees: [GRI 102-22](#)

- Governance, Nominating and Compensation Committee
- Audit and Risk Management Committee
- Environment and Social Responsibility Committee

The Audit and Risk Management Committee deals with economic issues, and the Environment and Social Responsibility Committee handles environmental and social issues. [GRI 102-20](#)

The General meetings of the Board of Directors are held quarterly. Special meetings are held as needed, together with the annual shareholders' meeting (General Shareholders' Meeting) and another for budget approval. [GRI 102-18](#)

At the General Shareholders' Meeting, an annual information form (AIF) is presented, describing the remuneration and shares of the directors. Each year, the report is published on the website before the General Shareholder's Meeting. [GRI 102-35](#)



Dynacor's main impacts, risks and opportunities are assessed each year, considering the corporation's activities, gold production from processing ore purchased from ASM, and the exploration of mining projects. [GRI 102-15](#)

With respect to stakeholder consultation about Dynacor's economic, environmental and social issues, the method and tools for collecting stakeholder expectations considered in the materiality of this report were outlined in the last quarter of 2021. [GRI 102-21](#)

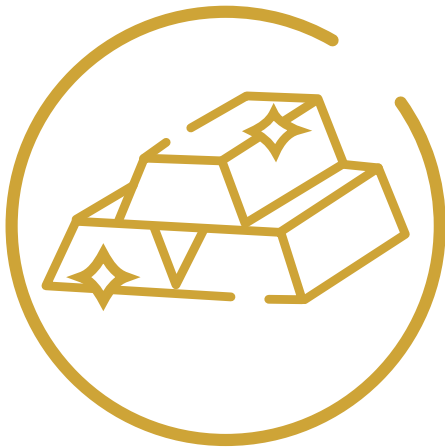


1.5 CONTRIBUTION TO ECONOMIC DEVELOPMENT



AT THE CLOSE OF 2021, **OUR REVENUES WERE USD 195.9 MILLION**, AND WE DISBURSE USD 181.6 MILLION IN OPERATING COSTS AND FULFILLMENT OF FINANCIAL OBLIGATIONS TO OUR STAKEHOLDERS.

GRI 201-1



Economic value in thousand US dollars

GRI 201-1

	2019 (000 USD)	2020 (000 USD)	2021 (000 USD)
Direct economic value generated:			
Total net income	102,499	101,533	195,906
Economic value distributed:			
Operating costs, employees, payments to suppliers, taxes, community, dividends and others	107,708	86,721	181,637
Economic value retained	-5,209	14,812	14,269


It is also important to mention that all our financial information is presented in our Annual Financial Report, available on our website www.dynacor.com and the securities market platform: System for Electronic Document Analysis and Retrieval (SEDAR), at the site www.sedar.com



TAXES AND DUTIES

In 2021, we have disbursed USD 7.9 million in taxes and duties, as stipulated for businesses in our sector, to the Peruvian government. In Canada, we have contributed USD116,500 in taxes.

Taxes Paid in US Dollars

	2019 (USD)	2020 (USD)	2021 (USD)
Taxes paid in Peru	3,101,589	3,088,209	7,948,238
Taxes paid in Canada	95,612	96,988	116,447
Total Taxes Paid	3,197,201	3,185,197	8,064,685



1.6 OUR MAIN AFFILIATIONS

We share common values and objectives with the following organizations: [GRI 102-13](#)



Associate of the Institute of Mining Engineers of Peru (IIMP)



Associate of the Institute of Mining Safety (ISEM)



Member of the Prospectors and Developers Association of Canada (PDAC)



Associate of the Canada - Peru Chamber of Commerce (CCCCP)



1.7 SUSTAINABLE **DEVELOPMENT GOALS**

We are committed to 14 Sustainable Development Goals (SDGs) targets. This report mentions the SDGs that we contribute positively to by managing of environmental, social and governance aspects. [GRI 102-12](#)



SDG 1:

NO POVERTY: We contribute to improving the quality of life of local populations by providing jobs in rural areas.



ODS 3:

GOOD HEALTH AND WELL-BEING: We are committed to ensuring the health and well-being of our employees. For this reason, we implement health programs and campaigns for our employees and provide support to the communities around our operations.



ODS 4:

QUALITY EDUCATION: We allocate resources to improve the infrastructure and implementation of equipment and materials in educational institutions, thereby contributing to a better quality of education.



ODS 5:

GENDER EQUALITY: We are committed to gender equality because it is a fundamental human right and because it is an essential foundation for building a peaceful, prosperous and sustainable world.



ODS 6:

CLEAN WATER AND SANITATION: Our contribution here is the implementation of integrated water resources management in our operation to preserve water quality, and wastewater treatment, recycling and reutilization technologies.



ODS 7:

AFFORDABLE AND CLEAN ENERGY: We focus on energy efficiency management. We are continually evaluating projects that will allow us to reduce the energy consumption generated by fossil fuels. We also plan to implement the use of renewable energies.



ODS 8:

DECENT WORK AND ECONOMIC GROWTH: To guarantee compliance with all the employees' human and employment rights, avoiding discrimination, forced labor, and child and teen labor in our operation and the value chain, we have aligned ourselves with national and international standards.



ODS 9:

INDUSTRY, INNOVATION AND INFRASTRUCTURE: We invest in improving infrastructure, which is the engine of growth and economic development, and information and communications technologies.



ODS 10:

REDUCED INEQUALITY: With our social investment, we hope to reduce inequalities, especially among vulnerable populations.



ODS 11:

SUSTAINABLE CITIES AND COMMUNITIES: We seek harmonious relations with the communities around us through proper management of natural resources and treatment of waste generated in our operation.



ODS 12:

RESPONSIBLE CONSUMPTION AND PRODUCTION: We are constantly looking to implement improvements in the traceability of gold, from the purchase of the ore to its exportation.



ODS 13:

CLIMATE ACTION: We continuously measure carbon dioxide (CO2) and other greenhouse gas emissions for proper environmental management and implementation of technologies because we are aware of the impact on climate change.



ODS 15:

LIFE ON LAND: Our environmental management prioritizes actions for the conservation and sustainable use of land ecosystems. We carry out monitoring to prevent the loss of biological diversity.



ODS 16:

PEACE AND JUSTICE STRONG INSTITUTIONS: We are committed to strengthening the management of our company through anti-corruption programs, transparency policies and a code of conduct.



1.8 ETHICS, ANTI-CORRUPTION AND COMPLIANCE MANAGEMENT

Compliance System for the Prevention of Money Laundering

At Dynacor, through our subsidiary Veta Dorada, we have a Compliance System for the Prevention of Money Laundering and Terrorist Financing (ML/TF), focusing on risks. This system also prevents acts of corruption.

The system includes two regulatory documents: the Code of Conduct for Risk Management and Prevention of Money Laundering and Terrorist Financing and the MVD Manual for the Prevention of Money Laundering and Terrorist Financing, updated and approved on December 1, 2021, and communicated to all employees.

1. The purpose of the Code of Conduct for Risk Management and Prevention of Money Laundering and Terrorist Financing is to establish the basis for responsible behavior, as well as the principles, duties and ethical standards that the company must know and comply with in order for the system for the prevention of money laundering and terrorist financing to function properly. Employees and directors are required to comply with this code.



2. The purpose of the Manual for the Prevention of Money Laundering and Terrorist Financing is to prevent the risks of money laundering and financing of terrorism (ML/TF), and the operational and legal risks these activities could have on the company. For the risk of corruption, we have established standards of behavior, and effective internal communication and control systems and procedures, aimed at:
 - Carrying out the mining activity in accordance with current legislation and based on a risk approach.
 - Preventing its offices from being used for money laundering and terrorist financing (ML/TF).
 - Ensuring that all employees adhere to the “Know Your Customer” policies and procedures.
 - Ensuring strict compliance with the laws against ML/TF.

Identification of risks

Considering that the risk of ML/TF is the “possibility of the company being used for ML/TF purposes,” since August 2019, we have applied the Methodology for ML/TF Identification and Risks, which is updated every two years or whenever there are changes in risk factors.

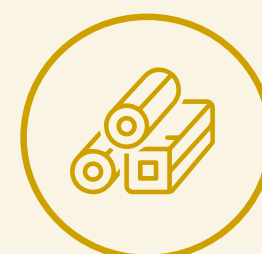
The ML/TF risk is determined based on the measurement of risk components: probability and impact. Risk identification starts with identifying the factors that generate ML/TF risks.

From an analysis of the characteristics of the company's operations, the following factors have been established as having an impact on the materialization of ML/TF risk:



a. Customer risk factor

The analysis associated with this factor includes the company's only gold-buying customer, regardless of its legal nature.



b. Product risk factor

The analysis associated with this factor relates to the company's product in the market: gold. At the same time, the risk is linked to the distribution channels.



c. Geographical area risk factor

The analysis associated with this factor is linked to Peru's districts/provinces/departments in which the company operates.



The Compliance Officer's work plan includes activities of monitoring for due diligence in the knowledge of directors, employees, suppliers and beneficial owners; reporting alerts and unusual transactions by employees through the designated electronic mailbox; reporting suspicious transactions to the Peruvian Financial Intelligence Unit (UIF), and attending to asset-freezing measures ordered by the United Nations Security Council (UNSC). All activities have a risk approach to prevent the company from being involved in ML/TF or unlawful acts, such as corruption.



**THE COMPLIANCE OFFICER'S
WORK AND TRAINING PLAN
IS APPROVED NO LATER
THAN DECEMBER 31 OF
EACH YEAR.**

Training

Under the Training Plan, all new employees are to be provided with the general concepts and definitions for preventing money laundering and terrorist financing within 30 days of joining the company. All personnel are to receive training on this subject at least once a year. In 2021, 844 hours of training were provided, a 15 % increase compared to 2020.

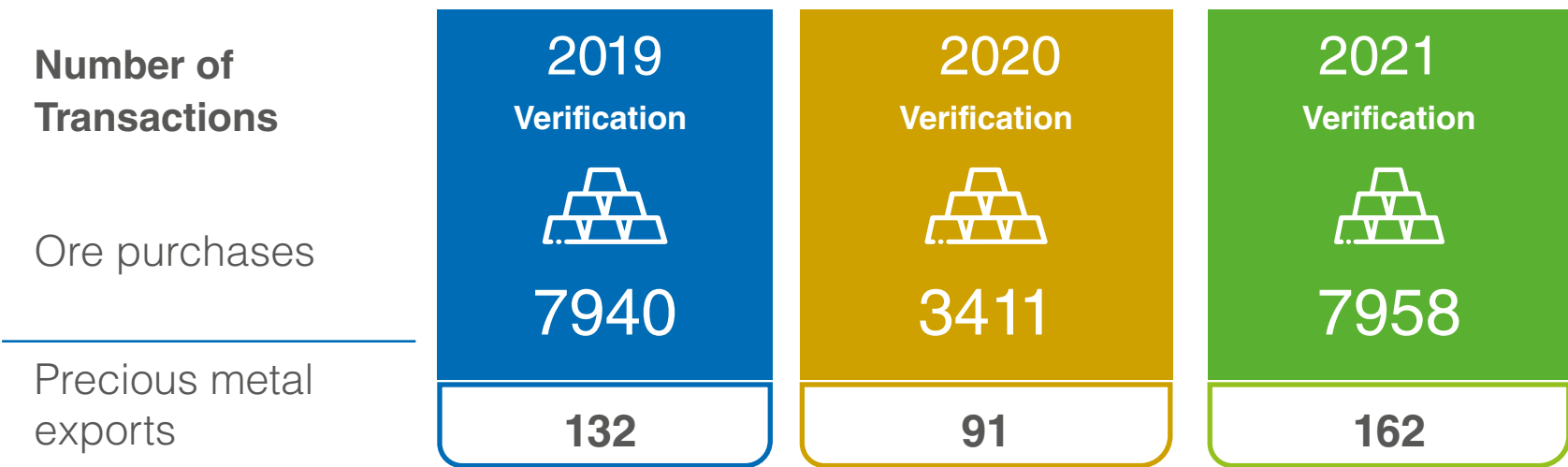
Dynacor - Minera Veta Dorada Training Compliance



Ore purchases and metal exports are transactions the company evaluates because of corruption-related risks. All these transactions are 100 % verified.

In 2021, 7,958 ore purchases and 162 gold-bar exports were verified, representing an increase of 113 % and 78 %, respectively, compared to 2020.

It should be noted that the number of ore purchase transactions for 2019 and 2020 was updated.



We believe the money laundering and terrorist financing risks to be the same as the anti-corruption risks. [GRI 205-1](#)

Communication

The compliance policies and procedures for money-laundering prevention are communicated to all the organization's employees through internal means of communication. [GRI 205-2](#)

Ethics and Integrity [GRI 102-17](#)

To ensure a high level of integrity with our stakeholders and prevent the company from being involved or used in illegal activities, we have implemented the following measures as part of our due-diligence policies:

- Filters upon entering the relationship and while it is ongoing, such as checking international prevention lists and local blacklists.
- Minimum requirements have to be submitted and updated periodically.
- In the case of ore suppliers, mine employment verification has been implemented.



THE COMPANY HAS NOT RECORDED ANY CONFIRMED CORRUPTION CASES DURING THE REPORTING PERIOD. **CONSEQUENTLY, NO DISCIPLINARY MEASURES NEEDED TO BE TAKEN.**

[GRI 205-3](#)

Dynacor and its subsidiary Veta Dorada have had no fines or non-monetary sanctions over matters such as non-compliance with legal regulations related to accounting and tax fraud, corruption, bribery, competition, the supply of products and services or labor issues, or for workplace discrimination.

[GRI 419-1](#)



2

The Road to Sustainability



2. THE ROAD TO SUSTAINABILITY

DYNACOR HAS BEEN PRESENT IN PERU FOR 26 YEARS, AND ITS GROWTH HAS BEEN STEADY AND SOLID.

In our operations in Peru, we responsibly generate value for the corporation and our stakeholders. In 2019, we started on the road towards sustainability, a cornerstone of the business. The aim is to plan our development holistically in the medium and long term.

Our goal is to contribute to the development of the society in which we operate, protecting the environment with an operation whose production systems are increasingly sustainable.

Dynacor has been present in Peru for 26 years, and its growth has been steady and solid. Our commitment to a business model that includes artisanal and small-scale miners (ASM) as part of its supply chain has been a continuous learning process.

Veta Dorada's experience in the ASM business has positioned it as the only processing plant ranked among the top 10 gold producers in Peru in 2021. [GRI 102-44](#)

Traceability

To achieve traceability in the gold production chain, Veta Dorada has incorporated measures in accordance with regulations and good practices for ore purchases—not an easy task considering the characteristics of ASM in Peru.

It has a 26-point “Dynacor ore purchase checklist” that must be completed when each ore purchase is made. The company buys ore from ASM miners that are duly registered or in the process of formalization, listed in Peru's official mining registry, the REINFO; that is, miners who are compliant with Peruvian law and are recognized by the Ministry of Energy and Mines (MINEM).

Our Veta Dorada subsidiary also verifies that there is not forced or child labor in the work areas through its Purchasing Offices: Trujillo, Chimbote, Nasca, Chala, Secocha, Pedregal, Juliaca and Misky.

The road to sustainability allows us to bring about positive social impacts and relevant economic results, and be a good employer and a good neighbor that respects the environment.





2.1 HUMAN RIGHTS

Dynacor believes it must play an active role in promoting and respecting human rights, and culture, identity, traditions and values of the employees and stakeholders related to the corporation's operations, which is reaffirmed in our Code of Conduct. In addition, in 2022, we plan to consolidate a Human Rights Policy as a fundamental aspect of sustainable development, to be internalized and respected by all our employees, managers and stakeholders.

The Human Rights Policy will be communicated to our employees to ensure respect for human rights inside and outside our operations. It will also be shared with our main stakeholders to prevent forced labor and discrimination, allow freedom of association and collective bargaining, promote the eradication of child labor, and train oversight personnel about good human rights practices.

GRI 412-1

2.2 ABOUT OUR SUSTAINABILITY REPORT

The second sustainability report with reference to the Global Reporting Initiative (GRI) Standards is directed at our stakeholders for the purpose of transparently communicating the relevant issues in economic, environmental and social matters relating to the 2021 period. The report was published in June 2022.

All information contained in this report was reviewed internally to ensure our stakeholders will have a good account of our performance during 2021.

Starting in 2021, the company will report annually on its activities in these three areas. Any questions about the report or its contents can be sent to esg@dynacor.com



GRI 102-46 GRI 102-50 GRI 102-52 GRI 102-53 GRI 102-54

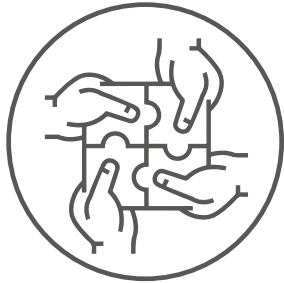




2.3 STAKEHOLDERS

We are committed to our stakeholders and encourage harmonious relationships based on trust and transparency. We have established communication spaces to meet their expectations.




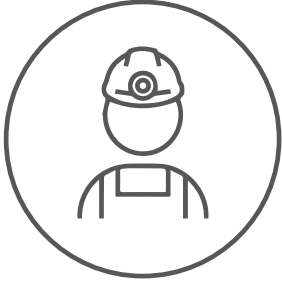

Our stakeholders and their expectations were identified based on an analysis of our company's external and internal environment.

We aim for our relationships to be sustainable in the medium and long term and for our stakeholders to benefit from our contribution to society.

STAKEHOLDERS

	MEANS OF COMMUNICATION	EXPECTATIONS
 SHAREHOLDERS / INVESTORS	<ul style="list-style-type: none"> • Annual shareholders' meeting • Press releases • Website and social networks • Quarterly and annual financial report • Emails • Phone calls 	<ul style="list-style-type: none"> • Expansion and growth • To maintain and enhance market reputation • Business leadership • Corporate social responsibility • Governance
 BOARD OF DIRECTORS	<ul style="list-style-type: none"> • Quarterly and annual reports • Emails • Regular meetings • Phone calls and video conferences 	<ul style="list-style-type: none"> • To maintain and enhance market reputation • Sound financial position • Corporate social responsibility • Governance
 EMPLOYEES	<ul style="list-style-type: none"> • Regular meetings • Digital newsletters • Website and social networks • Wall newspapers • Corporate communications and notices • Phone calls and video conferences 	<ul style="list-style-type: none"> • Employee well-being • Working conditions • Pleasant organizational environment • Recognition of high performance
 CUSTOMERS	<ul style="list-style-type: none"> • Quarterly reports • Website and social networks • Emails • Regular meetings • Phone calls and video conferences 	<ul style="list-style-type: none"> • Traceability of gold • Responsible sourcing • Investment in social projects in artisanal and small-scale mining communities • Environmental sustainability • Employment rights
 SUPPLIERS	<ul style="list-style-type: none"> • Website and social networks • Emails • Phone calls 	<ul style="list-style-type: none"> • On-time payments • Capacity development for small local suppliers

STAKEHOLDERS

		MEANS OF COMMUNICATION	EXPECTATIONS
	ARTISANAL AND SMALL-SCALE MINERS	<ul style="list-style-type: none"> • Emails • Regular meetings • Technical visits • Purchasing offices • Phone calls 	<ul style="list-style-type: none"> • Transparent, on-time settlement process, at fair prices • Support on security issues • Corporate social responsibility • Support for completing their formalization
	GOVERNMENT	<ul style="list-style-type: none"> • Reports sent to industry regulators • Coordination meetings 	<ul style="list-style-type: none"> • Compliance with legislation • Supervision • Job creation • Legal certainty • Corporate social responsibility
	COMMUNITIES	<ul style="list-style-type: none"> • Community meetings • Community outreach • Individual meetings 	<ul style="list-style-type: none"> • Community development • Social development programs • Investments in education and health
	MEDIA	<ul style="list-style-type: none"> • Press releases • Website and social networks • Phone calls 	<ul style="list-style-type: none"> • Transparency of information • Contribution to society
	SOCIETY	<ul style="list-style-type: none"> • Corporate communications and notices • Website and social networks • Coordination meetings 	<ul style="list-style-type: none"> • Contribution to society • Corporate social responsibility

2.5 MATERIALITY ANALYSIS GRI 102-46

In 2021, as part of defining the material topics to be reported, we analyzed the information generated in the various spaces for dialog that we maintain with our stakeholders.

Our materiality analysis was carried out in four stages:

1. Review

During the review stage, a list of initial topics was determined, which facilitated the materiality analysis. To prepare this initial sustainability list, we used and reviewed various sources:

- Benchmarking sustainability reports from leading companies in the gold-refining sector since none of the leading gold processors issue sustainability reports.
- International standards, guidelines, and documents relevant to the sector, such as the Responsible Jewellery Council (RJC) standard and the Fairmined from Responsible Mining Communities initiative.
- National assessments in the context of sustainability and COVID-19, based on the 2021 Sustainable Development Report – Sustainable Development Goals and COVID-19 (Cambridge University Press), which presents the sustainability context in Peru with respect to performance in Sustainable Development Goals (SDGs).



- Analysis of the organization's values, policies, strategies, operational management systems, strategic objectives and fundamental goals.

2. Identification

During the identification process, we drew up a shortlist of initial topics, topics relevant to the company's sustainability management, and topics representing relevant expectations for stakeholders.

A workshop was held with its managers and department heads to identify sustainability issues relevant to the corporation in the short and medium-term.

During the processes of dialog with the company's stakeholders, panels and interviews were held with workers, communities, clients, shareholders and artisanal mining suppliers, the most relevant of which were selected in the workshop with management and departmental offices.

Each stakeholder group was asked which initial sustainability issues they believed to be most important so that the company could manage the improvement of its performance and its relationship to each of them.

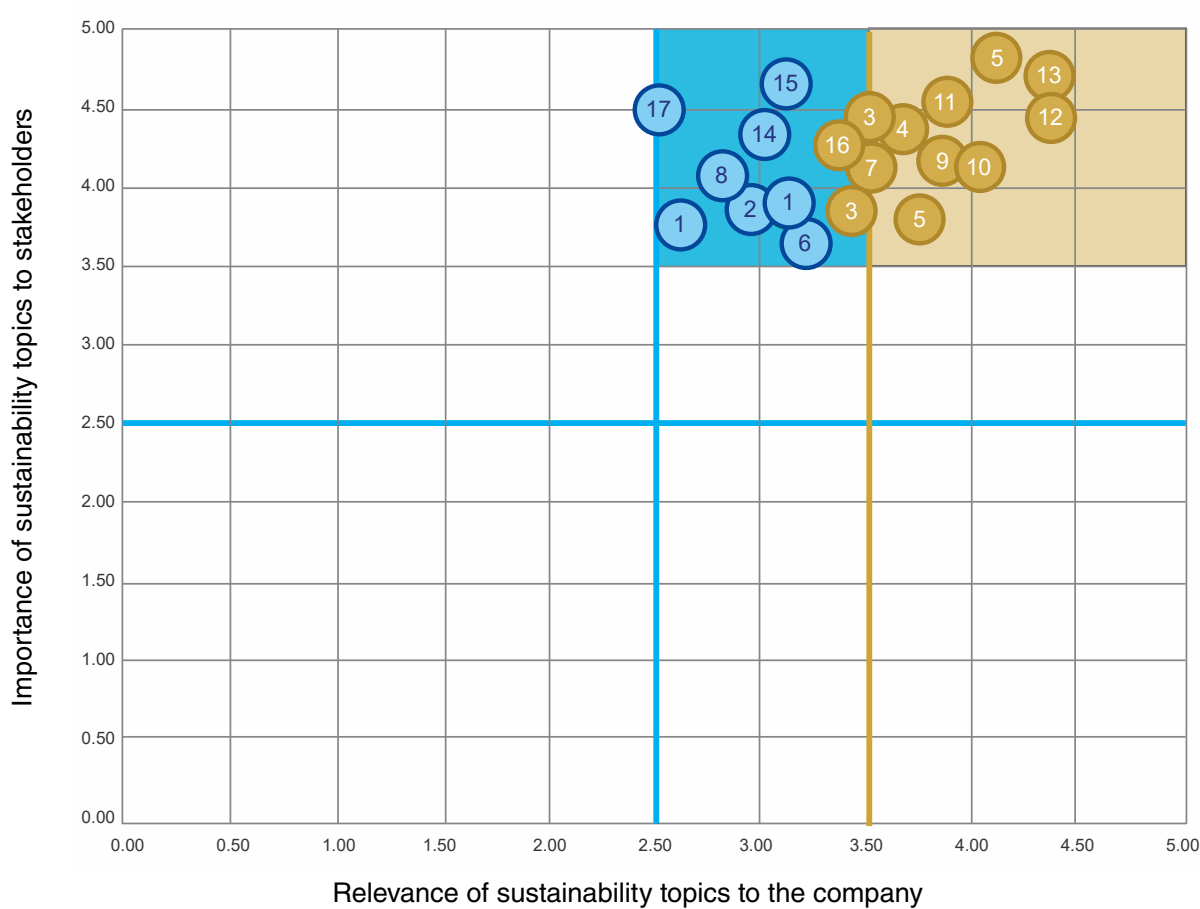
3. Prioritization

After understanding the relevance of each initial topic to the company and its stakeholders, they were then prioritized based on the following criteria:

Prioritization of relevant issues to the company, including the best practices or benchmarking of sustainability in the sector and the relevant issues identified in the workshop for managers and department heads.

On the stakeholder side, topics were prioritized in order of importance, assigning scores based on the frequency of these topics mentioned in the panels and interviews.

Given the results of the relevance of sustainability topics to the company and the stakeholders, we obtained the following prioritization:



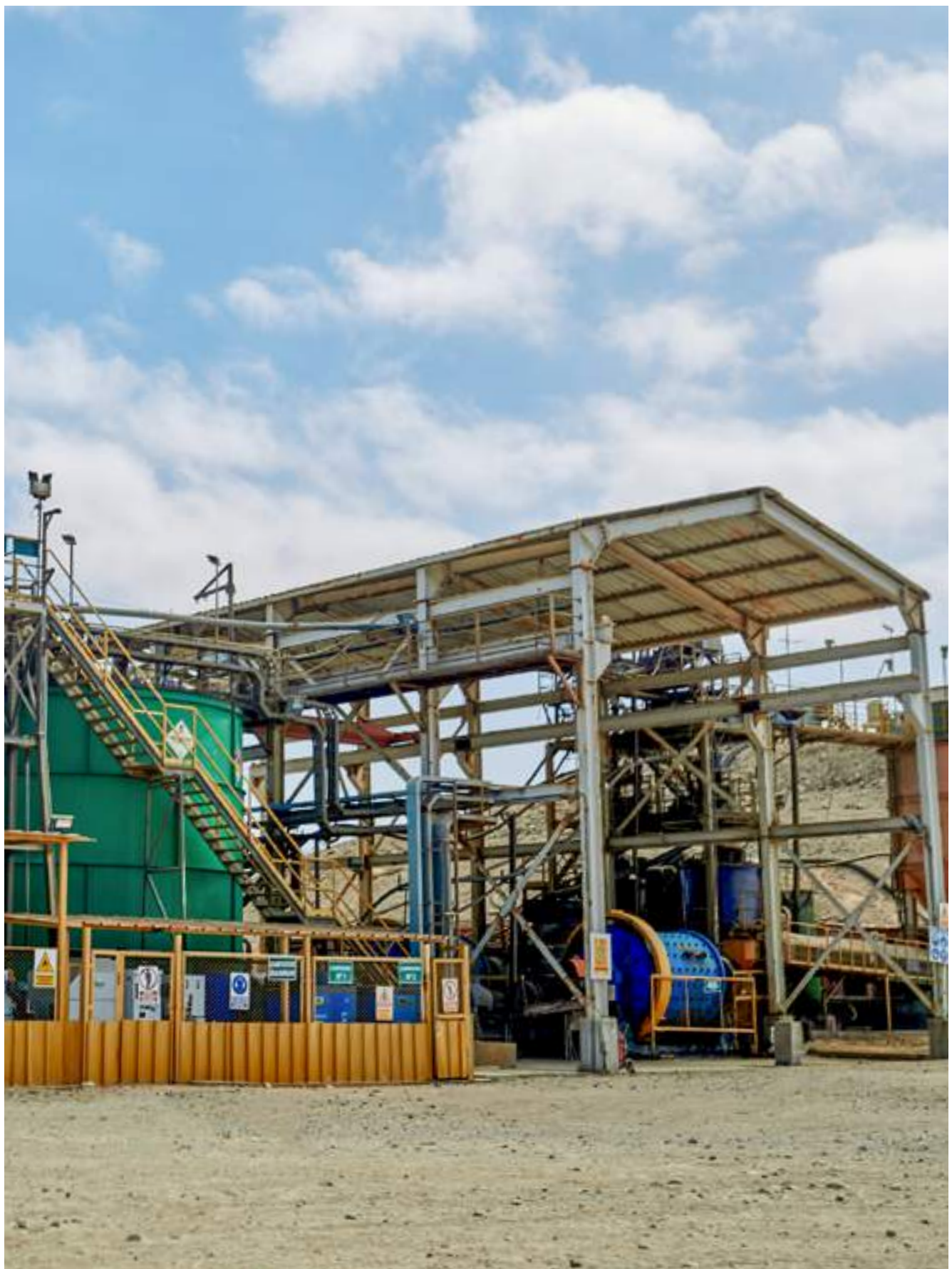
List of Material Topics [GRI 102-47](#)

1	Economic Performance
2	Governance
3	Ethics and Integrity
4	Occupational Health and Safety
5	Human Rights
6	Diversity, Inclusion and Equal Opportunities
7	Decent Work
8	Local Communities
9	Training and Education
10	Responsible Supply Chain
11	Legal and Regulatory Compliance
12	Product Traceability: ASM Management
13	Gestión del agua y efluentes
14	Gestión de residuos
15	Uso responsable de productos químicos
16	Consumo de energía
17	Cambio climático

Strategic Topics Relevant Topics

4. Validation

The prioritized results were reviewed by directors, managers and department heads, and we validated ten strategic material topics above the threshold and seven relevant material topics.





3

Our Talent

3. OUR TALENT

Our people are the corporation's greatest asset and one of the cornerstones for achieving sustainability. In 2021, the employees made an outstanding effort that enabled us to exceed all our expectations.

Our employees' commitment to achieving the proposed objectives has allowed us to grow steadily for 26 years.

Talent management focuses on the professional and personal development of employees in safe working conditions. In addition, we strive to offer a value proposition that strengthens the work environment.

At the close of 2021, we had 440 employees: 434 in Peru¹ and 6 in Canada. Of the new hires in Peru, 20 % were in the Arequipa region, while of all new hires, 83 % were men and 17 % were women, with a 53 % increase in women hired compared to 2020 (19 in 2020 and 29 in 2021). [GRI 401-1](#)

The company has a salary policy that considers tables of categories and roles and mechanisms to evaluate and organize job positions with objective criteria that meet the needs of our economic activity.

Discrimination between men and women is prohibited within our organization, in accordance with our Code of Conduct





WE ARE
COMMITTED TO THE
**DEVELOPMENT OF
OUR EMPLOYEES.**

and Peruvian law (Regulation of Law 30709). In addition, to contribute to creating local jobs, we aim to hire more employees from the Arequipa region of Peru.

Breakdown of employees by age range, category, gender, place of origin and new hires



[GRI 102-8](#) [GRI 405-1](#)

	Age Range			
	2020	(%)	2021	(%)
 Under 30	94	25 %	112	26 %
Between 30 and 50	231	62 %	271	62 %
Over 50	50	13 %	57	12 %
Total	375	100 %	440	100 %

	Category			
	2020	(%)	2021	(%)
 Employees	237	63 %	211	47 %
Workers	138	36 %	229	51 %
Interns	3	1 %	8	2 %
Total	378	100 %	448	100 %



	Gender			
	2020	(%)	2021	(%)
Men	321	86 %	374	85 %
Women	54	14 %	66	15 %
Total	375	100 %	440	100 %

	Origin			
	2020	(%)	2021	(%)
 Canada	6	2 %	6	1 %
 Peru	369	98 %	434	99 %
Total	375	100 %	440	100 %

¹ The number of employees in Peru includes 12 terminations calculated in December 2021.

	Origin Peru			
	2020	(%)	2021	(%)
Arequipa and Chala	97	26 %	88	20 %
Other regions	190	51 %	292	68 %
Lima	82	22 %	54	12 %
Total	369	100 %	434	100 %



New Hirings:

Year	Men		Women		Total
	Number	(%)	Number	(%)	
2020	96	83 %	19	17 %	115
2021	145	83 %	29	17 %	174

GRI 401-1

Regarding the personnel turnover rate, in 2021, it was 30.02%, lower than in 2020 (30.89 %). The highest turnover was observed with labor personnel, specifically unloading and crushing operators working at the Chala Plant in Peru.



IN 2021, WE
**INCREASED THE
HIRING OF WOMEN BY
53% COMPARED TO
2020.**

Personnel Turnover Rate

Year	Average personnel per period			Number of terminations in the period			Turnover rate
	January	December	Average	Employees	Workers	Total terminations	
2020	371	369	370	40	74	114	30.89
2021	384	422	403	40	81	121	30.02

GRI 401-1

Employees in Peru with permanent, temporary and other types of contracts have the following benefits from their first day at work:



Life insurance.



Social security (EsSalud).



High-risk insurance for plant, stockpiling and security personnel.



Health insurance (EPS) (those employees wishing to join).



Initial, termination and annual medical examinations.



Mobility payment, depending on the area.



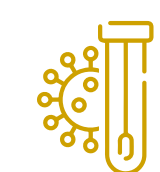
Leave for sickness, maternity, paternity and breastfeeding.



Per diems for operating personnel's meals.



In addition, a total of 24 employees applied for parental leave in 2021, and 24 were granted paternity leave. All employees who received this benefit returned to work.



COVID-19 screening tests every week or every 15 days, depending on the risk of exposure.

GRI 401-2

Parental leave

Year	Maternidad		Parenting		Total	
	No. Persons	Days	No. Persons	Days	No. Persons	Days
2020	3	292	20	199	23	491
2021	-	-	24	192	24	192

GRI 401-3



WE RESPECT DIVERSITY AND EQUAL OPPORTUNITIES. MEN AND WOMEN RECEIVE EQUAL TREATMENT AND EMPLOYMENT OPPORTUNITIES. [GRI 405-1](#)



Equitable Remuneration

Remuneration at the corporation is established on an equitable basis, in accordance with job duties and responsibilities, market rates, and budget availability.

There is a table consisting of three remuneration categories and 11 subcategories.

Table of Remuneration Categories

Category	Sub-category	Details
Employees	AE	SENIOR EXECUTIVES
	1	MANAGERS
	2	DEPUTY MANAGERS
	3	DEPARTMENT HEADS
	4	DEPUTY DEPT. HEADS
	5	SUPERVISORS
	6	ANALYSTS
	7	ASSISTANTS
Workers	8	AIDES
	9	OPERATORS
Interns	10	INTERNS

At our subsidiary Veta Dorada (Peru), employees sign fixed-term and permanent contracts with the same benefits and part-time contracts, governed by Peruvian law.


In the case of additional benefits that are granted to an employee, they are granted according to the job qualification

among operators and employees, as established in our Standard of Equality and Non-Discrimination in Remuneration. The minimum remuneration corresponds to the approved minimum mining wage in Peru. [GRI 401-2](#) [GRI 202-1](#)

A clear example of non-discrimination is the hiring of people with disabilities—under the General Law on People with Disabilities (Law 27050 of Peru)—who have all labor benefits and rights.

[GRI 405-1](#)

Hiring of People with Disabilities

Category		2020	2021
	Employee	6	7
	Worker	3	4
	Total	9	11



WE HAVE NOT RECORDED ANY CASES OF **DISCRIMINATION, CHILD LABOR OR FORCED LABOR.**

[GRI 408-1](#) [GRI 409-1](#)



Achieving equality and eliminating gender discrimination in the workplace are not only an ongoing task, but also a collective one. Dynacor, through the implementation of its Code of Conduct, is committed to non-discrimination. [GRI 406-1](#)

The company does not have a union, but we do respect the freedom of association of all employees. [GRI 407-1](#)



Training

For Dynacor, the best way to continue growing is to promote the development of our employees on an ongoing basis. For this reason, we are committed to equal-opportunity professional and personal education, free of any discrimination.

Our training plan on technical aspects is established according to the learning needs identified by the different areas of the company.

Training by Gender
Training by Sex

Year	Men		Women		Total
	No. of people	%	No. of people	%	
2020	26	57.58	19	42.22	45
2021	39	59.09	27	40.91	66

GRI 404-1

Capacitación por horas

Year	Men		Women		Total
	No. of hours	%	No. of hours	%	
2020	195	38.92	306	61.08	501.00
2021	836	63.67	477	36.33	1,313.00

GRI 404-1

Regarding the performance evaluation, in 2021, at our Veta Dorada subsidiary, criteria were established for the evaluation to be implemented in 2022. In addition, the company plans to establish work environment indicators.

GRI 404-3 NO GRI indicator specific to work environment

To improve employee well-being, a Social Welfare Program was also developed, which includes various recreational, commemorative and leisure activities during 2022, to be carried out in compliance with biosafety protocols and observing the health emergency restrictions.

NO GRI indicator specific to social welfare



3.1 OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1

From the beginning of Dynacor's operations, the safety and health of our employees have been a priority. Because of this, the activities we perform constantly seek to prevent, minimize and control the risks in our operations.

In 2021, we have strived to develop a culture of safety that empowers employees to perform their activities safely.

We have an Occupational Health and Safety System in compliance with:

- Law 29783, on Occupational Health and Safety, as amended.
- Regulation of the Law on Occupational Health and Safety, Supreme Decree No. 005-2012-TR, as amended.
- Sectoral legal standard, the Mining Health and Safety Regulation, Supreme Decree No. 024-2016-EM, as amended.
- Ministerial Resolution No. 1275-2021/MINSA, approving the Administrative Directive that provides for the surveillance, prevention and control of the health of workers at risk of exposure to SARS-CoV-2.

In accordance with these legal provisions, Occupational Health and Safety Policy has been established, reviewed and approved by senior management, communicated to employees, contractors and visitors.

The Occupational Health and Safety System is reviewed annually, based on suggestions from management, the results of external audits, and the recommendations of the Health and Safety Committee, for its continuous improvement. In addition, it is managed by the employees of the Health and Safety area, who are constantly undergoing training.



GRI 403-2

Hazard Identification, Risk Assessment and Incident Investigation


To identify occupational hazards and evaluate risks regularly, the risk control hierarchy is applied to eliminate or minimizing risks. The company has a HIRARC (Hazard Identification, Risk Assessment and Risk Control) Matrix, which covers all administrative and operational areas, and personnel are trained during the induction process and while on the job, in both theory and practice.


In addition, employees have an Incident Report form for reporting existing hazards and work incidents, which is sent to the Workplace Safety Area and immediate department heads.



When an employee is faced with an imminent danger that could cause injury or illness, he has the right to stop work, inform his department head and return to work when the danger has been eliminated or is under control. This action is established in the Internal Occupational Health and Safety Regulations.

The corporation also has an accident and incident investigation form to determine the immediate and basic causes and the corresponding corrective actions.

	Safety and Health Indicators - Employees	
	2020	2021
Fatal accidents	0	0
Rate of Recordable Accidents – With Major Consequences	0	0
Rate of Recordable Accidents	1.48	1.09
Hours worked	674,594	916,046

	Safety and Health Indicators - Employees of Contractors	
	2020	2021
Fatal accidents	0	0
Rate of Recordable Accidents – With Major Consequences	0	0
Rate of Recordable Accidents	0	0
Hours worked	94,029	150,131

GRI 403-9

The occupational hazards that represent a risk of occupational injury with major consequences were determined in the base HIRARC matrix, and the level of risk with the basic risk-assessment matrix.



**DURING 2021,
NO ACCIDENTS
WITH SERIOUS
CONSEQUENCES WERE
RECORDED.**



DURING 2021, NO HIGH-RISK HAZARDS RESULTED IN OCCUPATIONAL INJURIES.



During 2021, no high-risk hazards resulted in occupational injuries. High-risk hazards, as assessed in the HIRARC matrix, have controls based on the risk-control hierarchy, such as: elimination, substitutions, engineering controls, administrative controls, and use of personal protective equipment (PPE).

The main control measures in high-risk work were placement and replacement of safety guards and emergency stops on conveyor belts; barriers to prevent people from approaching moving equipment; lock-out/tag-out blocks; use of self-retracting lifelines; use of safety harnesses; use of fire extinguishers; and high-risk work permits (PETARs).

In addition, contractor companies in the mining and related activities, doing maintenance work, mechanical and electrical equipment installations, cleaning and disinfection services, and surveillance, adopt the company's standards and procedures.

Employee Participation

Employees are involved in occupational safety and health individually and through their representatives in the Health and Safety Committee or Subcommittee, elected by secret and direct ballot. The number of employee representatives on the Committee or Subcommittee is equal to that of the employer.

Workers' representatives on the Health and Safety Committee participate in the preparation of the base HIRARC matrix; in external audits and supervision by the competent authority; in safety inspections; in ordinary monthly or extraordinary meetings, and when called by the chair of the committee or subcommittee. At the meetings, reports are submitted on occupational safety and health performance and statistics as well as on potential hazards so that corrective actions can be taken. [GRI 403-4](#)

The Occupational Health and Safety Management System aligned with the Mining Health and Safety Regulations applied in our production unit, covers all our employees and third-party employees working on our behalf. An annual audit is carried out to evaluate and improve our system. The audit results are reported to the National Labor Inspection Regulator (SUNAFIL) and the Energy and Mine Investment Oversight Agency (OSINERGMIN). [GRI 403-8](#)

At the close of 2021, no cases were recorded of acute or chronic occupational diseases or illnesses caused or intensified by working conditions. To prevent illness or disease, we identify hazards that could present a risk of illness and disease through the base HIRARC and specific HIRARC. The control measures for these hazards, including staff rotation, can prevent injuries and diseases listed in the International Labor Organization's (ILO) List of Occupational Diseases. [GRI 403-10](#)

Training

In accordance with the requirement of the Mining Health and Safety Regulation, employees are trained on the critical risks determined in the base HIRARC, and other topics identified according to the occupational risk.

The training courses are established in an Annual Training Plan, and at least six topics are dealt with each month in high-risk workplaces, and at least four of the decentralized offices. The courses are taught by higher-education qualified professionals and technicians during working hours. Evaluation is through an exam at the end of the course.

[GRI 403-5](#)

The security personnel at the decentralized offices and the personnel of the production unit's security services companies also receive training during induction and their employment on safety, occupational health, the environment, and quality of customer service. [GRI 410-1](#)

Training on Safety, Occupational Health and the Environment [GRI 403-5](#)



	2020	2021
Hours of training	10,605.58	24,523.00



DURING 2021, **WE CONDUCTED 131 % OF ADDITIONAL HOURS OF SAFETY, HEALTH AND ENVIRONMENTAL TRAINING, COMPARED TO 2020.**



Health Service

At our Veta Dorada Plant, we have a medical unit and health professionals providing round-the-clock medical attention and first aid to all personnel working at the unit.

To guarantee the quality of care, the medical unit has a stock of medicines, a medical care room and a type II ambulance to evacuate patients requiring specialized care. In addition, information on the health status of employees is confidential between the doctor and the patient. It can, therefore, only be disclosed with the employee's authorization.

More health staff has been hired to deal with the COVID-19 pandemic. In addition, the medical staff help minimize occupational risks by implementing a plan of occupational medical vigilance and monitoring occupational agents.

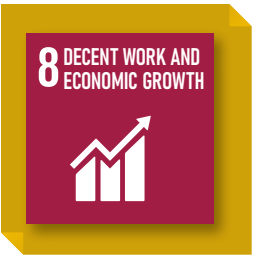
[GRI 403-3](#)

Company employees and declared beneficiaries also have access to medical and non-work-related healthcare services through EsSalud and health care providers (the EPSs).

[GRI 403-6](#)

We require employees of contractor companies who perform hazardous work on our operations to have their Complementary Hazard Work, Pension and Health Insurance so that they are covered in case of a potential accident; occupational medical examinations upon entry or periodically, and negative results in molecular PCR tests, to ensure they are in good health.

[GRI 403-7](#)



TO COPE **WITH THE
COVID-19 PANDEMIC,**
WE HAVE HIRED
MORE HEALTH
PROFESSIONALS.



3.2 DYNACOR'S RESPONSE TO COVID-19 GRI 102-10

On January 18, 2021, *the Plan for Vigilance, Prevention and Control of COVID-19 in the Workplace* was registered for a third time with the Ministry of Health (MINSA), in accordance with Ministerial Resolution 972-2020/MINSA, in which we continued to maintain and improve preventive measures to avoid the spread of COVID-19.

The fourth update to our *Plan for Vigilance, Prevention and Control of COVID-19 in the Workplace* began with the publication of Ministerial Resolution 1275-2021/MINSA on December 3, 2021, approving Administrative Directive 321-MINSA/DGIESP-2021, which provides for the vigilance, prevention and control of the health of workers at risk of exposure to SARS-CoV-2.



Provisions for Vigilance, Prevention and Control of COVID-19 in the Workplace

For the vigilance of workers' health in the context of the COVID-19 pandemic, the provisions established by the Ministry of Health (MINSA) are considered.



Provision 1: Ensure workplaces are ventilated

Controls are established to reduce the risk of exposure in the workplace:

- The natural airflow inlets and outlets in working environments are evaluated.
- Office doors and windows are kept open to allow new air to enter the environment.



Provision 2: The worker's health condition evaluation prior to returning to the workplace

The medical unit manages the following steps for all workers:

- Identification of the risk of exposure to SARS-CoV-2 (COVID-19) in each job.
- Jobs are identified in which the work can be performed in person, remotely or a hybrid of the two.
- Workers returning to work fill out and submit a COVID-19 symptomatology form as a sworn statement.

- Workers have the obligation to report to the medical unit if they present signs or symptoms related to COVID-19.
- Any worker identified in the workplace as a suspected case is told to isolate at home or is referred to a health facility.
- The medical unit is actively vigilant of workers' symptoms, and looks for those in direct contact with suspected or confirmed cases.
- Screening tests are performed to detect possible cases or contacts. However, for definitive diagnosis, the worker is referred to the relevant health facility.
- Fitness to return to work after temporary sickness is assessed by the Occupational Physician.
- If a suspected case is identified or if someone is known to have been in direct contact with a confirmed case, the following measures are taken by the health professional:
 - a. The suspected case is instructed to go to a health facility for treatment and isolation.
 - b. The health of workers in isolation is monitored by the health professional, who grants the discharge from isolation.
 - c. In the case of hospitalized workers, family members are informed through the Social Welfare area.

- d. Material and information are provided to workers about prevention of COVID-19 infection, hygiene measures and care to be taken at home.
- For workers identified as suspected cases, probable cases or who have a confirmed diagnosis of COVID-19, or who have been in direct contact with a suspected, probable or confirmed case, the attending physician or Occupational Physician indicates the number of days for which they should isolate.
 - Workers belonging to a group with risk factors are to perform remote work primarily.



Provision 3:
Hand washing or disinfection points

- Hand washing points must have clean water, liquid soap and paper towels or sanitizing gel (70 % alcohol) dispensers for hand washing or disinfection.
- One of the washing points or alcohol-based gel dispensers is located at the entrance of the work center, for hand washing or disinfection.
- Each washing or disinfection point has instructions for carrying out the proper washing method or use of alcohol for hand hygiene.

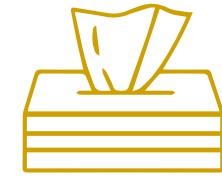


AT THE END OF 2021, 99% OF EMPLOYEES HAD RECEIVED THE SECOND DOSE OF THE COVID-19 VACCINE. AND AT THE TIME OF PUBLICATION OF THE SUSTAINABILITY REPORT, 100% OF EMPLOYEES COMPLETED THE THIRD DOSE".



Provision 4:
Sensitization on preventing infection in the workplace

- They are given guidance in the training sessions for measures to reduce the risk of infection by COVID-19, and about the benefits of vaccines, ventilation, physical distancing and the mandatory use of KN95 masks.
- On early reporting of the presence of COVID-19 symptoms or contact with a positive case.
- On reducing the risk of SARS-CoV-2 transmission within the workplace, the community and at home.
- On the importance of preventing different forms of stigmatization and discrimination of workers suspected or confirmed to have or have had COVID-19.
- On the benefits of vaccination in preventing severe forms of the disease and reducing the likelihood of dying from infection with the SARS-CoV-2 virus.



Provision 5:
Collective preventive measures

- Exposure to SARS-CoV-2 in the workplace is avoided.
 - a. Working remotely is a primary preventive measure that reduces the risk of exposure to SARS-CoV-2.
 - b. Workers are isolated in accommodation contracted by the company, their symptoms evaluated, and they take a molecular PCR test before returning to work.
 - c. In-person meetings are held as an exception, and trainings are conducted virtually, in working hours.
 - d. Pregnant women and breastfeeding women work remotely.
 - e. In the cafeterias, physical distancing of 1.5 meters is maintained in shifts, and people are allowed to eat their meals in their offices.
 - f. Workers in customer service positions are protected by using screens or divisions, in addition to the KN95 mask.
 - g. The use of non-contact markers is considered for attendance control.

h. The use of ultraviolet filters is considered in the use of air conditioning equipment.

i. CO₂ monitoring in workplaces is considered.

- Administrative controls are set up:
 - a. Before or during the return, it is ensured that workers are trained on preventive measures against COVID-19.
 - b. Entering and leaving the work center is staggered, and a clearance test is taken to ensure that the worker returns home healthy.
 - c. The use of digital means in meetings is encouraged to avoid contact and overcrowding.
 - d. In the camps for all the workers, distancing between beds are kept at no less than 1.5 meters.
 - e. In transportation, workers use a KN95 mask.
 - f. Capacity is controlled throughout the workday.
- The use of barriers or personal protective equipment is mandatory.

- a. The use of personal protective equipment (PPE) on the job is carried out in accordance with the level of risk. It is supplied by the company, ensuring that it is used correctly and safely.
- b. The use of a KN95 mask and PPE is mandatory.
- c. There are strategic points for the collection of used PPE, contaminated disposable material (gloves, masks, etc.), for appropriate handling, such as biocontaminated material.



Provision 6:

Personal Protection Measures

- The company ensures that PPE is available, and implements measures for its correct and mandatory use, in coordination with the occupational health and safety expert.
- All workers performing hazardous activities with specialized PPE use a KN95 mask after doing their work.



Provision 7:

Vigilance of Workers' Health in the Context of COVID-19

- Vigilance of workers' health for the risk of exposure to SARS-CoV-2 is carried out on an ongoing basis.

- Medical evaluation of COVID-19 symptoms is indicated for any worker with respiratory symptoms or a temperature above 37.5 °C.
- The health professional indicates when the worker should seek medical attention or return home (for isolation at home).
- There is vigilance of exposure to the potential ergonomic or psychosocial risk factors of working in the context of the COVID-19 pandemic.
- Preventive measures in the context of COVID-19 at work include mental health measures, for those working remotely, in person, or in hybrid mode.



**OUR PROTOCOLS
ALLOWED US
TO CONTINUE
OPERATIONS
NORMALLY DURING
2021.**

- Medical unit personnel perform remote clinical follow-up on suspected or confirmed COVID-19 patients who are in isolation at home.
- Clearance of workers who are suspected or confirmed to have COVID-19 is performed by the attending physician or occupational physician after an evaluation.



Preventive measures against COVID-19 are communicated through phone calls, videos, emails, WhatsApp and through the company's internal information channel known as "Comunicándonos."



3.3 PROCUREMENT PRACTICES

Our supply-chain management includes a set of processes to ensure the provision of supplies, products and services to guarantee the continuance of our operations. This process is managed by the logistics, Projects and Ore-Marketing Department.

The process begins with a request for internal orders according to cost and investment projections approved by the General Management of our Veta Dorada subsidiary.

To meet the demands and development of our operation, we focus on providing supplies, products and services, within established deadlines and at a competitive price, from suppliers to the Veta Dorada Processing Plant or in accordance with whatever type of contract is established.

ASM miners are also part of our supply chain as ore suppliers in our business model. For this reason, artisanal miners are responsible for transporting the ore from their concessions to the processing plant in Chala, in the Arequipa region (Peru), and to the Crushing Service location in the Trujillo region (Peru).

Note that the ore suppliers (ASM miners) from whom we purchase are duly registered in Peru's official mining registry (Registro Integral de Formalización Minera or REINFO) of Peru's Ministry of Energy and Mines (MINEM), categorized as follows: formalized, in the process of formalization and formal, and as such they are classified and recognized by the Peruvian government.

NO GRI ASM Management

Our Veta Dorada subsidiary positively impacts a wide variety of local businesses and suppliers of materials and services, creating business opportunities. Examples include suppliers of raw materials (ore, chemicals, etc.), office supplies, catering services, medical services, and cleaning services, among others.

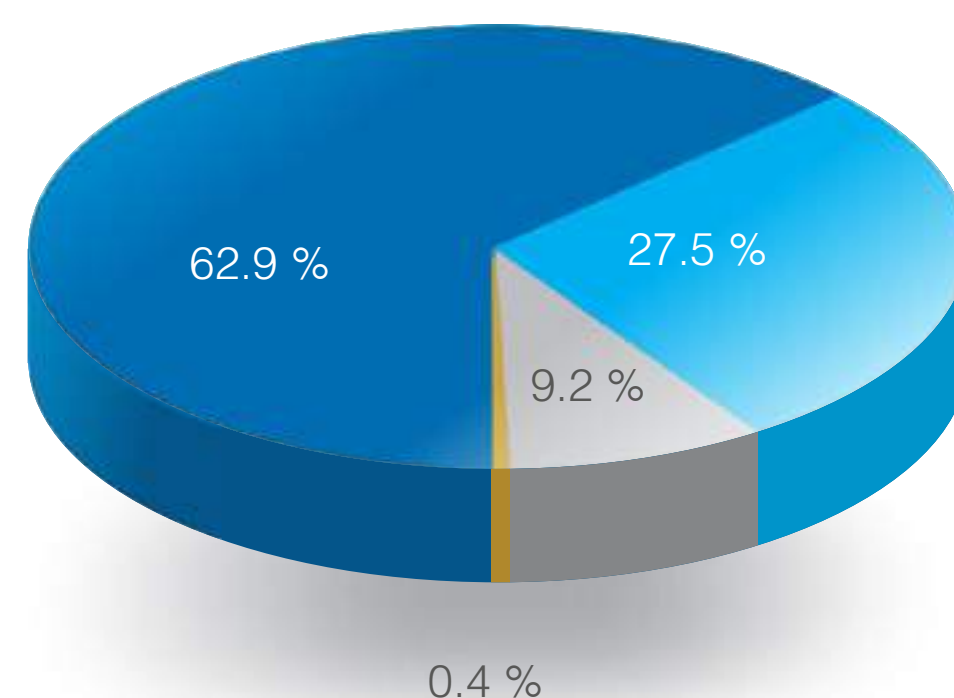
In 2021, commercial relations continued with an investment of USD 161 million in materials and services. Of the total investments in suppliers, 27.5 % were made locally in the Arequipa region, where our Veta Dorada Processing Plant is located, equivalent to USD 44.5 million.

GRI 204-1



Investment in Suppliers Dynacor 2021

GRI 204-1



Arequipa



Lima



Canada



Otras Regiones de Peru

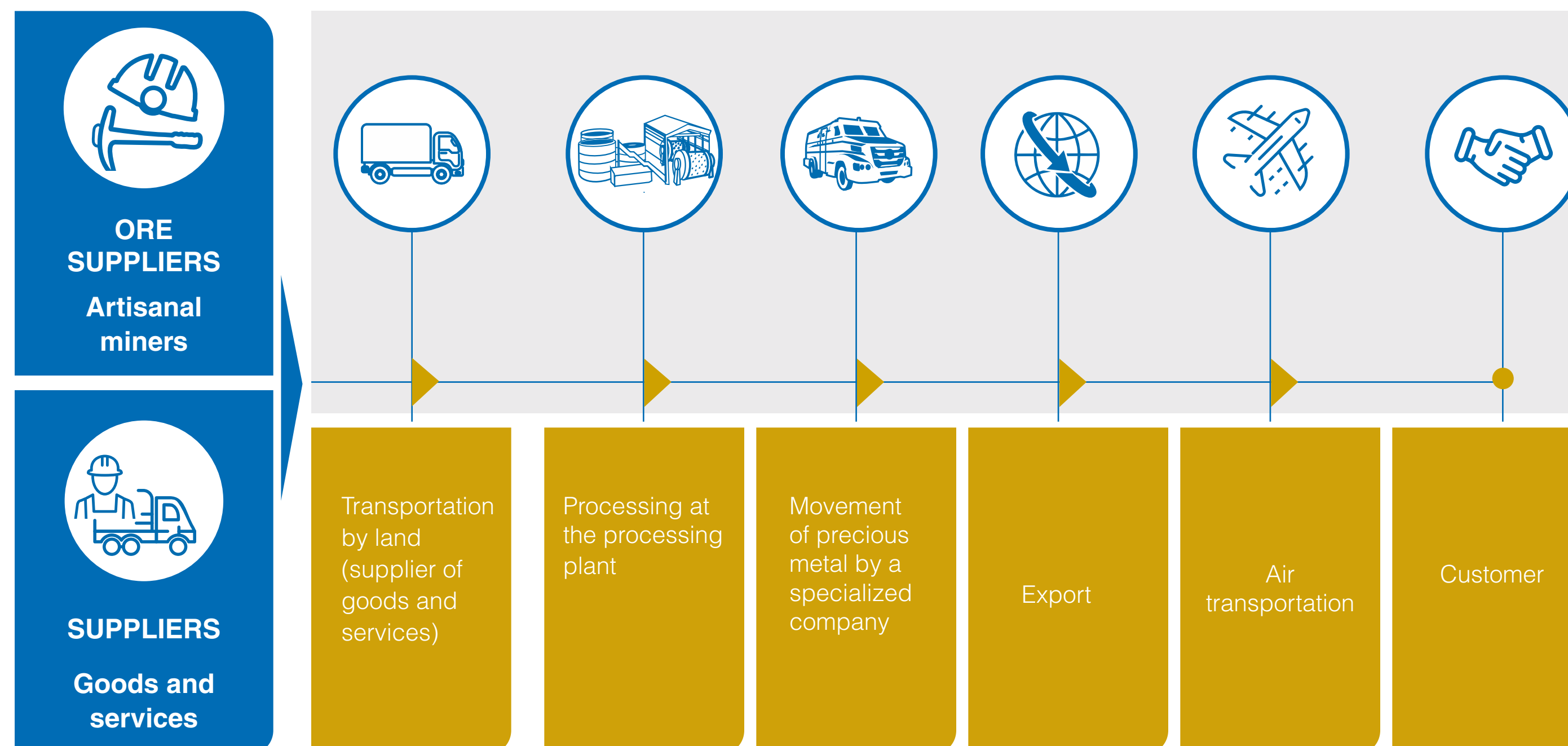


There was also a 62 % increase in investment in the suppliers in the Arequipa region compared to 2020 (USD 44.5 million in 2021 vs. USD 27.5 million in 2020). This increase is part of our commitment to promoting local purchases to contribute to developing the communities where we operate.



SUPPLY CHAIN

GRI 102-9



Social and Environmental Assessment

To determine the degree of social and environmental compliance of our suppliers of goods and services, we plan to make checklists with social and environmental criteria, which will be implemented in 2022. This initial assessment will allow us to identify and select suppliers according to their social and environmental impacts.

GRI 308-1 GRI 414-1



AT DYNACOR, WE AIM TO ACHIEVE A SUSTAINABLE SUPPLY CHAIN THAT WILL ALLOW US TO PRODUCE TRACEABLE AND RESPONSIBLE GOLD.

4

Environmental **Management**

4. ENVIRONMENTAL MANAGEMENT

Our commitment to environmental conservation and care is expressed through actions to minimize or eliminate the negative impacts that our activities could generate.

Therefore, to ensure compliance with our environmental sustainability objectives, we have implemented policies, procedures and controls through our subsidiary Minera Veta Dorada.

Our environmental policy guides our daily practices and establishes the following commitments:



To prevent environmental pollution and protect the natural environment, making appropriate use of our resources to minimize significant environmental impacts caused by our operations.



To comply with current environmental laws and regulations and others that are subscribed to voluntarily.



To establish objectives to control and eliminate the occurrence of negative environmental impacts.



To train personnel in good environmental practices, developing and consolidating a culture of environmental protection.



To continually improve our environmental management system with the active participation of our employees to raise our environmental performance.



To communicate our policy to stakeholders to consolidate our leadership in responsible environmental management.

The company communicates its environmental policy and its established environmental procedures by implementing the Environmental Management System (EMS), based on the ISO 14001:2015 standard.

Our management procedures for water use, effluents; energy; waste; greenhouse gas emissions; ozone-depleting substances, air quality, emissions and noise; handling and storage of chemicals; biodiversity protection; and spill procedures are evaluated through the EMS.



Similarly, the environmental commitments of the Environmental Impact Study (EIS) in each mining unit were fulfilled in accordance with the permitted limits, guaranteeing the conservation of the environment.

As part of implementing the Environmental Management System (EMS), internal auditors were trained in 2021, and internal audits are planned for 2022.

We are in the process of establishing medium- and long-term goals to continue implementing our sustainability strategy.



IN THE REPORTING PERIOD, WE HAVE HAD NO MONETARY SANCTIONS RELATED TO THE ENVIRONMENTAL AREA”.



Environmental Compliance

Dynacor and its subsidiary Veta Dorada comply with the legislation and assumed commitments in environmental matters, and because of this, there have been no fines or non-monetary sanctions. [GRI 307-1](#)

The corporation has proactively established procedures, controls and monitoring over and above the requirements of the commitments of the environmental management instruments and environmental legislation and is constantly adapting to new environmental legislation.





4.1 ENERGY

We are aware that climate change represents a global risk and that energy consumption is directly linked to greenhouse gas emissions. For this reason, we continue to implement measures for the proper energy use in all our facilities.

In 2021, one of our priorities continued to be to reduce energy consumption through energy efficiency at our Veta Dorada Processing Plant to reduce our environmental impact.

Our environmental management commitment is to invest in new technologies to reduce our overall environmental footprint and continue improving at every stage of the process.

We have classified the electricity we purchase from the local grid as indirect energy and all the fuels used in our activities as direct energy. In addition, the company has no energy consumption outside the organization. [GRI 302-2](#)




The overall absolute energy consumption at all Dynacor facilities during 2021 was approximately 47,888 GJ. Of this total, 59 % corresponds to indirect energy and 41 % direct energy. Our Veta Dorada Processing Plant recorded 98 % of the overall consumption.

Electricity accounts for approximately 59 % of our energy consumption, i.e., indirect energy. In the case of direct energy, consumption was mainly of diesel (24 %), followed by liquefied petroleum gas (LPG, 17 %).

Energy Consumption and Energy Intensity

[GRI 302-1](#) [GRI 302-3](#)

	Energy (GJ)		
	2019	2020	2021
 Direct Energy (GJ)	17,848.06	11,786.53	19,727.94
Indirect Energy (GJ)	25,952.48	20,679.72	28,159.71
Total Energy (GJ)	43,800.53	32,466.25	47,887.65
Energy Intensity: Total Energy per GEO Produced (GJ/GEO)	0.5327	0.6320	0.4481

In 2021, we recorded an increase in energy consumption compared to 2020 (47,888 GJ vs. 32,466 GJ). This increase is due to the increased production capacity of our Veta Dorada Processing Plant. However, a 29 % reduction was achieved in energy intensity (0.4481 GJ per GEO (gold equivalent ounce) in 2021, compared to 0.6320 GJ per GEO in 2020). This reduction was mainly due to higher productivity during this period.

[GRI 302-4](#) [GRI 302-5](#)

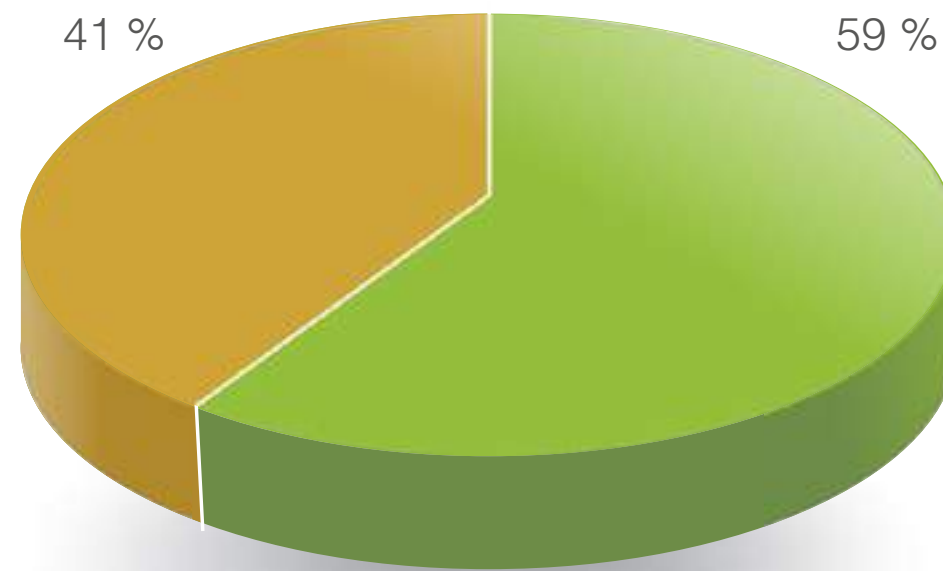


**TO REDUCE OUR
ENVIRONMENTAL
FOOTPRINT, WE ARE
CONTINUALLY EVALUATING
OPTIONS FOR RENEWABLE
ENERGY PROJECTS.**

[GRI 302-1](#)

Energy Consumption by Type – 2021

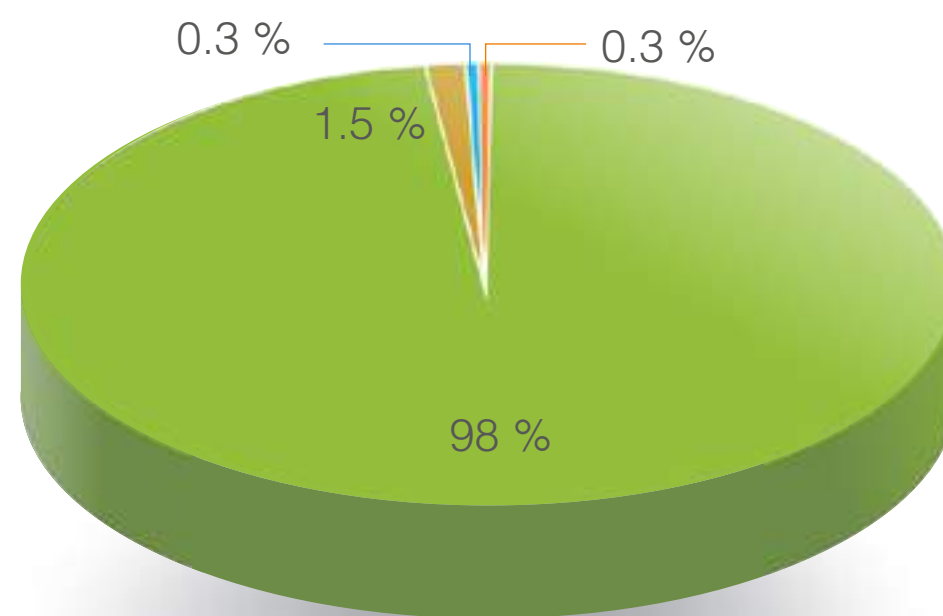
GRI 302-1



Direct Energy Indirect Energy

Energy Consumption by Activity – 2021

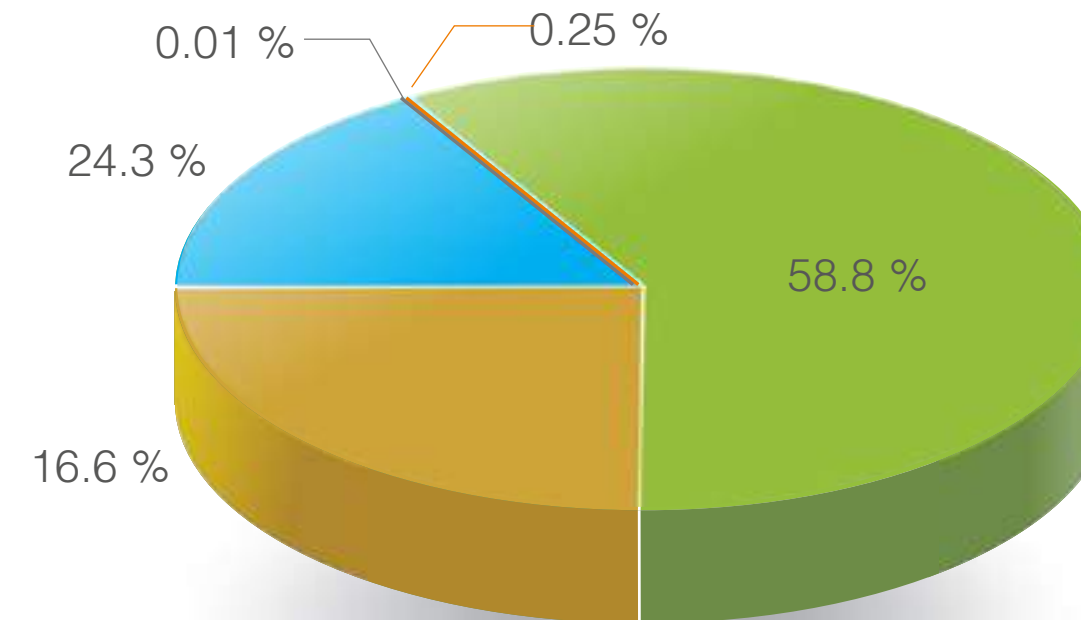
GRI 302-1



Processing Plant Veta Dorada Exploration Offices and Purchasing Offices Crushing Service

Breakdown of Energy Consumption - 2021

GRI 302-1



Electricity Diesel Natural Gas Liquefied Petroleum Gas Gasoline

A **29 % REDUCTION IN ENERGY INTENSITY** WAS ACHIEVED IN 2021.



we need to continue focusing our efforts to achieve greater efficiency of the resources.

Our priority is to continue measuring our GHG emissions as part of our environmental indicators. The most important objectives of this indicator are to control and lower direct GHG emissions and develop an offsetting mechanism for GHG emissions. Our strategy to reduce direct GHG emissions considers energy efficiency a priority.

In 2021, absolute greenhouse gas emissions from all Dynacor facilities (plant, purchasing offices, crushing and exploration service) totaled approximately 6,816 tonnes CO₂eq; 39 % were direct emissions, and 61 % were indirect emissions from purchased electricity.

4.2 EMISSIONS

MEASUREMENT OF GREENHOUSE GAS EMISSIONS

Globally, climate change has become the most important environmental and social challenge affecting our lives, which may represent a challenge for our operations in the future.

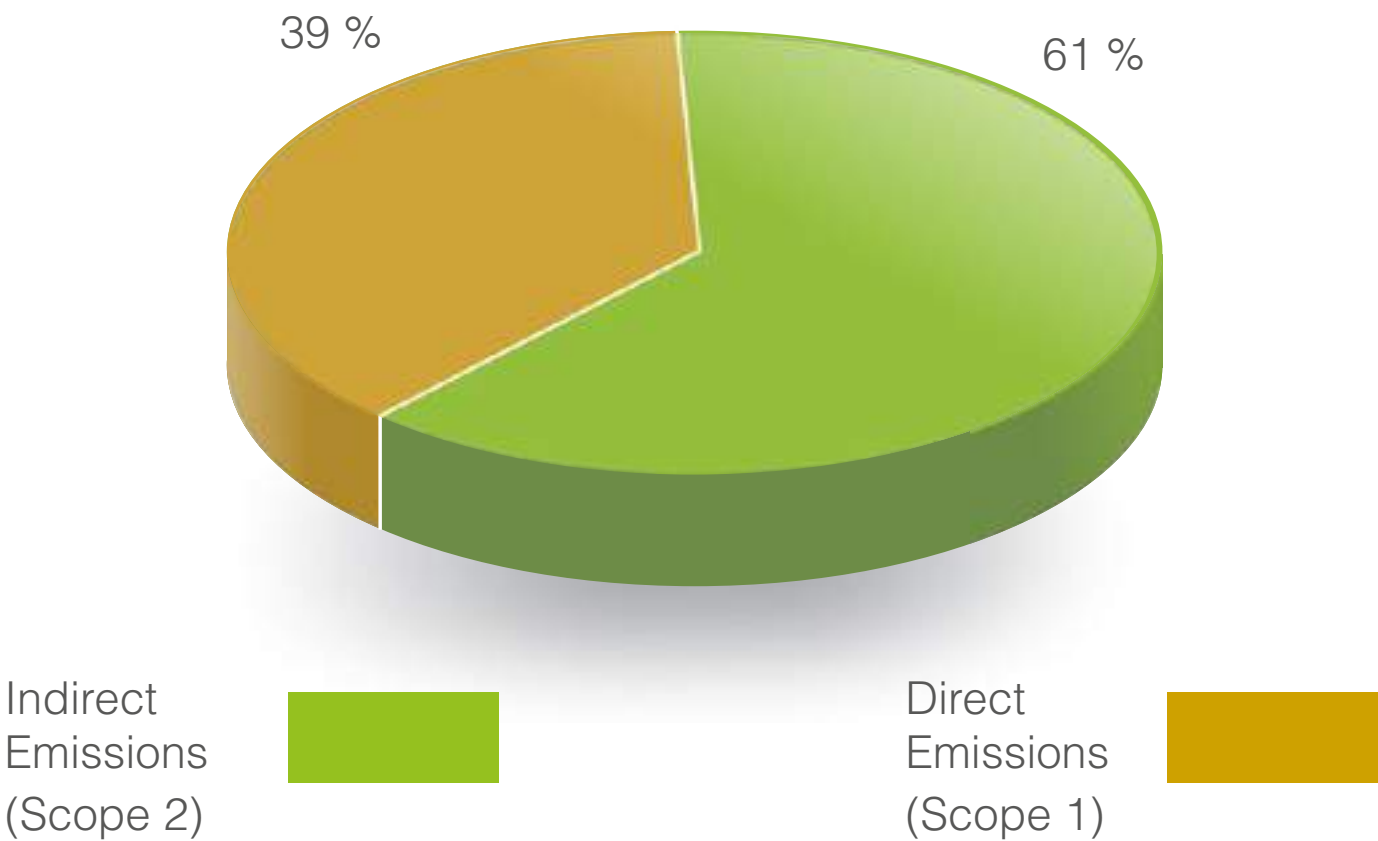
In our business and operations, energy consumption in the production process and the emission of greenhouse gases (GHG) have a major impact on climate change. Therefore, we are committed to reducing GHG emissions, primarily by improving energy efficiency. The annual evaluation of our energy consumption allows us to understand better where

GRI 305-1 GRI 305-2



Direct and Indirect GHG Emissions - 2021

GRI 305-1 GRI 305-2



Direct and Indirect GHG Emissions

GRI 305-1 GRI 305-2 GRI 305-4

	Emissions (tonnes CO ₂ eq)		
	2019	2020	2021
Direct Emissions (Scope 1)	2,605.26	1,922.55	2,626.66
Indirect Emissions (Scope 2)	3,849.34	3,063.64	4,188.90
Total Absolute GHG Emissions (tonnes CO₂ eq)	6,454.60	4,986.20	6,815.56
Intensity of GHG emissions Total emissions per GEO produced (tonnes CO ₂ eq/GEO)	0.0785	0.0971	0.0638

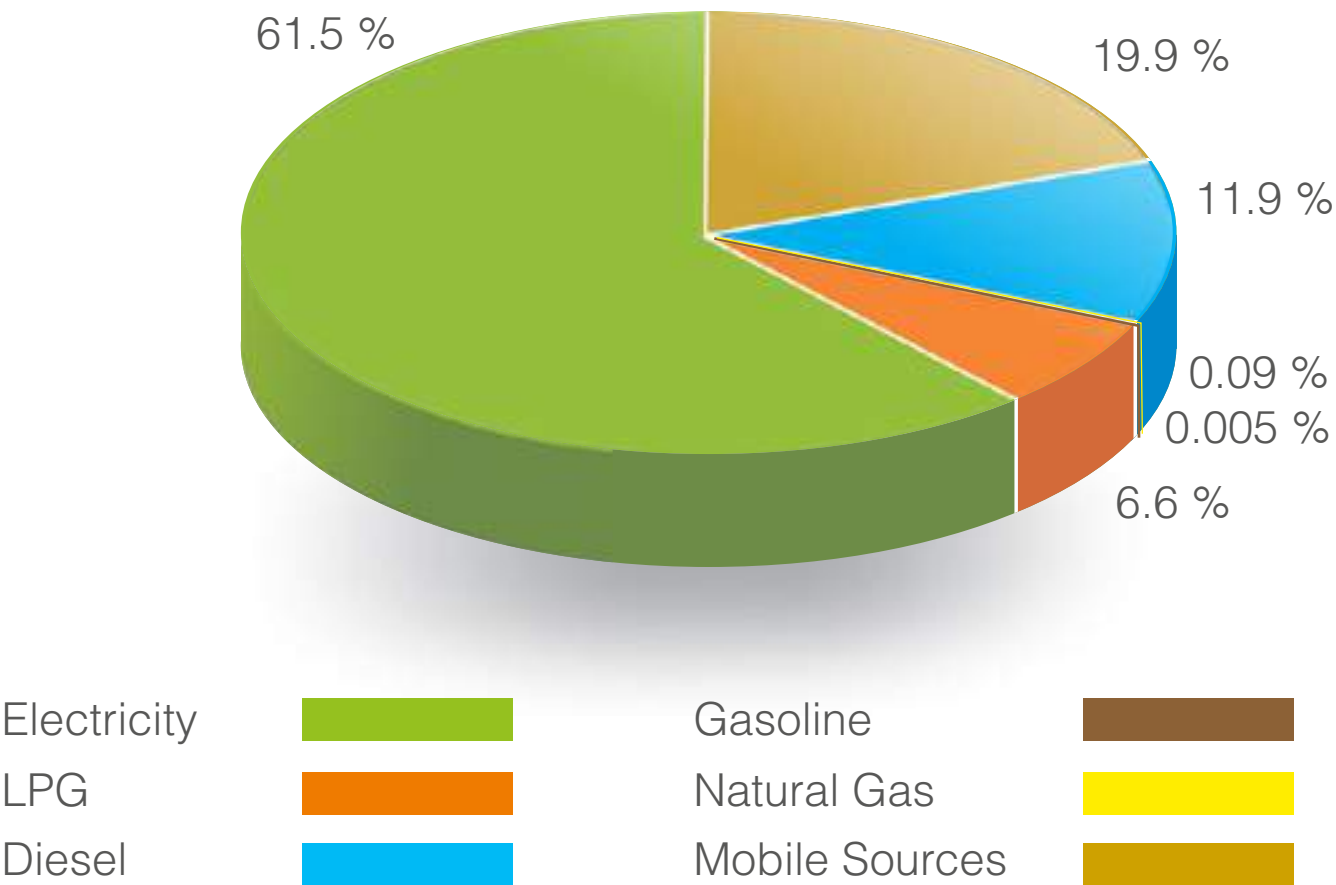
Direct GHG emissions come from the combustion of fossil fuels used in our plant’s cafeteria; in the refining process and sample smelting and

cupellation processes; in the generation of electricity in generator sets; in the transportation of ore in Dynacor vehicles, as well as fugitive emissions, mainly from the handling and use of refrigerants. Each activity has a specific emission factor used to calculate its GHG emissions.

The main source of emissions from all our operations is electricity: it was 61 % in 2021. Mobile sources account for the second-largest source of emissions (20 %), followed by diesel (12 %) and LPG (7 %).

Breakdown of GHG Emissions – 2021

GRI 305-1 GRI 305-2



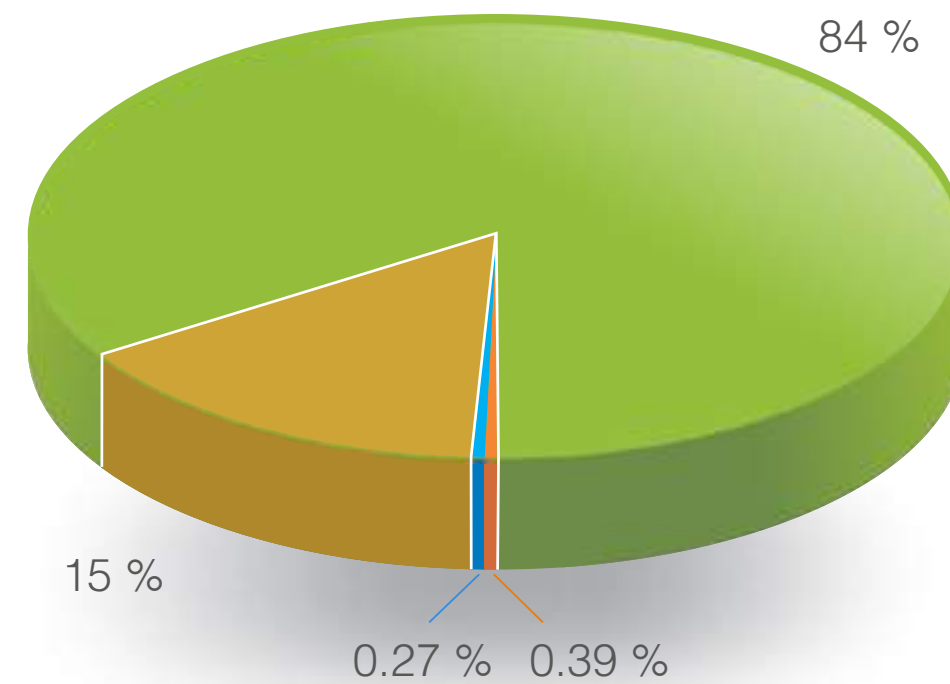
Our Veta Dorada Processing Plant accounts for 84 % of emissions, and offices and purchasing offices account for 15 %. In the case of the offices and purchasing offices, this is because they have logistical and support vehicles for artisanal miners.



EMISSIONS FROM
OFFICES AND
PURCHASING
OFFICES ARE FROM
THE LOGISTICAL AND
SUPPORT VEHICLES
THEY HAVE FOR
ARTISANAL MINERS.

GHG Emissions by Activity Type – 2021

GRI 305-1 GRI 305-2



Processing Plant Veta Dorada		Exploration	
Offices and Purchasing Offices		Crushing Service	

GHG emissions were calculated according to the GHG Protocol Corporate Accounting and Reporting standard, developed by the World Resources Institute and the World Business Council for Sustainable Development. The limits of the system for carrying out the GHG emissions inventory are defined under an operational control approach, which includes facilities, processes and operations over which Dynacor has control and defined operational limits. The gases included in the emissions calculation are CO₂, CH₄, N₂O.

GRI 305-1 GRI 305-2

The intensity of GHG emissions was estimated based on total GHG emissions (scope 1 and scope 2) and the production of gold equivalent. In 2021, the intensity of GHG emissions was 0.0638 tCO₂eq per gold equivalent ounce, which is a 34 % reduction in intensity compared to 2020 (0.0971 tCO₂eq) and a 19 % reduction compared to 2019 (our baseline year). This reduction in intensity is mainly due to the plant's increased productivity. GRI 305-4



**IN 2021, WE ACHIEVED A
34 % REDUCTION IN THE
INTENSITY OF GHG EMISSIONS
COMPARED TO 2020 AND A
19 % REDUCTION COMPARED
TO 2019 (OUR BASELINE
YEAR).**

GRI 305-5



Inventory of Ozone-Depleting Substances (ODS)

So as not to affect the ozone layer by using synthetic refrigerant materials such as hydrochlorofluorocarbon (HCFC), commercially known as R-22, Dynacor purchases none of these products for our facilities. Taking this perspective, we have eliminated all ozone-depleting substances (ODS) that we had in the facilities to replace them with natural refrigerants.

GRI 305-6

IN 2021, WE ELIMINATED
ALL OZONE-DEPLETING
SUBSTANCES (ODS)
THAT WE HAD IN THE
FACILITIES.



GRI 305-6

Atmospheric Emissions of Inorganic Compounds

In 2021, we also estimated atmospheric emissions of inorganic compounds from our stationary sources. These emissions totaled 16 tonnes. Nitrogen oxide (NOX) accounts for 99.84 % of total inorganic-compound emissions, while sulfur dioxide (SO2) accounts for 0.16 %.

The liquefied petroleum gas used in the cafeteria, the refining

process and the sample smelting and cupellation processes of our Veta Dorada Processing Plant, and the diesel primarily used in generator sets, are the two main factors in our total emissions of inorganic air pollutants.

The environmental management plan, part of the approved environmental impact study (EIS), has been complied with through this and by submitting monitoring reports to the competent authorities. The monitoring results are compliant with local and (regional) international standards and showed that Dynacor's activities cause no significant negative impact on air quality.

GRI 305-7

Atmospheric Emissions of Inorganic Compounds

GRI 305-7

	2019	2020	2021
Nitrogen Oxide (NO _x) (t/year)	11.99	8.04	16.27
Sulfur Dioxide (SO ₂) (t/year)	0.02	0.01	0.03
Total Inorganic Emissions (t/year)	12.0	8.1	16.3
Nitrogen Oxide (NO _x) (%)	99.85 %	99.85 %	99.84 %
Sulfur Dioxide (SO ₂) (%)	0.15 %	0.15 %	0.16 %



4.3 WATER

At Dynacor, we are committed to the responsible use of water resources. We, therefore, recognize that water management is both a major challenge and an opportunity for the sustainability of our operations.

We are aligned with the United Nations Sustainable Development Goals 6 and 12 on clean water and sanitation and sustainable consumption and production. We also take measures to improve water efficiency.

Our water consumption is mostly in the metallurgical mining process at our Veta Dorada Processing Plant accounting for 97 % of Dynacor's total water demand in 2021. At our Plant, we also recycle 65 % of the ore processing water that enters the tailings pond.

We do not use water from any Ramsar-listed wetlands or from aquifers that have been recognized as vulnerable. However, the location of our Veta Dorada Processing Plant is in an area where there is a degree of water scarcity, so it is very important to manage this vital resource properly.

Overall water consumption at all Dynacor facilities during 2021 was 143.47 ML, higher than that of 2020 (77.25 ML). This increase is mainly due to the expansion of our Veta Dorada Processing Plant production capacity. However, an 11 % reduction was achieved in water consumption (0.0013 ML of water per GEO (gold equivalent ounce) in 2021, compared to 0.0015 ML of water per GEO in 2020). This decrease was mainly due to increased productivity in the 2021 period.

Regarding the source of water used, 20.8 % comes from groundwater, 79.1 % from supplied water and 0.1 % was from surface water.

The groundwater comes from our wells, while the supplied water comes from the local water utility or agreements authorized by the National Water Authority (ANA). Surface water comes from the Poctococha stream, used in our exploration camp in Tumipampa.



TO REDUCE WATER CONSUMPTION, WE ARE STILL EVALUATING TECHNOLOGIES THAT COULD ALLOW US TO OPTIMIZE THE SOLID-LIQUID SEPARATION OF THE TAILINGS LEAVING THE PLANT TO SAVE WATER AND CONSUMABLES.

GRI 303-1



**BY 2021, WE MANAGED
TO REDUCE WATER
CONSUMPTION INTENSITY
BY 11 %.**



Water Harvesting by Source

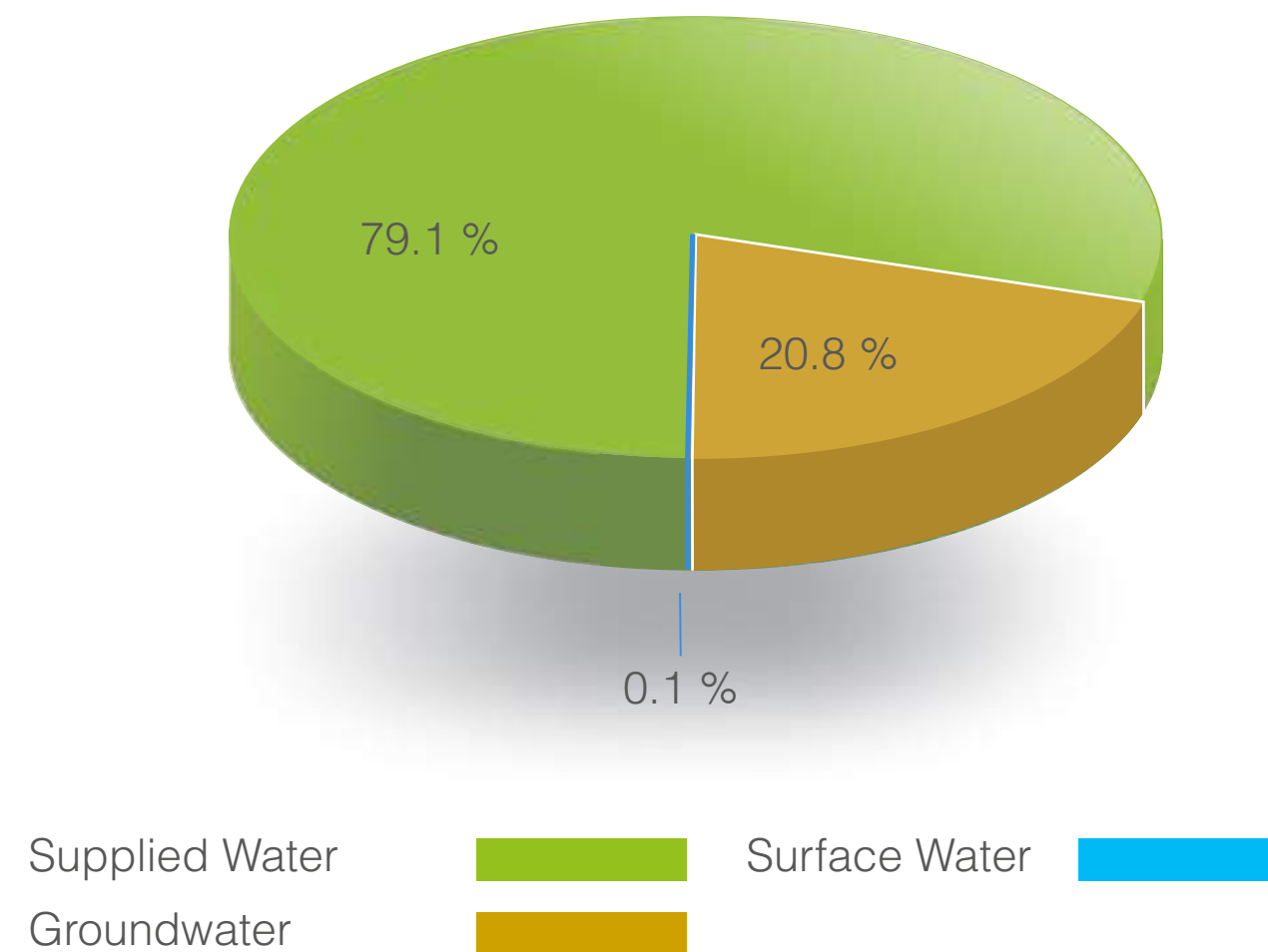
GRI 303-3

	2019 (ML)	2020 (ML)	2021 (ML)
Groundwater	23.30	23.06	29.86
Supplied Water	60.75	53.91	113.45
Surface Water	0.48	0.28	0.17
Total Water Consumption	84.52	77.25	143.47
Water Consumption Intensity (ML water / GEO)	0.0010	0.0015	0.0013



Water Withdrawal by Source - 2021

(GRI 303-3)



Regarding the type of water, 97 % of the total water consumed in 2021 has a total dissolved solids (TDS) value greater than 1,000 mg/L; the difference (3 %) was freshwater. [GRI 303-3](#)

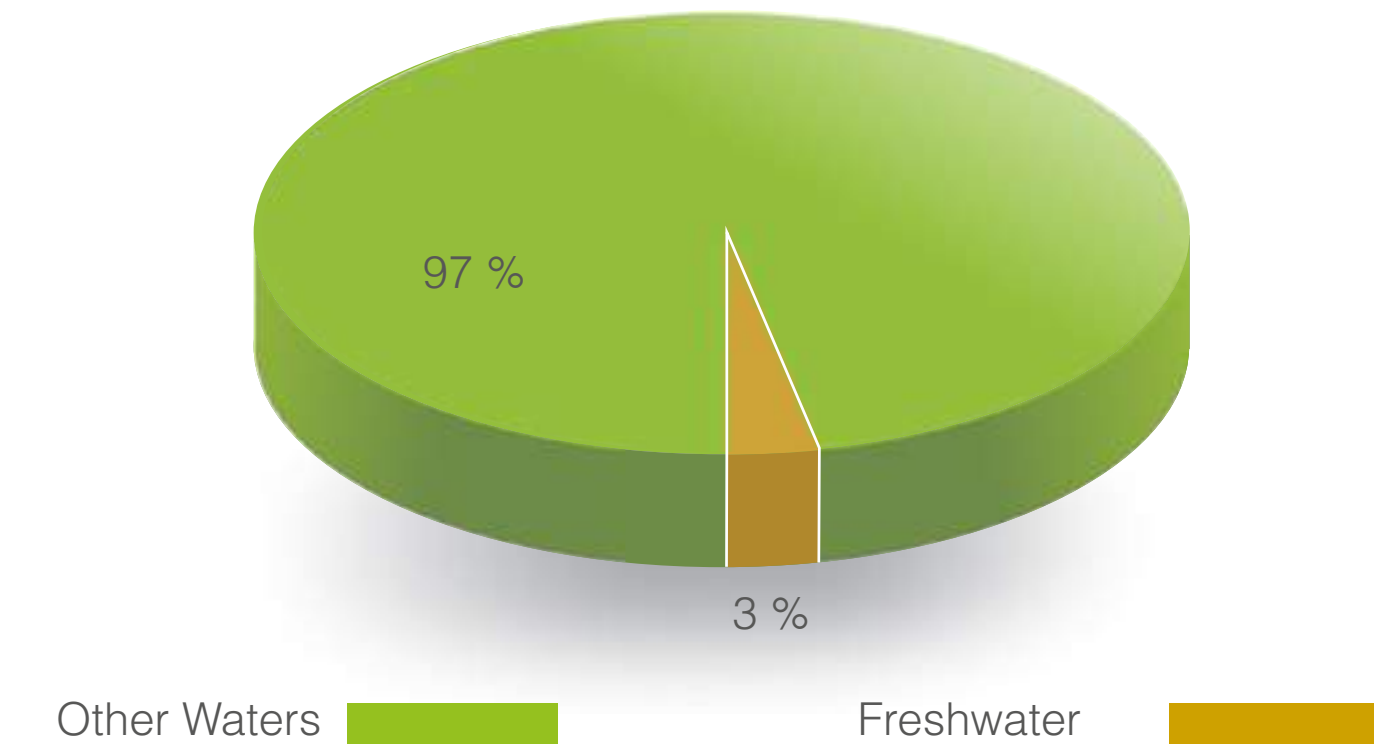
Overall Water Consumption by Type

GRI 303-3

	2019 (ML)	2020 (ML)	2021 (ML)
Freshwater	6.45	6.02	4.25
Other Waters (TDS > 1,000 mg/L)	78.08	71.23	139.23
Total Water Consumption	84.52	77.25	143.47

Global Water Consumption by Type – 2021

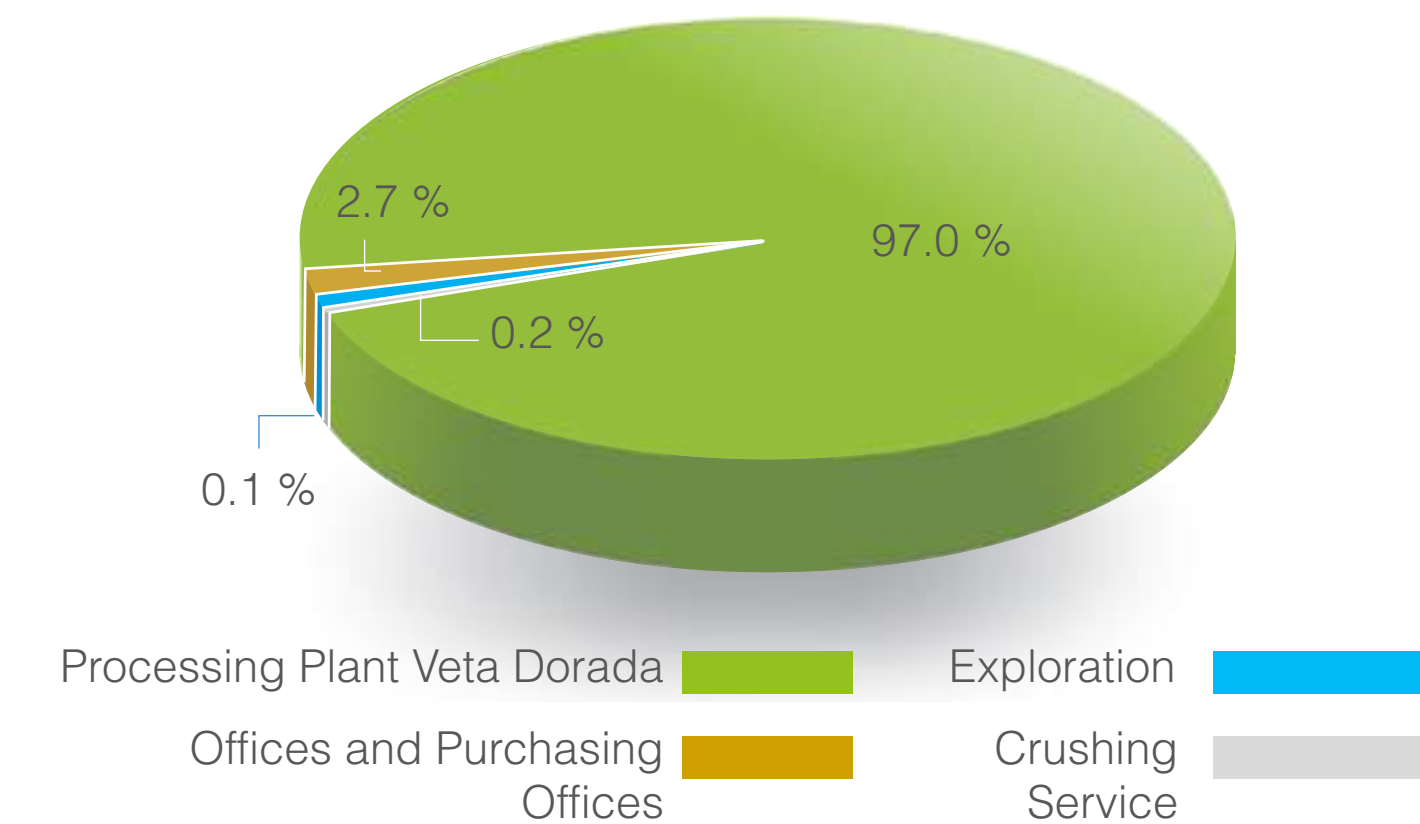
GRI 303-3



In 2021, our Veta Dorada Processing Plant accounted for 97.0% of overall water consumption, while offices and purchasing offices accounted for 2.7 %; crushing service 0.2 %; and the exploration camp just 0.1 %.

Water Consumption by Activity - 2021

GRI 303-5



At our Veta Dorada Processing Plant, we have water meters that allow us to measure water consumption continuously. At the offices, we have water meters, whose monthly readings or consumption are recorded in the utility bills. [GRI 303-5](#)

Wastewater

The Veta Dorada Processing Plant has a wastewater treatment plant (WWTP) that treats the domestic effluents generated and discharges them to the tailings pond. Water from the metallurgical mining process, which contains very low-grade solid ore and chemicals, is also sent to the tailings pond for physical separation of the solids. The liquid (barren solution) is recovered, and 65 % is recycled for the production process. Our plant has no discharge to the outside; in other words, it is a zero-dumping ore processing plant. [GRI 303-2](#), [GRI-303-4](#)

4.4 WASTE

Mining activities can generate considerable amounts of mineral and non-mineral waste. This waste and the storage and transportation process may pose risks to the environment and public health. Therefore, effective waste management and ensuring safe storage and transport are essential to protect people and the environment.

Waste contributes to landfill issues and associated greenhouse gas emissions and represents a costly loss of resources.

Our Veta Dorada Processing Plant generates industrial waste, domestic waste, biomedical waste and special waste resulting from processing and activities related to gold ore, which comes from small-scale miners and artisanal miners.



One of our main objectives with respect to environmental sustainability is reducing waste through recycling and the establishment of waste prevention measures at all stages of the production cycle. Therefore, we have developed and implemented a Waste Management Program based on the 4R-D concept (in order of importance: reduction, reuse, recycling, recovery, and disposal), and is compliant with Peru's Holistic Solid-Waste Management Law.

The Program establishes a process for the identification, segregation, treatment and final disposal of waste generated by the operational and administrative processes of our Veta Dorada Processing Plant. In addition, it considers the quantification of all waste by type and weight on a monthly and annual basis.

Waste classification looks at general solid waste, hazardous waste, biomedical waste, recyclable waste and special waste (such as batteries). In our operations, we have color-coded

containers in accordance with the provisions of Peruvian Technical Standard NTP 900.058-2019, Color Coding for Solid Waste Devices.

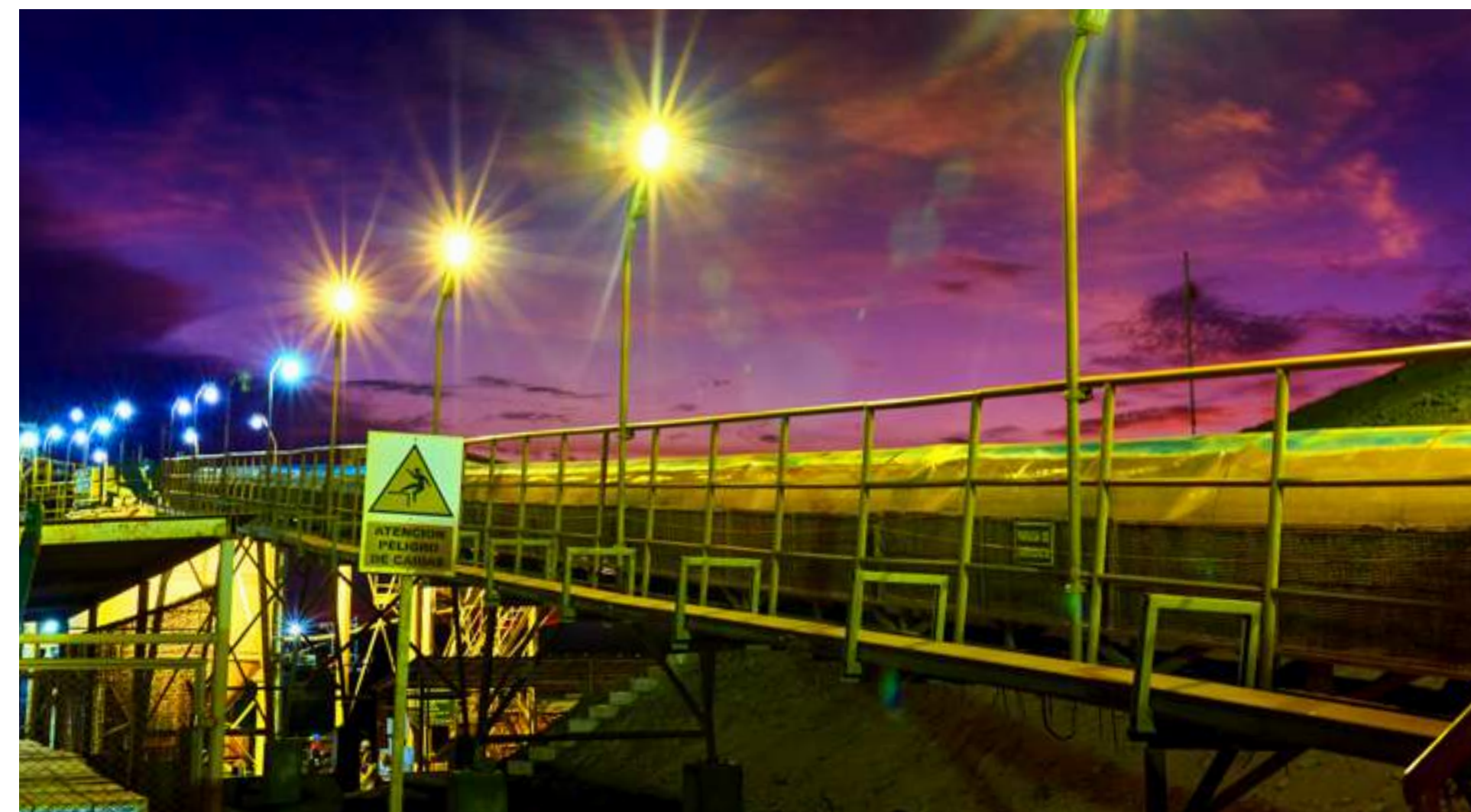
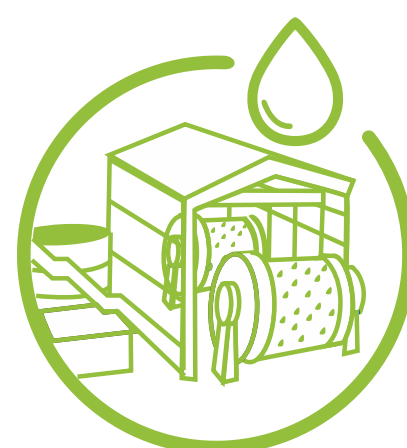
Waste generated at the plant is disposed of by authorized external companies and evaluated each year. Each time disposal occurs, a certification for non-hazardous waste management and a manifest for hazardous waste management are issued.

Implementation of the Waste Management Program involves several key steps: waste segregation at source, waste management, temporary storage, and disposal of waste for final disposal. These steps have been communicated to our plant supervisors and personnel through environmental training sessions to foster an environmental culture among our employees.

On-site environmental staff provide support to the key stages of the Program, which include:

- supervising the waste classification;
- the process of handling each type of waste;
- specific information for reducing waste in the cafeteria, offices and facilities;
- the process of documenting and reporting information on waste;
- identifying the impact of our activities on the environment;
- identifying opportunities to continue raising awareness, and integrating waste management practices to reduce the waste generated and increase recycling.

THE WASTE MANAGEMENT PROGRAM HAS BEEN CONTINUED AT OUR VETA DORADA PROCESSING PLANT IN 2021. WE HAVE ALSO QUANTIFIED THE WASTE GENERATION AT THE DECENTRALIZED OFFICES, WHICH ACCOUNTS FOR LESS THAN 1 % OF THE AMOUNT GENERATED IN OUR PRODUCTION UNIT.



In 2021, our plant generated 326 tons of waste, 40 % of which were hazardous waste and 60 % non-hazardous waste. Depending on the composition of the waste, it is recycled, reused and/or moved to a secure or sanitary landfill.

Our production at Veta Dorada Processing Plant doubled during 2021 compared to 2020 (106,862 gold equivalent ounces vs. 51,369 gold equivalent ounces). This production increase caused an increase in waste generation, including intensity, which was 3.05 kilograms of waste per gold equivalent ounce (GEO). However, if we compare the intensity of 2021 with that of 2019—our baseline year—it has been reduced by 12 %. We are working on our Waste Minimization and Management Plan to reduce this intensity. [GRI 306-1](#) [GRI 306-2](#) [GRI 306-3](#)

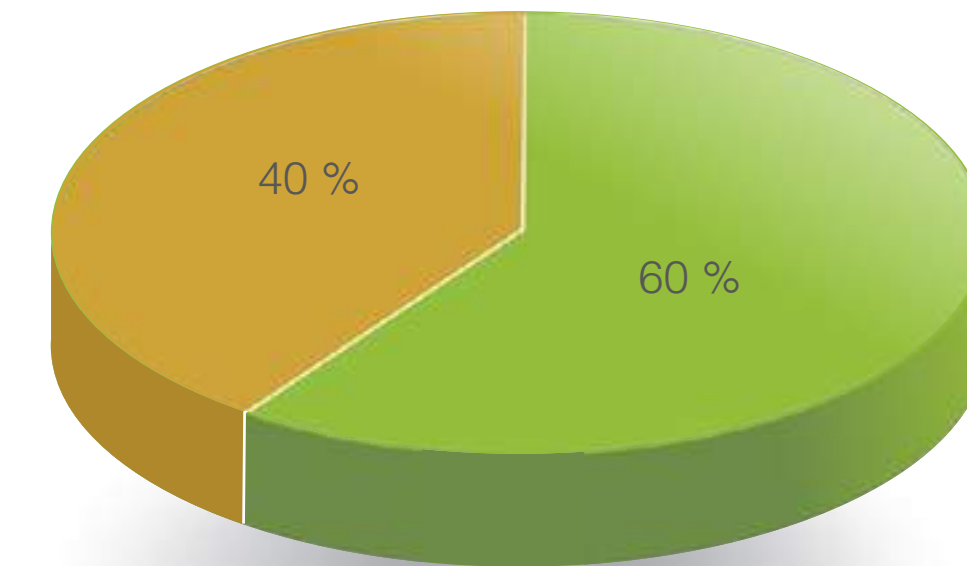
Waste Generation at Veta Dorada Processing (Metric Tons)

[GRI 306-3](#) [GRI 306-4](#) [GRI 306-5](#)

		2021 (t)	2020 (t)	2019 (t)	Sent to
HAZARDOUS WASTE	Non-Recycled Hazardous Waste	123.39	68.61	112.15	Secure Landfill
	Reused Hazardous Waste	6.63	3.60	8.87	Reuse
	Biomedical Waste	0.47	0.06	0.08	Secure Landfill
	Special Waste	0.34	0.22	0.34	Secure Landfill
	TOTAL HAZARDOUS WASTE	130.83	72.49	121.44	
NON- HAZARDOUS WASTE	General Solid Waste	127.54	41.86	61.31	Sanitary Landfill
	Recycled Waste	67.59	14.79	36.87	Recycling
	TOTAL NON-HAZARDOUS WASTE	195.13	56.65	98.18	
	TOTAL WASTE GENERATED	325.96	129.14	219.62	
	Waste Sent for Disposal	251.74	110.75	173.88	
	Recycled or Reused Waste	74.22	18.39	45.74	
	Total waste generation intensity (kg of waste generated / gold eq. oz.)	3.05	2.51	2.67	

Type of Waste in 2021

[GRI 306-3](#)



Hazardous Waste

Non-Hazardous Waste

Regarding recycled or reused waste, 74.22 tonnes were recycled in 2021, representing 23 % of all waste generated, which is a 9 % increase compared with 2020. This increase is mainly down to implementing the Waste Minimization and Management Plan at the plant.

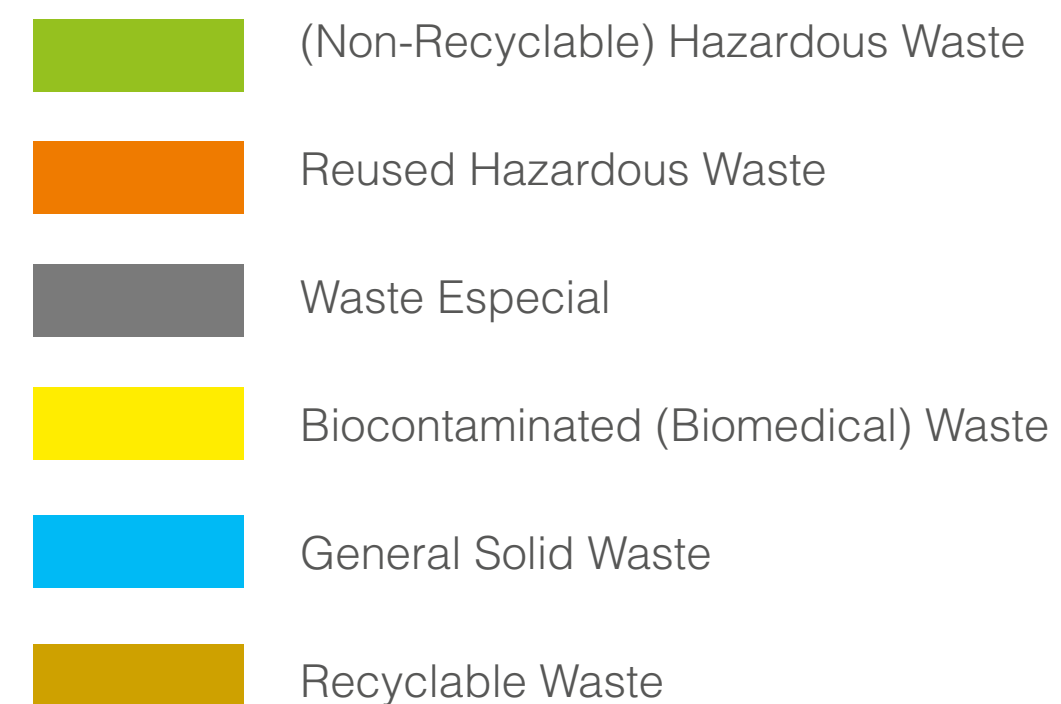
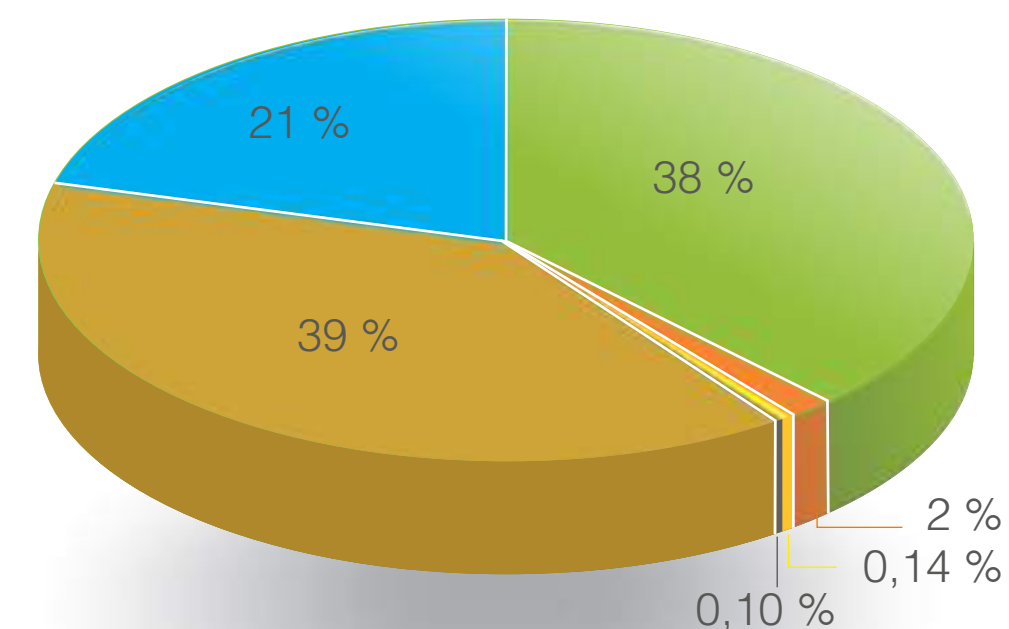
The main hazardous waste we reuse is oil. In contrast, the non-hazardous waste we recycle is mainly metal and scrap metal, organic waste from the cafeteria, cardboard, plastic, glass and wood. All waste is recycled or reused by duly authorized external companies. [GRI 306-4](#)



Waste sent for disposal is disposed of through authorized waste operators responsible for transporting and depositing it in authorized sanitary landfills for non-hazardous waste and in secure landfills for hazardous waste.

Clasificación de los residuos - 2021

GRI 306-3, GRI 306-4, GRI-306-5



IN 2021, WE AGREED WITH THE DISTRICT MUNICIPALITY OF CHALA TO DONATE THE ORGANIC WASTE GENERATED IN THE CAFETERIA TO THEM SO THAT IT CAN BE VALORIZED IN COMPOSTING PLANTS, THEREBY CONTRIBUTING TO THE CIRCULAR ECONOMY.

4.4 TAILINGS MANAGEMENT

[GRI 306-1](#) [GRI 306-2](#)

Our Veta Dorada subsidiary manages its tailings safely and environmentally responsibly, using a tailings pond built and operated by specialized technicians.

Ensuring the safety and protection of our Tailings Storage Facility, the following operational, risk-management and internal controls have been implemented:

1. Evaluation of movements

Because of the specific characteristics of the constructions, and the influence of natural and human factors, the components of these structures generally or individually exhibit different types of deformations. Soil, under the pressure of the weight of the construction, in this case, the tailings pond, will settle over time.

In 2021, horizontal and vertical movements were determined, which, after comparing them to standard movements, show that the Tailings Repository is operating under normal conditions.

2. Piezometer measurement

To control the water table where the tailings pond is located, three hydraulic piezometers, **PZ-1, PZ-2 and PZ-3**, have been installed in the vicinity of the pond.

The hydraulic piezometers in question can show the position of the water level at depth.

The piezometer levels have been constantly monitored during 2021.

3. Slope stability

An “Evaluation of the Physical Stability of the Tailings Pond” is carried out, for which three critical sections, 1-1’, 2-2’, 3-3’, are raised for each monitoring, and the information is completed with soil laboratory tests. Stability analyses are performed on the critical axes in its internal and external slopes, using a computer program, and verifying the static and pseudo-static safety coefficients.

The safety factors obtained during 2021 in the sections

analyzed meet with the minimum required values, which indicates that the Tailings Pond slopes are physically stable in their static and pseudo-static conditions.

4. Physical inspection

The Tailings Pond components (internal slope, external slope, crown, walkways, berms) are inspected daily. Along with the waterproofing conditions and the drainage and underdrainage systems.



4.5 RESPONSIBLE USE OF CHEMICALS

NO GRI Indicator specific to the responsible use of chemicals

Mercury

Responsible use of chemicals is of great importance to Dynacor, primarily with regard to the use of mercury. Because of the way ore is processed at our Veta Dorada Processing Plant, it does not use mercury. This also prevents the artisanal miners who supply us with ore from using it, as we process the ore without using mercury when we sell it to Veta Dorada.

Worldwide, it has been estimated that for every tonne of doré gold produced directly by artisanal miners, approximately 2.7 tonnes of mercury are used¹. This is basically because artisanal miners use traditional methods to extract gold using mercury.

In 2021, 3,261 kg of gold were produced at Veta Dorada Processing Plant, which, by not using mercury in its production process, allowed us to stop emitting approximately 8,805 kilograms of mercury into the environment.

We respect the “Minamata Convention on Mercury,” whose objective is to protect human health and the environment from anthropogenic emissions and releases of mercury and its compounds.

Cyanide

In the case of cyanide, our Veta Dorada Processing Plant uses it responsibly as the main chemical used in ore processing. To this end, it plans for the use, handling, storage and

management of cyanide, and waste disposal, in compliance with Supreme Decree D.S. No. 045-2013-EM, Law Regulating the Commercialization and Use of Cyanide.

We have appropriate infrastructure for the temporary storage of cyanide and its waste. In addition, we have established physicochemical controls and periodic monitoring of hydrogen cyanide gas to prevent its emission into the environment.

Similarly, the personnel in charge of its use and handling are qualified and trained. In addition, there are emergency showers, eye washes, and cyanide-antidote kits in the event of any contact with the cyanide.

Each year, we report to the Ministry of Energy and Mines (MINEM) the certificates and records of training, verification of the capacity to properly handle cyanide (safe facilities and use of PPE) and a cyanide-related emergency preparedness plan.

**“DURING 2021, WE
PREVENTED THE EMISSION
OF MORE THAN 8.8 TONNES
OF MERCURY INTO THE
ENVIRONMENT”.**



¹ According to the report: UN Environment Report: Global mercury supply, trade and demand, 2017.

5

Social **Commitment**

5. SOCIAL COMMITMENT

5.1 SOCIAL INVESTMENT

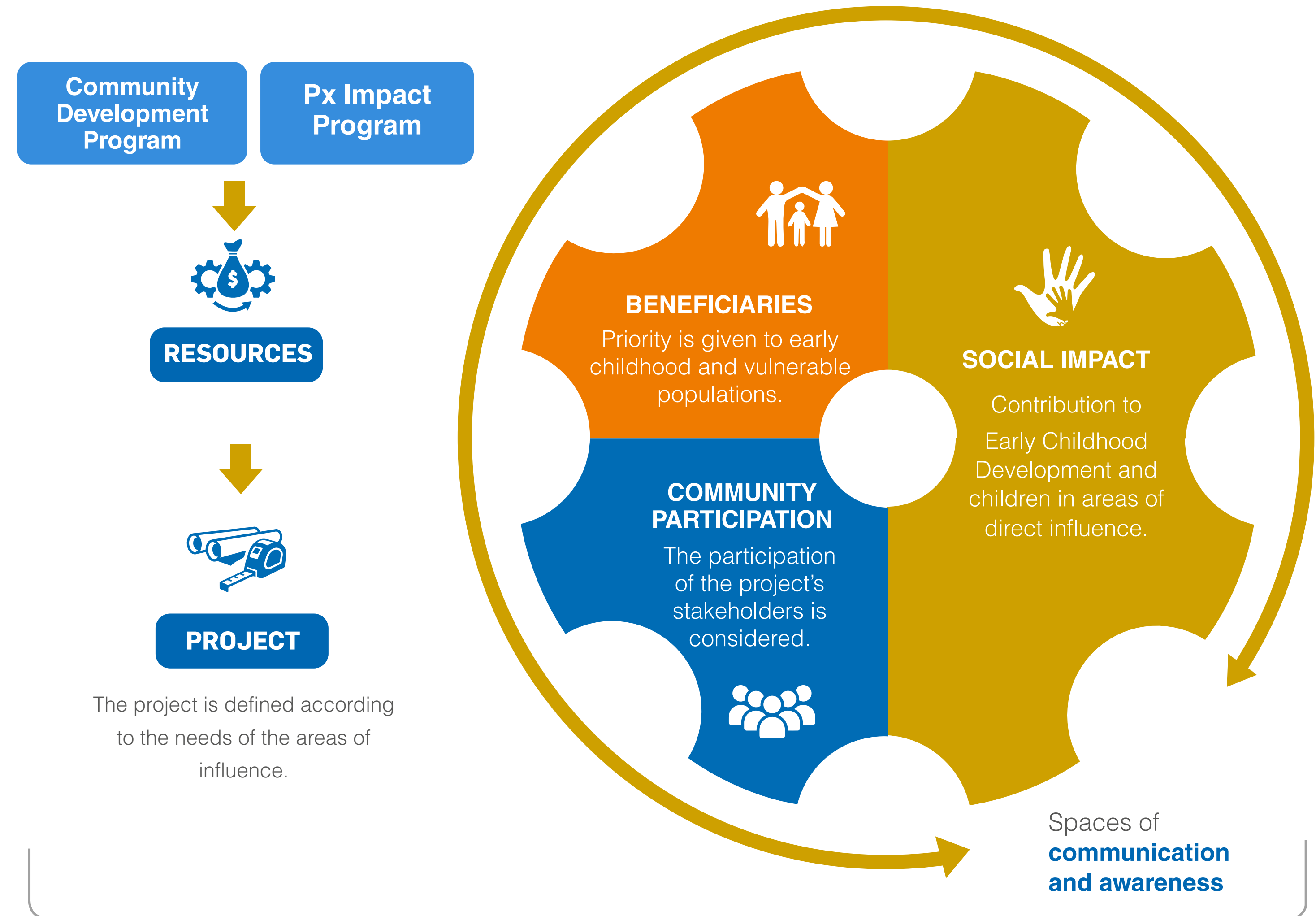
Our commitment to the area directly influenced by our operation promotes local development and individual well-being. We aim to achieve a shared vision between the community and our corporation, to grow and develop together economically, socially and environmentally.

Our relationship with civil and social organizations in Chala are based on respect, transparency and trust. We comply with standards and regulations that guarantee that we behave ethically with our stakeholders.

Our social investment has been made through:

- Community Development Program
- PX Impact® Program

We consider the following stages to allocate resources to social projects:



MONITORING AND ASSESSMENT

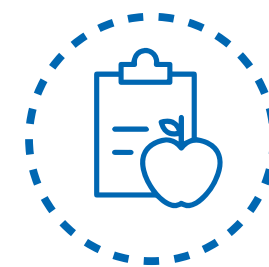
Monitoring the impact of the project on beneficiaries to determine new investments.

GRI 413-1

5.2 COMMUNITY DEVELOPMENT PROGRAM

To contribute to social and economic well-being, especially in vulnerable populations, we mapped the social actors in the direct area of influence of our ore processing plant located in Chala, establishing communications between our Community Relations area and the representatives of our stakeholder groups, promoting a harmonious relationship.

Our social investments, totalling USD 125,776 in 2021, were allocated to activities in health, nutrition, education, local employment, local economy, environmental management, basic infrastructure, and capacity development and reinforcement for local institutions. [GRI 413-1](#)



Health and Nutrition Program

In 2021, we donated materials and supplies to the Chala District Health Center and the Atiquipa District Municipality to address the COVID-19 pandemic, which benefited close to 250 people.

To ensure vulnerable populations of low financial means were adequately nourished, we provided food supplies to the San Jacinto de Chala parish, benefiting roughly 200 people.

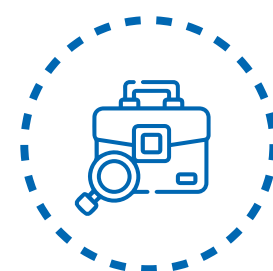


Education and Basic Infrastructure Program

We invested in computer equipment and school supplies at the Mi Jardín de Amor Early Education Institute and the Chala Viejo Rural Community, benefiting close to 43 school children.

We also helped with supplies for the maintenance and improvement of the sports facilities in the Chala Viejo Rural Community, benefiting roughly 50 people.





Local Employment and Local Economy Program

We have incentivized local employment and the hiring of local companies in our unit's direct area of influence.

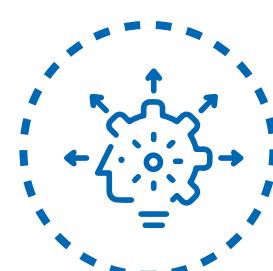
In terms of local employment, we hired local people who claimed to reside in the area. To support local businesses, we hired a local company to perform cleaning and disinfection services at campsites, and our plant's cafeteria and offices, improving the economy of 19 local people. [GRI 204-1](#)

We made donations of supplies and toys to low-income populations in the rural community of Chala Viejo, the soup kitchen of La Aguadita, San Jacinto Parish, and Pueblo Joven El Progreso benefiting 419 people.



Environmental Management Program

In 2021, we started the Reforestation Program, coordinating with the Environmental Management area of the Chala District Municipality. As a result, we donated 100 ornamental trees, which will be used to improve the landscape and the view of 200 people in the area.



Program to Develop and Build Management Capacities in Local Institutions

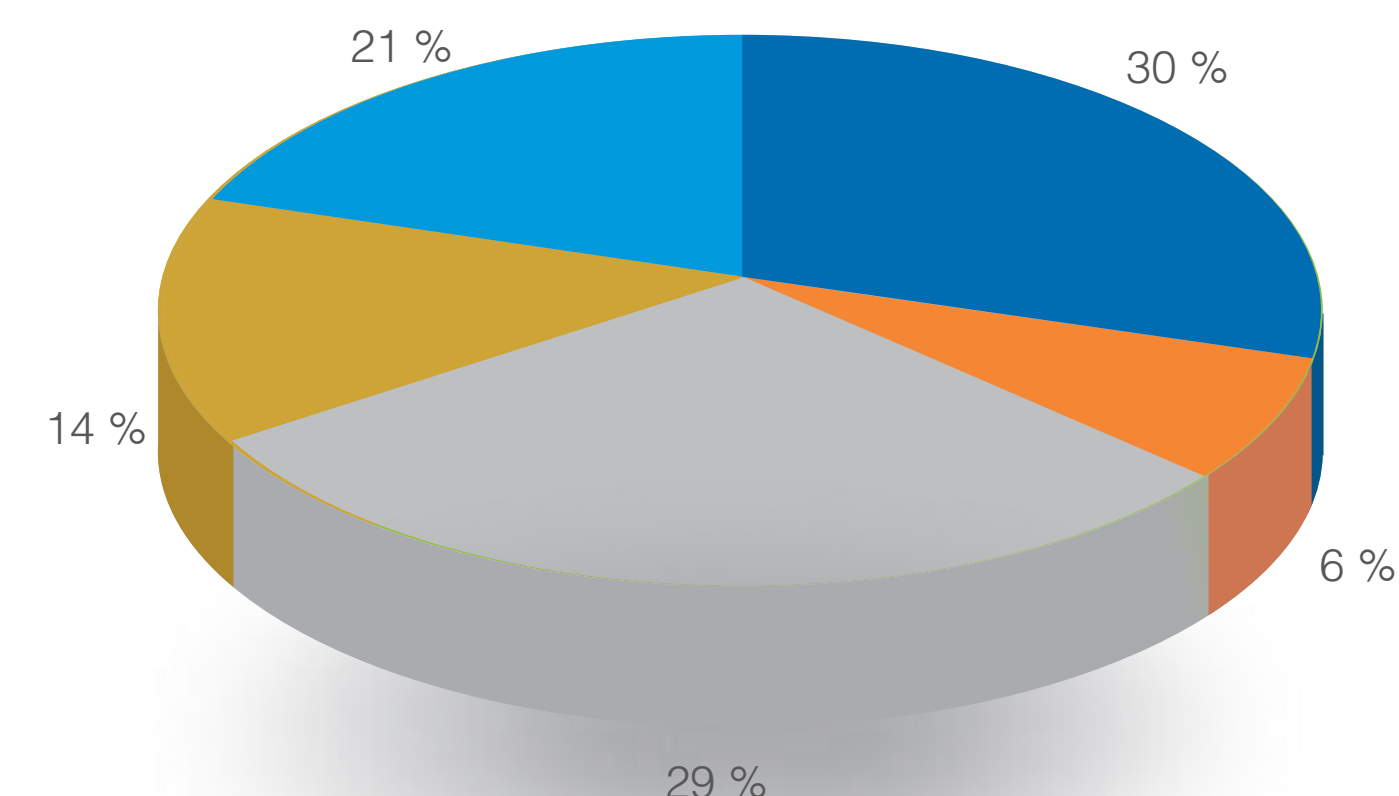
To maintain good relations and strengthen local institutions, in 2021, support was provided to the Atiquipa District Municipality, the Alva Cabrera Educational Institution, the Chala Health Center and the Association of Artisanal Fishermen and Seafood Harvesters of the Port of Chala for activities aimed at 311 children from low-income backgrounds and employees of institutions.

[GRI 203-1](#)



**OUR SOCIAL INVESTMENT
IN LOCAL COMMUNITIES
WAS USD 125,776 IN 2021,
BENEFITING 1,492 PEOPLE”.**

Distribution of Beneficiaries - 2021



- Health and Nutrition Program
- Education and Basic Infrastructure
- Local Employment and Local Economy
- Environmental Management
- Development and Building of Management Capacities in Local Institutions

5.3 PX IMPACT® PROGRAM

Through the International Fund for Artisanal Miners (Fidamar), a non-profit association whose objective is to carry out social projects using the funds of the PX Impact® Program, we contribute to the improvement of education and health in the Artisanal and Small-Scale Miners (ASM) communities.

The resources of the PX Impact® Program come from customers who buy gold from PX Precinox, who pay an additional amount over the price of gold in the market to improve the infrastructure and equipment for education and health of the communities where ASGMs are found.

In 2021, despite the difficulties caused by the pandemic, we managed to make investments related to our two main axes of activity: i) ASM (Artisanal and Small-Scale Miners) capacity enhancement, and ii) social investments.

In terms of social investments, support was provided for early childhood education, with early stimulation and work materials, technical records drafted on educational institutions' infrastructure maintenance in Chala, and resources allocated to the health of vulnerable populations (donation to Hospital San Juan de Dios, Arequipa).

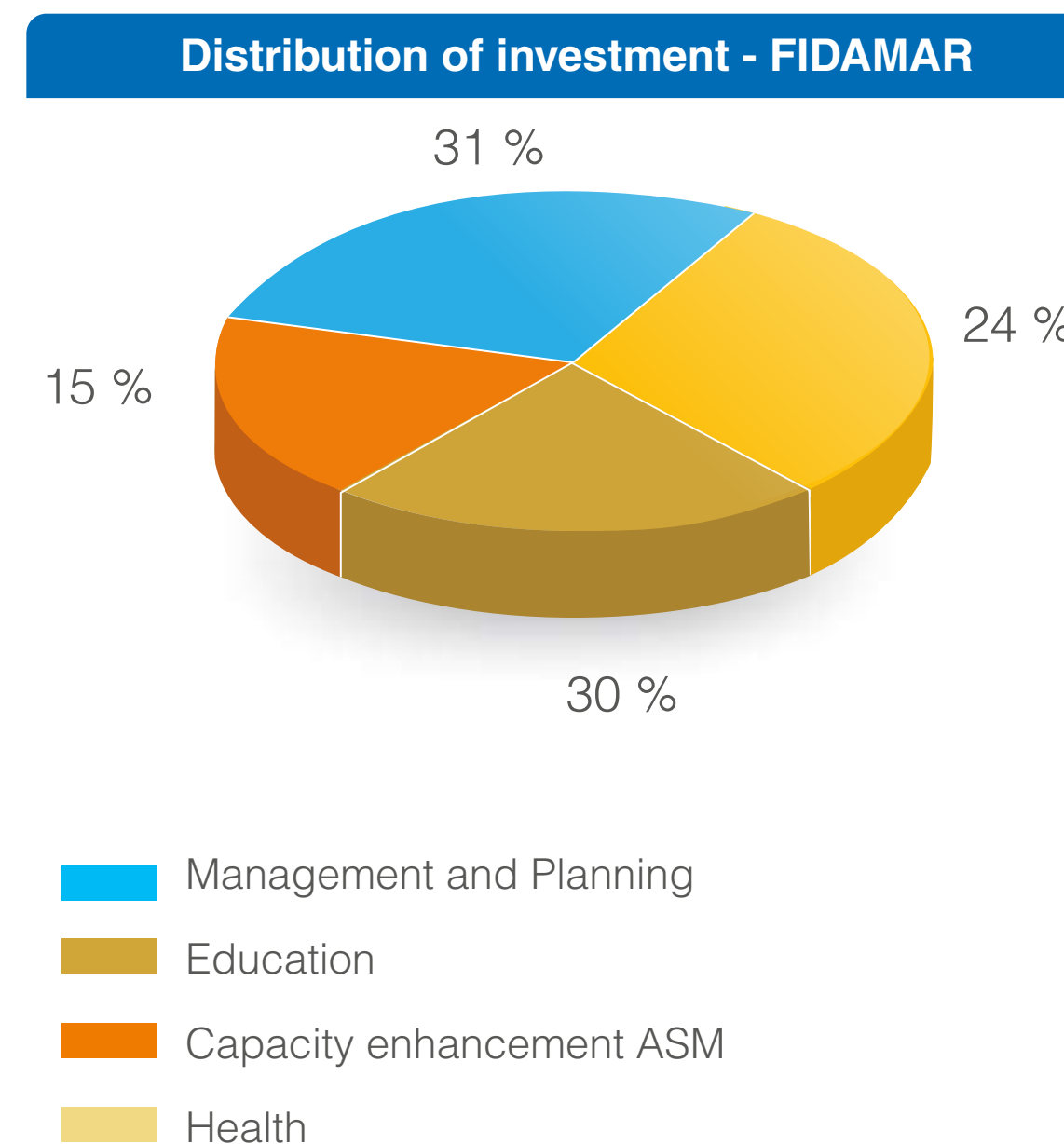
Likewise, it was considered to reassess the social investment management and planning, so a Social Baseline was established to determine the social needs of the district of Chala. A specialized company was in charge of devising the qualitative baseline for the district of Chala, Arequipa.

This will allow to set social impact indicators for new investments and to focus the scope of action on the medium term.

The investment made in the various activities during 2021 was USD 55,205. These investments benefited the Chala district residents and the artisanal mining communities in Arequipa.

It should be noted that Fidamar's work also extends to the departments of La Libertad, Apurímac, Piura, Cajamarca, Ancash, Ica, Puno, Cusco, Ayacucho and Huancavelica.

Through the commitment to meet the needs of the ASM communities in the various areas aligned with the fund's purposes, Fidamar will keep contributing to the social development of the territories and the Sustainable Development Goals (SDG).



**FOUR YEARS
CONTRIBUTING TO
THE DEVELOPMENT
OF ARTISANAL
MINING
COMMUNITIES”.**



EARLY CHILDHOOD EDUCATION SUPPORT



Mi Jardín de Amor



Chala Sur



Inmaculada Concepción

Donation of work materials (406 school kits)



Goal:

Brindar sostenibilidad al proceso de aprendizaje de los menores



Beneficiaries:

406 children, 13 teachers, children's parents.



Achievements:

Improvement in skills to write and express graphic representations of their environment based on their own experience.



Investment:

USD 14,377



- District of Chala
- Province of Caraveli, Arequipa - Perú

EARLY CHILDHOOD EDUCATION SUPPORT



NOT SCHOOL - BASED PRIMARY EDUCATION
PROGRAM (PRONOEI) SAGRADO CORAZÓN DE JESÚS



Donation of early stimulation materials (9 psychomotricity kits)



Goal:

Boosting minors' fine motor skills.



Beneficiaries:

9 children, 1 promoter and children's parents



Achievements:

Improvement in minors' motor skills.

Donation of educational work materials (9 school kits)



Investment:

USD 282





DRAFTING RECORDS FOR THE MAINTENANCE OF EDUCATIONAL INSTITUTIONS

After 2 years of suspended in-person school activities and a lack of infrastructure maintenance, a request for improvement of livability and safety conditions against COVID-19 was filed.

To advance the planning process, maintenance records were drafted in 4 educational institutions:

- Mi Jardín de Amor
- Chala Sur
- Sagrado Corazón de Jesús.
- Niños Felices

The records drafted by Fidamar, and assessed and approved by the Local Educational Management Unit (UGEL, for its Spanish acronym) were:

1. Components of maintenance:

- Paint
- Commissioning of electrical and water systems.

2. Implementation of a disinfection zone.



VULNERABLE POPULATION HEALTH SUPPORT

DONATION IN FAVOR OF CLÍNICA SAN JUAN DE DIOS - AREQUIPA

Within the framework of the 2021 TELETÓN, a donation was made in favor of Clínica San Juan de Dios, Arequipa, in an event televised on November 6, for the clinic to continue providing and increasing child and juvenile orthopedic and rehabilitation services (hospital and pre-hospital treatment), for people in a state of vulnerability. Thus, Fidamar considered the donation important.

The clinic also has a specialized health care program of social responsibility and itinerant location called “Mensajeros de la Salud” (Health Messengers), which engages in activities in different areas of Arequipa, artisanal mining communities being among them.



Goal:

Supporting the continuity of child and juvenile orthopedic and rehabilitation services (hospital and pre-hospital treatment), for minors in a state of vulnerability.



Beneficiaries:

500 minors in rehabilitation process and minors' parents.



Donation:
USD 13,263



CAPACITY ENHANCEMENT - ASM

FORMALIZATION DIAGNOSIS (APRIL - AUGUST 2021)

The diagnosis has allowed to determine the limitations and opportunities in the formalization process of artisanal and small-scale miners, namely:

- There is a lack of information about the formalization process and the requirements to obtain the IGAFOM.
- User-friendly technology is required to facilitate formalization progress online tracking and information sharing with partners.
- Occupational safety and environmental management are recognized as key issues that must be addressed.
- Formality is associated with environmental respect, peace and work profitability, hence the desire to obtain training.
- This community perceives that the Ministry of Energy and Mines (MINEM, for its Spanish acronym) only acts as an audit agency, lacking coordination, distant from the formalization process.
- Coexistence of mining with other community activities is considered possible.
- Artisanal and small-scale miners wish to be integrated into the agenda of local or municipal development.



Goal:

Building artisanal miners' capacities for the formalization process.



Beneficiaries:

Artisanal miners of Arequipa, Apurímac, Ayacucho, Ica, and Huancavelica.



Investment:

USD 8,223



The study intervention area consisted of 5 departments: Arequipa, Apurímac, Ayacucho, Ica, and Huancavelica.



“Support for the formalization process of the artisanal miner”

PLANNING

During the month of December, the proposal of recommendations to be implemented as of the first quarter of 2022 with an investment of USD 30,641.03 was reviewed



MANAGEMENT IMPROVEMENT



Interview to the Mayor of the district of Chala



Interview to the Commissioner



Interview to the Justice of the Peace

BASELINE

The diagnosis of the socio-cultural, institutional and economic context of the District of Chala allowed us to identify the social needs of Chala, Arequipa, and its principle stakeholders to help define a focused intervention strategy.



Goal:

Knowing the social situation of the district of Chala, Arequipa, to identify the main socioeconomic indicators and existing gaps.



Beneficiaries:

9,240 residents of the district of Chala, Arequipa.



Investment:

USD 16,940

PLANNING

As of 2022, Fidamar will have an activity planning instrument based on the baseline recommendations.





HEALTH SUPPORT



In response to the current global pandemic, the International Fund for Artisanal Miners (Fidamar) donated a Type 2 ambulance to the Asociación Civil Comunal Local de Administración de Salud de Chala (Local Community Civil Association for Health Management of Chala) in Arequipa. The ambulance was purchased in 2020, and in 2021 the procedure was completed before the Peruvian government. The ambulance was delivered in February 2022.



Investment:
USD 79,000



Goal:

Providing timely attention to health emergencies in Achanizo, Atiquipa, Chaparra, Mollehuaca, Quicacha, Santa Rosa, and Tocota, in the Health Micro-Network of Chala.



Beneficiaries:

9,240 residents of the district of Chala, Arequipa.



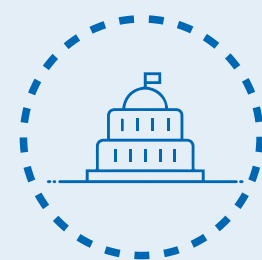
ANNEXES

ANNEX 1: DEFINITION AND SCOPE OF MATERIAL TOPICS



Economic Performance

The company's economic management model, the strategy for generating and building wealth, and the distribution of this wealth to stakeholders will provide for long-term social prosperity.



Governance

The company's structure of governance, its policies, procedures and mechanisms for implementing business strategy, monitoring and accountability assure a sustainability strategy.



Ethics and Integrity

The set of rules, principles and values governing the company's ethical and regulatory behavior enforces ethical mechanisms and a compliance system to prevent corruption and bribery in all their forms, including extortion and terrorist financing, both within the company and in its chain of production and to avoid being linked to criminal or unlawful activities.



Occupational Health and Safety

This refers to the OHS policy, programs and actions to protect the safety and health of workers and the management of accident and incident prevention in the workplace.



Human Rights

Respect for (i) economic, social and cultural human rights (rights related to the basic social and economic conditions required for a decent life and freedom, such as work, social security, health, education, food, water, housing, a suitable environment and culture); (ii) civil and political human rights (those that protect individual freedoms and guarantees that any citizen can participate in social and political life on equal terms and without discrimination, including freedom of movement; freedom of thought, conscience and religion; freedom of opinion and expression; peaceful assembly; freedom of association; protection of the rights of minorities, etc.); and (iii) the Fundamental Principles and Rights of the International Labor Organization (ILO), including freedom of association and freedom to unionize; effective recognition of the right to collective bargaining; the elimination of forced or compulsory labor; the abolition of child labor; and the elimination of discrimination in respect of employment and occupation.



Diversity, Inclusion and Equal Opportunities

The company's best practices, policies, and commitments ensure diversity, inclusion, and equal opportunities are free of discrimination and promote development and fewer economic and social inequalities.



Decent Work

The policies, programs and activities needed while the employee remains with the company: hiring, retention, performance evaluations, and work environment, as well as the management of initiatives to increase a sense of belonging and improve the work environment.



Local Communities

Management of local communities, including relationship building and communication, programs and projects related to their development, and alliances with local actors. In the case of Minera Veta Dorada, the company emphasizes initiatives such as PX Impact® and Fidamar, aiming to promote better health and education conditions in the communities where the company is present and generate a socially responsible impact on ASM communities.



Training and Education

Implementation of mandatory and voluntary training programs for all employees. The programs relate to the company's various policies and its sustainability guidelines in health and safety policy, data privacy policy, anti-discrimination and harassment, anti-bribery and anti-corruption, and combating acts of unfair competition. Training programs also allow employees to gain awareness of their rights and obligations and the technical knowledge specific to their job and the area they work.



Responsible Supply Chain

Management of suppliers of goods and services, emphasizing the process of socio-environmental audits (due diligence), and prioritizing local purchases to contribute to their socio-economic development.



Legal and Regulatory Compliance

The company's compliance with the applicable national standards and laws on ore mining, environmental management, labor management, occupational health and safety, and the regulations to which the company is subject.



Product Traceability: ASM

This relates to the traceability of precious metals. It covers the origin of the product (purchasing from ASM operations), which must meet with requirements of ethical and socio-environmental responsibility (clean gold), as well as production and refining, through to delivery of the finished product, trade, and certification of the material or suppliers throughout the supply chain.



Water and Effluent Management

This relates to implementing programs, policies and actions that focus on efficient water use and effluent management, including tailings.



Waste Management

This relates to implementing programs, policies and actions that properly manage hazardous and non-hazardous waste.



Responsible Use of Chemicals

This relates to implementing programs, policies and actions focused on the responsible use and treatment of chemicals.



Energy Consumption

This relates to energy management in the company, tied to programs and initiatives to implement energy efficiency improvements to reduce environmental impacts throughout the company's operations.



Climate Change

This relates to the management of emissions from operations. Through its Environmental Management System, the company monitors its processes to comply with the environmental commitments established in the Environmental Impact Studies (EIS). This topic also covers the search for alternatives and investment in new technologies to reduce the company's environmental footprint.

ANNEX 2: **TABLE OF CONTENTS** GRI 102-55

GRI STANDARD	DISCLOSURE		PAGE OR REPLY	SDG
Foundations				
GRI 101: Foundation				
General Disclosures				
GRI 102: General Disclosures	Organizational Profile 			
	102-1	Name of the organization	Dynacor Gold Mines Inc.	
	102-2	Activities, brands, products and services	7, 9	
	102-3	Location of headquarters	8	
	102-4	Location of operations	8	
	102-5	Ownership and legal form	7	
	102-6	Markets served	10	
	102-7	Scale of the organization	5	
	102-8	Information on employees and other workers	29	
	102-9	Supply chain	44	
	102-10	Significant changes to the organization and its supply chain	39	
	102-12	External initiatives	16, 17	
	102-13	Membership of associations	15	
	Strategy			
	102-14	Statement from senior decision-maker	3, 4	
	Ethics and integrity			
	102-15	Key impacts, risks and opportunities	13	
	102-16	Values, principles, standards, and norms of behavior	12	Nº 16
	102-17	Mechanisms for advice and concerns about ethics	20	
	Governance			
102-18	Governance structure	13		
102-20	Executive-level responsibility for economic, environmental and social topics.	13		

ANNEX 2: **TABLE OF CONTENTS** GRI 102-55

GRI STANDARD	DISCLOSURE	PAGE OR REPLY	SDG
GRI 102: Contenidos Generales	102-21 Consulting stakeholders on economic, environmental, and social topics.	13	Nº 16
	102-22 Composition of the highest governance body and its committees	13	Nº 5, 16
	102-35 Remuneration policies	13	
	Stakeholder engagement		
	102-40 List of stakeholder groups	24, 25	
	102-42 Identifying and selectin stakeholders	24, 25	
	102-43 Approach to stakeholder engagement	24, 25	
	102-44 Key topics and concerns raised	22	
	102-45 Entities included in the consolidated financial statements	Dynacor Gold Mines Inc.	
	Reporting practice		
	102-46 Defining report content and topic Boundaries	23,26	
	102-47 List of material topics	27	
	102-48 Restatement of information	None	
	102-49 Changes in reporting.	None	
	102-50 Reporting period	23	
	102-51 Date of most recent report	2020	
	102-52 Reporting cycle	23	
	102-53 Contact point to questions regarding the report	23	
	102-54 Claims of reporting in accordance with the GRI Standards	23	
	102-55 GRI content index	75	
	102-56 External assurance	This report has not been subjected to external verification or audit	
Material Topics			
GRI 200: Economic			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	14	
	103-3 Evaluation of the management approach	14	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	14	Nº 8, 9

ANNEX 2: TABLE OF CONTENTS GRI 102-55

GRI STANDARD	DISCLOSURE	PAGE OR REPLY	SDG
GRI 202: Market Presence	202-1 Proportion of senior management hired from the local community	32	Nº 1, 5, 8
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	63, 64	Nº 5, 9, 11
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	43, 44, 64	Nº 8
Product traceability	NOT GRI ASM Management	43	-
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	20	Nº 16
	205-2 Communication and training about anti-corruption policies and procedures	20	
	205-3 Confirmed incidents of corruption and actions taken	20	
GRI 300: Environment			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	46	
	103-2 The management approach and its components	46	
	103-3 Evaluation of the management approach	46	
GRI 302: Energy	302-1 Energy consumption within the organization	48,49	Nº 7, 8, 12, 13
	302-2 Energy consumption outside of the organization	48	
	302-3 Energy intensity	48	
	302-4 Reduction of energy consumption	48	
	302-5 Reductions in energy requirements of products and services	48	
GRI 303: Water and Effluents (2018)	303-1 Interactions with water as a shared resource	53	Nº 6, 12
	303-2 Management of water discharge-related impacts	55	Nº 6
	303-3 Water withdrawal	54	Nº 6
	303-4 Water discharge	55	Nº 6
	303-5 Water consumption	54, 55	
GRI 305: Emissions	305-1 Direct GHG emissions (Scope 1)	49, 50, 51	Nº 3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	49, 50, 51	Nº 3, 12, 13, 14, 15
	305-4 GHG emissions intensity	50, 51	
	305-5 Reduction of GHG emissions	51	
	305-6 Emissions of ozone-depleting substances (ODS)	52	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	52	

ANNEX 2: TABLE OF CONTENTS GRI 102-55

GRI STANDARD	DISCLOSURE	PAGE OR REPLY	SDG
GRI 306: Waste (2020)	306-1 Waste generation and significant waste-related impacts	56, 59	Nº 3, 6, 11, 12
	306-2 Management of significant waste-related impacts	56, 59	Nº 3, 6, 11, 12
	306-3 Waste generated	56, 57, 58	Nº 3, 6, 11, 12
	306-4 Waste diverted from disposal	57, 58	-
	306-5 Waste directed to disposal	57, 58	-
Responsible use of chemicals	NOT GRI Responsible use of Chemicals	60	-
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	47	Nº 16
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	44	Nº 5, 8, 16
GRI 400: Social			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	29, 34, 62	
	103-2 The management approach and its components	29, 34, 62	
	103-3 Evaluation of the management approach	29, 34, 62	
GRI 401: Employment	401-1 New employee hires and employee turnover	29, 30, 31	Nº 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	31, 32	-
	401-3 Parental leave	31	-
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	34	Nº 3, 8, 16
	403-2 Hazard identification, risk assessment, and incident investigation	34	Nº 3, 8, 16
	403-3 Occupational health services	38	Nº 3, 8, 16
	403-4 Worker participation, consultation, and communication on occupational health and safety	36	Nº 3, 8, 16
	403-5 Worker training on occupational health and safety	37	Nº 3, 8, 16
	403-6 Promotion of worker health	38	Nº 3, 8, 16
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38	Nº 3, 8, 16
	403-8 Workers covered by an occupational health and safety management system	36	Nº 3, 8, 16
	403-9 Work-related injuries	35	Nº 3, 8, 16
	403-10 Work-related ill health	36	Nº 3, 8, 16
GRI 404: Training and Education	404-1 Average hours of training per year per employee	33	Nº 4, 5, 8,10
	404-3 Percentage of employees receiving regular performance and career development reviews	33	Nº 5, 8, 10

ANNEX 2: **TABLE OF CONTENTS** GRI 102-55

GRI STANDARD	DISCLOSURE	PAGE OR REPLY	SDG
Organizational Climate Indicator	NOT GRI Organizational Climate own indicator	33	
Social well-being Indicator	NOT GRI Social well-being own indicator	33	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	29, 31, 32	Nº 5, 8
GRI 406: No-discrimination	406-1 Incidents of discrimination and corrective actions taken	32	Nº 8
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	32	Nº 8
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	32	Nº 5, 8, 16
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	32	Nº 5, 8
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	37	Nº 16
GRI 412: Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments.	23	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	62, 63	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	44	Nº 8, 9
GRI 419: Socioeconomic Compliance	419-1 Operations that have been subject to human rights reviews or impact assessments.	20	Nº 16

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