

Environmental, Social & Governance (ESG) Metrics

In 2019, Pretivm achieved its second full year of steady-state production at the Brucejack Mine. Below are ESG metrics which Pretivm commits to building on in future years of operations.

Topic	Metric	2019	2018	2017
Social				
Workforce	Number of employees (direct employment)	763	619	437
	Residents of British Columbia (%)	91	94	92
	Residents of northwest British Columbia (%)	51	58	54
	Residents of northwest British Columbia (#)	390	359	236
	Indigenous (%)	30	34	27
	Indigenous (#)	232	210	116
	Women (%)	16	17	17
	Women (#)	125	108	74
	Number of contractors	348	280	478
	Residents of British Columbia (%)	54	50	75
	Indigenous (%)	20	16	42
	Employee turnover (number of employees who were terminated or resigned)	139	146	Note A
	Men	122	114	Note A
	Women	17	32	Note A
	Under age 30	33	49	Note A
	30 to 50 years of age	65	69	Note A
	Over 50 years of age	41	28	Note A
	Residents of British Columbia	119	Note A	Note A
	Residents of northwest British Columbia	65	Note A	Note A
	Number of new hires	404	327	254

Topic	Metric	2019	2018	2017
Training & Development	On-site training programs offered (# of programs)	2	37	37
	Orientation training (hours)	2,549	1387	2140
	Total training provided (hours)	2,099	2891	Note A
	Performance reviews conducted (% of employees)	92	84	Note A
Health & Safety	Lost time injuries	0	0.38	0.83
	Fatalities	0	1 ¹	0
	Emergency Response Team (# of members)	93	83	77
	Emergency Response Team training (hours)	6,459	7,057	7,642
	Annual investment in health and wellness services (million \$)	1.6	1.3	1.2
	Visits to the on-site health clinic (# of visits per month)	395	400	250

Governance

Governance	Code of Business Ethics (Y/N)	Y	Y	Y
	Whistle Blower Policy (Y/N)	Y	Y	Y
	Corruption Practices Policy (Y/N)	Y	Y	Y
	Workplace Bullying and Harassment Policy (Y/N)	Y	Y	Y
	Information Technology Systems Use Policy (Y/N)	Y	Y	Y
	Environmental Policy (Y/N)	Y	Y	Y
	Corporate Donations Policy (Y/N)	Y	Y	Y
	Social Responsibility Policy (Y/N)	Y	Y	Y
	Health and Safety Policy (Y/N)	Y	Y	Y
	Code of Business Conduct and Ethics Violations reported	0	0	0
	Community donations and sponsorships (CAD)	436,801	103,087	Note A
	Donations to political parties (CAD)	0	0	14,050
	Women on the senior management team (%)	20	12	14

Environmental

Management	Number of employees in environmental roles	26	27 ²	27 ²
	Number of environmental management plans	27	26	25
	Number of internal environmental inspections on site	545	640	565
	Number of external and independent environmental inspections on site	11	12	16

Topic	Metric	2019	2018	2017
Energy & Emissions	Energy consumption (GJ) (renewable and non-renewable sources)	762,268	623,152 ²	Note B
	Energy from renewable sources (%)	56	60	Note B
	Energy from non-renewable sources (%)	44	40	Note B
	Energy intensity (GJ/oz. gold)	2.15	1.66	Note B
	Direct scope 1 greenhouse gas emissions (tonnes of CO ₂ e)	17,751	17,986	16,881
	Scope 2 emissions (tonnes of CO ₂ e)	1,276	1,100	Note B
	GHG emissions intensity (tCO ₂ e/oz. gold)	0.054	0.051	Note B
	CO emissions (tonnes)	140	93	134
	NOx emissions (tonnes)	558	466	662
	SOx emissions (tonnes)	< 20 ³	< 20 ³	21
	Total particulate matter (tonnes)	874	302	154
	Air discharge non-compliance	0	0	0
Water	Water withdrawal by source (cubic metres)	1,080,704	910,582 ²	764,000
	Groundwater withdrawn, potable (cubic metres)	28,531	25,695	30,230
	Groundwater withdrawn, mill processes (cubic metres)	511,746	461,461 ²	580,310
	Surface water (cubic metres)	540,427	423,426 ²	153,460
	Total water discharged (cubic metres)	972,979	782,562 ²	797,516 ²
	Treated (cubic metres)	212,538	281,393 ²	451,516
	With tailings (cubic metres)	760,259	501,169 ²	346,000
	Total volume of water recycled and reused (cubic metres)	1,031,509	921,071 ²	170,989
	Water recirculated in the mill process (%)	66	69 ²	Note B
	Number of exceedances of water quality discharge limits (amended 14/12/18)	0	1	Note A
	Number of water and environmental samples analyzed	1,943	1,519	1,196
Spills	Reportable spills	12	5	18
	Spill response training (hours)	528	1,735	1,983

Topic	Metric	2019	2018	2017
Waste & Materials	Waste rock disposed in Waste Rock and Tailings Storage Facility (tonnes)	751,000	672,035	Note B
	Tailings disposed in Waste Rock and Tailings Storage Facility (dry metric tonnes)	783,000	565,580	Note B
	Non-hazardous waste disposed off-site (tonnes)	987.3	867	Note B
	Amount of non-hazardous materials recycled off-site (%)	11	13	Note B
	Hazardous waste disposed off-site (tonnes)	390 ⁴	210	Note B
	Consumption of gasoline (L)	299,082	343,106 ²	326,338
	Consumption of diesel (L)	7,354,170	6,672,653 ²	5,318,902
Progressive Reclamation	Revegetation efforts to date (hectares)	92.35	90.00	Note B
	Revegetation efforts in 2019 alone (hectares)	2.35	2.75	Note B
Economic				
Production	Ore processed (tonnes)	1,303,001	1,005,603	Note B
	Average throughput (tonnes per day)	3,570	2,755	Note B
	Gold produced (ounces)	354,405	376,012	Note B
	Silver produced (ounces)	516,977	422,562	Note B
Revenues & Expenditures	Expenditure on wages and benefits (millions CAD)	89.4	67.9	46.3
	Expenditure on wages and benefits in northwest British Columbia (millions CAD)	33.1	24.6	18.1
	Revenue generated (million USD)	484.5	454.6	Note B
	Expenditure on contractors and service providers (million USD)	95.5	100.9	Note B
	Provincial taxes paid (including property tax and BC Mineral Tax) (million CAD)	7.4	9.2	Note B
	Taxes paid to the District of Stewart and Town of Smithers (millions CAD)	0.2	0.2	Note B
	Payments made to Indigenous partners (millions CAD)	1.2	0.6	Note B
	Procurement spend (goods and services) (millions CAD)	333.5	315.6	235
	Procurement spend (goods and services) in northwest British Columbia businesses (millions CAD)	39.7	75	78
Anti-Corruption	Percentage of governance body members that the organizations anti-corruption policies and procedures have been communicated to	100	Note A	Note A
	Percentage of employees that the organizations anti-corruption policies and procedures have been communicated to	99	Note A	Note A

Note A: Not recorded

Note B: Not a full year of production

¹Contractor Support Camp

²Value has been updated for enhanced accuracy versus previous Analyst Downloads

³Total emissions did not exceed National Pollution Release Inventory threshold for reporting

⁴2019 value commences inclusion of sewage sludge, metrics not available for previous years