Dundee PRECIOUS METALS

2018 Sustainability Performance Data Supplement

ENVIRONMENTAL

Operational

	2018	2017	2016	2015	2014	2013
Ore processed (tonnes)						
Chelopech	2,216,753	2,218,717	2,212,340	2,052,138	2,076,112	2,032,002
Ore mined (tonnes)						
Chelopech	2,211,557	2,232,799	2,211,814	2,039,921	2,053,612	2,029,702
Waste rock mined (tonnes)						
Chelopech	249,360	202,700	254,222	210,911	207,099	222,710
Cu Concentrate Equivalent (tonnes)						
Chelopech	138,883	134,562	135,985	145,690	147,689	123,812
Concentrate smelted (tonnes)						
Tsumeb	232,043	219,252	210,655	196,107	198,346	152,457
Copper blister produced (tonnes)						
Tsumeb	48,970	45,523	40,869	45,221	36,877	24,720

Materials Used

	2018	2017	2016	2015	2014	2013
Lime (tonnes)						
Chelopech	8,710	6,034	6,732	7,001	7,425	4,543
Tsumeb	14,703	10,082	8,831	7,912	2,760	1,767
Cement (tonnes)						
Chelopech	39,617	38,834	45,648	35,876	38,589	35,053
Blasting agents (tonnes)						
Chelopech	1,123	1,140	1,159	1,012	1,005	1,101
Black oil/heavy fuel oil (kilograms)						
Chelopech	1,006,310	967,509	943,820	1,082,060	1,121,485	1,105,000
Tsumeb	3,427,057	2,684,873	2,174,506	2,026,500	934,000	1,244,390
Light fuel oil (kilograms)						
Tsumeb	2,092,546	2,252,145	1,680,012	1,722,000	2,092,546	not reported
Diesel – mine, process plant, light vehicles (litres)						
Chelopech	2,426,414	2,551,666	2,635,796	2,550,919	2,497,735	2,538,081
Tsumeb	1,154,398	1,182,584	2,294,100	1,276,092	655,600	1,008,376
Coal/Charcoal (tonnes) (data have been merged)						
Tsumeb	3,520	8,550	9,487	8,268	7,214.86	17,998.00
Steel balls and rods (tonnes)						
Chelopech	2,510	2,568	2,764	2,505	2,699	2,229
Tsumeb	178	194	270	212	973	540
Oxygen consumed (tonnes)						
Tsumeb	95,209[1]	81,243	135,258	72,197	68,622	35,701
Silica sand (tonnes)						
Tsumeb	13,715	14,345	not previously reported	not previously reported	not previously reported	not previously reported
Crushed silica (tonnes)						
Tsumeb	13,918	not previously reported	not previously reported	not previously reported	not previously reported	not previously reported
Hydrated lime (tonnes)						
Tsumeb	4,094	2,691	not previously reported	not previously reported	not previously reported	not previously reported

1. Oxygen consumed. All previous years are oxygen produced.

Direct Energy Use (Gigajoules)

	2018	2017	2016	2015	2014	2013
Black oil/heavy fuel oil						
Chelopech	40,252	38,700	37,753	43,282	44,859	43,634
Tsumeb	138,453	110,872	88,829	82,783	38,154	59,259
Light fuel oil (kilograms)						
Tsumeb	84,539	90,987	64,974	66,602	not reported	not reported
Diesel – mine, process plant and light vehicles (includes petrol/gasoline)						
Chelopech	85,670	90,093	88,089	84,721	83,172	86,033
Tsumeb	41,300	43,209	83,514	36,024	4,679	2,162
Coal/Charcoal (data have been merged)						
Tsumeb	93,985	231,237	295,331	242,772	227,433	576,737

Indirect Energy Use (Gigajoules)

	2018	2017	2016	2015	2014	2013
Electricity						
Chelopech	397,151	391,201	395,443	390,179	384,095	407,963
Tsumeb	634,764	578,571	573,617	502,654	446,691	323,346

Energy Use Intensity[2]

	2018	2017	2016	2015	2014	2013
Indirect						
Chelopech – per tonne of Cu concentrate equivalent	2.86	2.91	2.91	2.68	2.60	3.30
Tsumeb – per tonne of Cu blister produced	12.96	12.71	14.06	11.17	12.11	13.08[1]
Direct						
Chelopech – per tonne of Cu concentrate equivalent	0.91	0.96	0.96	0.92	0.90	1.10
Tsumeb – per tonne of Cu blister produced	7.32	10.46	13.17	9.72	7.99	27.31[1]

1. Numbers for 2013 were reversed.
2. Base year for Energy Use Intensity calculations is 2013. This year was chosen as complete data was available for the first time.

Emissions

	2018	2017	2016	2015	2014	2013
Direct GHG emissions (tonnes of CO_2) – Scope 1						
Chelopech	9,556	9,765	9,913	10,121	10,103	10,121
Tsumeb	29,559	41,878	50,577	45,641	11,885	75,172
Indirect GHG emissions (tonnes of CO_2) – Scope 2						
Chelopech	52,038	54,116	55,472	54,950	56,761	66,974
Tsumeb	114,081	103,982	86,388	75,677	67,252	48,681
All other indirect GHG emissions (tonnes of CO_2) – Scope 3						
Chelopech	60,428	56,218	63,199	54,528	57,075	49,427
Sulphur dioxide emissions (tonnes)						
Tsumeb	11,852	15,105	27,825	133,000*	141,919	104,517

* Estimate based on 2014 emissions, minus tonnes of sulphur dioxide, converted to sulphuric acid.

GHG Emissions Intensity[1]

	2018	2017	2016	2015	2014	2013
Scope 1 & 2						
Chelopech						
per tonne of Cu concentrate equivalent	0.44	0.48	0.48	0.45	0.50	0.62
Tsumeb						
per tonne of Cu blister produced	2 .93	3.20	3.36	2.70	2.15	4.99
Scope 3 (Chelopech only)						
Chelopech						
per tonne of Cu concentrate equivalent	0.44	0.42	0.47	0.37	0.39	0.40

1. Base year for GHG Emission Intensity calculations is 2013. This year was chosen as complete data was available for the first time.

Water Use

	2018	2017	2016	2015	2014	2013
Water withdrawn – groundwater (cubic metres)						
Chelopech	350,847	188,841	320,901	396,915	401,490	190,982
Tsumeb	921,410	1,499,568	880,228	1,223,586	1,160,915	1,463,941
Krumovgrad	21,877	0	n/a	n/a	n/a	n/a
Water withdrawn – surface water: rivers, dams (cubic metres)						
Chelopech	783,971	756,846	778,015	930,579	678,490	645,432
Krumovgrad	0	0	n/a	n/a	n/a	n/a
Rainwater collected directly and stored (cubic metres)						
Chelopech	351,682	355,558	371,478	434,869	268, 714	401,449
Krumovgrad	0	0	n/a	n/a	n/a	n/a
Total water withdrawn from municipal water supplies (cubic metres)						
Chelopech	4,128	5,664	1,200	1,200	1,200	1,200
Tsumeb	127,205	132,887	218,873	206,160	202,638	84,658
Krumovgrad	2,579	0	n/a	n/a	n/a	n/a
Total water withdrawn from ANY source						
Chelopech	1,138,946	951,351	1,100,116	1,328,694	1,081,180	837,614
Tsumeb	1,048,615	1,632,455	1,099,101	1,429,746	1,363,553	1,548,599
Krumovgrad	24,456	0	n/a	n/a	n/a	n/a
Total volume of water recycled and reused (cubic metres)*						
Chelopech	1,814,524	1,701,156	1,560,244	1,538,268	1,765,539	1,906,943
Tsumeb	580,372	651,771	579,363	368,627	383,720	597,913
Krumovgrad	0	0	n/a	n/a	n/a	n/a
Volume of water recycled/reused as a % of total water withdrawn*						
Chelopech	159%	179%	142%	116%	163%	228%
Tsumeb	55%	40%	53%	26%	28%	39%
Krumovgrad	n/a	0	n/a	n/a	n/a	n/a

* Total volume of water recycled and reused as a percentage of total volume of water withdrawn from any source.

Water Use Intensity[2]

	2018	2017	2016	2015	2014	2013
Chelopech[1] per tonne of Cu concentrate equivalent	8.20	7.07	8.09	9.12	7.32	6.77
Tsumeb per tonne of Cu blister produced	21.41	35.86	26.94	31.77	36.96	62.38
Krumovgrad per tonne of Cu concentrate equivalent	0	0	n/a	n/a	n/a	n/a

1. Water intensity increase of 12% for 2018 compared to 2014 – due to increased natural mine water pumped to the surface (natural processes), slight increase in fresh water consumption in the pyrite concentrate production since 2014 and consumption of fresh water from underground mine activities which occurred episodically.
2. Base year for Water Use Intensity calculations is 2014. Copper (Cu) concentrate equivalent (tonnes) was not calculated in 2013 due to pyrite concentrate not in production.

Water Discharge

	2018	2017	2016	2015	2014	2013
Discharged domestic waste water (cubic metres)						
Chelopech	37,972[1]	83,950	83,950	63,875	63,875	63,875
Tsumeb[2]	78,084	73,908	67,543	55,959	110,413	59,183
Krumovgrad	1,381	n/a	n/a	n/a	n/a	n/a
Discharged industrial waste water (cubic metres)						
Chelopech	0	143,733	491,559	715,264	209,769	76,650
Krumovgrad	0	n/a	n/a	n/a	n/a	n/a

1. In 2017, a meter was installed to measure discharged domestic water instead of the limit established in a permit.
2. Domestic waste water discharge is a calculated figure based on the number of people on site during the year and assuming 140 litres use per person per day. This estimation is based on guidance from the Namibian Department of Water Affairs and Forestry's code of practice.

Waste Management

	2018	2017	2016	2015	2014	2013
Waste rock mined (tonnes)						
Chelopech	249,360	202,700	254,222	210,911	207,099	222,710
Percentage of waste rock returned underground as backfill						
Chelopech	100%	100%	100%	100%	100%	100%
Mill tailings (tonnes)						
Chelopech	1,853,781	1,868,913	1,890,458	1,699,374	1,787,126	1,890,612
Tsumeb	147,779	143,353	152,247	71,302	82,703	109,105
Percentage of mill tailings returned underground as backfill						
Chelopech	39%	38%	46%	38%	36%	35%
Mill tailings placed in surface tailings facilities (tonnes)						
Chelopech	1,123,850	1,163,277	1,023,595	1,049,443	1,151,580	1,216,089
Tsumeb	147,779	143,353	152,247	71,302	82,703	109,105
Hazardous waste sent off-site but not recycled (tonnes)						
Chelopech	7	0	10	6	4	6
Tsumeb	56	377	219.17	0	8.7	113,550
Hazardous waste treated and disposed of on-site (tonnes)						
Tsumeb	32,552	27,172	17,207	17,236	33,133	26,128
Hazardous waste recycled off-site (tonnes)						
Chelopech	91	125	90	113	114	183
Tsumeb	31	25	22	30	1,903	1
Non-hazardous waste sent off-site but not recycled (tonnes)						
Chelopech	245	261	257	196	216	297
Non-hazardous waste treated and disposed of on-site (tonnes)						
Chelopech	979	835	788	1,709	2,124	16,460
Tsumeb	362	359	437	286	352	577
Non-hazardous waste recycled off-site (tonnes)						
Chelopech	1,738	1,210	1,539	1,659	1,643	1,809
Tsumeb	219	1,144	0	0	3,816	1,625

Spills

	2018	2017	2016	2015	2014	2013
Number						
Total number of spills reportable to regulatory authorities						
Chelopech	2	4	0	0	4	3
Tsumeb	0	0	0	0	0	0
Volume (cubic metres)						
Total volume of spills reportable to regulatory authorities						
Chelopech	n/a	n/a	0	0	60	147
Tsumeb	0	0	0	0	0	0

Environmental Fines and Non-Monetary Sanctions

	2018	2017	2016	2015	2014	2013
Value of fines for non-compliance with environmental laws and/or regulations						
Chelopech	$0	$12,298	$14,845	$33,996	$10,330	$8,481
Tsumeb	$0	$0	$0	$0	$0	$0
Number of non-monetary sanctions for non-compliance with environmental laws and/or regulations						
Chelopech	0	0	0	0	0	0
Tsumeb	0	0	0	0	0	0

Land Use/Biodiversity

	2018	2017	2016	2015	2014	2013
Total land area owned or leased and not yet rehabilitated at the start of the year (hectares)						
Chelopech	424.92	381.42	366.00	366.00		
Tsumeb	3,029	3,029	3,044.20	3,044.20		
Krumovgrad	125.62	131.80	131.80	0.00		
Total amount of land newly disturbed by mining within the reporting period (hectares)						
Chelopech	0.00	0.00	0.00	0.00		
Tsumeb	0.00	0.00	0.00	0.00		
Krumovgrad	2.71	48.50	47.46	0.00		
Total amount of land newly rehabilitated within the reporting period (hectares)						
Chelopech	0.00	0.00	0.00	1.00		
Tsumeb	0.00	0.00	0.00	0.00		
Krumovgrad	6.18	0.00	0.00	0.00		
Total land owned and leased and not yet rehabilitated at the end of the year (hectares)						
Chelopech	424.92	381.42	366.00	366.00		
Tsumeb	3,029	3,029	3,044.20	3,044.20		
Krumovgrad	71.52	131.80	131.80	0.00		
Total amount of land in or adjacent to protected areas and areas of high biodiversity value (hectares)						
Chelopech	0.00	0.00	0.00	0.00		
Tsumeb	0.00	0.00	0.00	0.00		
Krumovgrad	131.80	131.80	131.80	0.00		
Sites requiring biodiversity/ biological management plans						
Chelopech	No	No	No	No		
Tsumeb	Yes	Yes	Yes	Yes		
Krumovgrad	Yes	Yes	Yes	Yes		

HEALTH & SAFETY

Employees[1]

	EMPLOYEES[1] 2018			2017	2016	2015	2014	2013
	Male	Female	Total					
Number of Lost Time Injuries								
Chelopech	2	0	2	2	1	7	5	8
Tsumeb	2	0	2	3	15	4	2	11
Krumovgrad	0	0	0	0	0	0	0	0
Exploration	1	0	1	0	0	1	not calculated separately	not calculated separately
Capital Projects	0	0	0	0	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0
Lost time Injury Frequency Rate								
Chelopech	0.34	0.00	0.28	0.2	0.10	0.59	0.44	0.65
Tsumeb	0.23	0.00	0.23	0.19	0.88	0.27	0.34	0.36
Krumovgrad	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Exploration	1.04	0.00	1.04	0.00	0.00	1.63	not calculated separately	not calculated separately
Capital Projects	0.00	0.00	0.00	0.00	n/a	n/a	n/a	n/a
Corporate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of Restricted Work Injuries								
Chelopech[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Tsumeb	0	0	0	1	6	4	8	4
Krumovgrad[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Exploration	0	0	0	n/a	n/a	n/a	n/a	n/a
Capital Projects[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0
Restricted Work Injury Frequency Rate								
Chelopech[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Tsumeb	0.00	0.00	0.00	0.26	0.65	0.63	n/a	n/a
Krumovgrad[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Exploration	0.00	0.00	0.00	n/a	n/a	n/a	n/a	n/a
Capital Projects[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of Medical Treatment Injuries								
Chelopech	0	0	0	1	4	5	9	20
Tsumeb	2	0	2	1	2	3	9	23
Krumovgrad	0	0	0	0	0	n/a	n/a	n/a
Exploration	0	0	0	1	1	1	not calculated separately	not calculated separately
Capital Projects	0	0	0	1	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0

1. Previous to 2018, this data included employees and contractors.
2. In Bulgaria, Restricted Work Injuries are considered Lost Time Injuries and are, therefore, not calculated separately.

Employees (cont'd)

			2018	2017	2016	2015	2014	2013
	Male	Female	Total					
Medical Treatment Injury Frequency Rate								
Chelopech	0.00	0.00	0.00	0.10	0.39	0.42	0.73	1.62
Tsumeb	0.23	0.00	0.23	0.06	0.12	0.20	1.51	1.19
Krumovgrad	0.00	0.00	0.00	0.00	0.00	n/a	n/a	n/a
Exploration	0.00	0.00	0.00	1.00	1.19	1.63	not calculated separately	not calculated separately
Capital Projects	0.00	0.00	0.00	0.26	n/a	n/a	n/a	n/a
Corporate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of Fatalities								
Chelopech	0	0	0	0	0	0	0	0
Tsumeb	0	0	0	0	0	0	0	0
Krumovgrad	0	0	0	0	0	n/a	n/a	n/a
Exploration	0	0	0	0	0	0	0	0
Capital Projects	0	0	0	0	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0

Contractors[1]

	2018			2017	2016	2015	2014	2013
	Male	Female	Total					
Number of Lost Time Injuries								
Chelopech	0	0	0	2	1	7	5	8
Tsumeb	0	0	0	3	15	4	2	11
Krumovgrad	0	0	0	0	0	0	0	0
Exploration	0	0	0	0	0	1	not calculated separately	not calculated separately
Capital Projects	0	0	0	0	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0
Lost Time Injury Frequency Rate								
Chelopech	0.00	0.00	0.00	0.20	0.10	0.59	0.44	0.65
Tsumeb	0.00	0.00	0.00	0.19	0.88	0.27	0.34	0.36
Krumovgrad	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Exploration	0.00	0.00	0.00	0.00	0.00	1.63	not calculated separately	not calculated separately
Capital Projects	0.00	0.00	0.00	0.00	n/a	n/a	n/a	n/a
Corporate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of Restricted Work Injuries								
Chelopech	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Tsumeb	0	0	0	1	6	4	8	4
Krumovgrad	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Exploration	0	0	0	n/a	n/a	n/a	n/a	n/a
Capital Projects	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0
Restricted Work Injury Frequency Rate								
Chelopech[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Tsumeb	0.00	0.00	0.00	0.26	0.65	0.63	not calculated separately	not calculated separately
Krumovgrad[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Exploration	0.00	0.00	0.00	n/a	n/a	n/a	n/a	n/a
Capital Projects[2]	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of Medical Treatment Injuries								
Chelopech	0	0	0	1	4	5	9	20
Tsumeb	1	0	1	1	2	3	9	23
Krumovgrad	0	0	0	0	0	n/a	n/a	n/a
Exploration	0	0	0	1	1	1	not calculated separately	not calculated separately
Capital Projects	0	0	0	1	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0

1. Previous to 2018, this data included employees and contractors.
2. In Bulgaria, Restricted Work Injuries are considered Lost Time Injuries and are, therefore, not calculated separately.

Contractors (cont'd)

	2018			2017	2016	2015	2014	2013
	Male	Female	Total					
Medical Treatment Injury Frequency Rate								
Chelopech	0.00	0.00	0.00	0.10	0.39	0.42	0.73	1.62
Tsumeb	0.14	0.00	0.14	0.06	0.12	0.20	1.51	1.19
Krumovgrad	0.00	0.00	0.00	0	0.00	n/a	n/a	n/a
Exploration	0.00	0.00	0.00	1	1.19	1.63	not calculated separately	not calculated separately
Capital Projects	0.00	0.00	0.00	0.26	n/a	n/a	n/a	n/a
Corporate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of Fatalities								
Chelopech	0	0	0	0	0	0	0	0
Tsumeb	0	0	0	0	0	0	0	0
Krumovgrad	0	0	0	0	0	n/a	n/a	n/a
Exploration	0	0	0	0	0	0	0	0
Capital Projects	0	0	0	0	n/a	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0	0
Total Recordable Injury Frequency Rate[1] – employees only								
Chelopech	0.34	0.00	0.28					
Tsumeb	0.46	0.00	0.46					
Krumovgrad	0.00	0.00	0.00					
Exploration	1.04	0.00	1.04					
Capital Projects	0.00	0.00	0.00					
Corporate	0.00	0.00	0.00					
Total Recordable Injury Frequency Rate[1] – contractors only								
Chelopech	0.00	0.00	0.00					
Tsumeb	0.14	0.00	0.14					
Krumovgrad	0.00	0.00	0.00					
Exploration	0.00	0.00	0.00					
Capital Projects	0.00	0.00	0.00					
Corporate	0.00	0.00	0.00					

1. Previous years not calculated separately.

Other Employee Safety-related Information

			2018	2017	2016	2015	2014	2013
	Male	Female	Total					
Number of trained safety personnel								
Chelopech	3	0	3	3	3	4	5	5
Tsumeb	3	3	6	7	7	8	12	16
Krumovgrad	2	0	2	1	n/a	n/a	n/a	n/a
Number of specialized rescue personnel								
Chelopech	12	0	12	12	12	14	14	14
Tsumeb	3	0	3	2	2	3	4	3
Krumovgrad	0	0	0	0	n/a	n/a	n/a	n/a
Number of on-site health care practitioners[1]								
Chelopech	0	1	1	1	1	1	1	1
Tsumeb	0	3	3	2	3	3	3	3
Krumovgrad	0	0	0	0	n/a	n/a	n/a	n/a
Number of trained voluntary mine rescue personnel								
Chelopech	12	0	12	12	11	12	16	14
Tsumeb	5	0	5	5	8	12	12	24
Krumovgrad	23	0	23	0	n/a	n/a	n/a	n/a
Percentage of all workers (including employees and contractors) that are represented by formal joint management-worker health and safety committees.								
Chelopech	100%	100%	100%	100%	100%	100%	100%	100%
Tsumeb	100%	100%	100%	100%	100%	100%	100%	100%
Krumovgrad	100%	100%	100%	100%	100%	100%	100%	100%
Captial Projects	100%	100%	100%	100%	100%	100%	100%	100%
Corporate	100%	100%	100%	100%	100%	100%	100%	100%

1. Includes doctors and nurses.

OUR PEOPLE

Information on Employees

	2018		
	Male	Female	Total
Number of Permanent Employees by Region and Gender			
Chelopech	731	163	894
Tsumeb	601	98	699
Krumovgrad	174	26	200
Exploration	35	23	58
Corporate Other	11	4	15
Corporate	23	19	42
Number of Temporary Employees by Region and Gender			
Chelopech	11	12	23
Tsumeb	55	4	59
Krumovgrad	42	15	57
Exploration	38	17	55
Corporate Other	0	0	0
Corporate	0	0	0
Total Number of Employees by Region and Gender			
Chelopech	742	171	913
Tsumeb	656	102	758
Krumovgrad	216	41	257
Exploration	73	40	113
Corporate Other	11	4	15
Corporate	23	19	42
Total Number of Employees	1,721	368	2,089

Number of Employees by Employment Type by Region and Gender

	2018		
	Male	Female	Total
Full-Time Employees			
Chelopech	742	171	913
Tsumeb	656	102	758
Krumovgrad	216	37	253
Exploration	73	35	108
Corporate Other	11	4	15
Corporate	23	19	42
Total	1,721	368	2,089
Part-Time Employees			
Chelopech	0	4	4
Tsumeb	0	0	0
Krumovgrad	0	0	0
Exploration	1	4	5
Corporate Other	0	0	0
Corporate	0	0	0
Total	1	8	9

Number of Employees by Employment Contract by Region and Gender

	2018		
	Male	Female	Total
Indefinite/Permanent			
Chelopech	731	163	894
Tsumeb	601	98	699
Krumovgrad	174	26	200
Exploration	33	22	55
Corporate Other	11	4	15
Corporate	20	18	38
Total	1,570	331	1,901
Fixed Term/Temporary			
Chelopech	11	12	23
Tsumeb	55	4	59
Krumovgrad	42	15	57
Exploration	41	17	58
Corporate Other	0	0	0
Corporate	3	1	4
Total	152	49	201
Percentage of Total Employees Covered by Collective Bargaining Agreements			
Chelopech	100%	100%	100%
Tsumeb	79%	58%	77%
Krumovgrad	100%	100%	100%
Exploration	100%	100%	100%
Corporate Other	100%	100%	100%
Corporate	0%	0%	0%

Contractors

	2018		
	Male	Female	Total
Chelopech	348	70	418
Tsumeb	657	73	730
Krumovgrad	450	50	500
Exploration	94	3	97
Corporate Other	0	0	0
Corporate	0	0	0
Total	1,549	196	1,745

Information on Management and Staff

	2018		
	Male	Female	Total
Percentage of senior[1] management (full-time) hired from the local community[4]			
Chelopech	100%	100%	100%
Tsumeb	100%	67%	88%
Krumovgrad	100%	100%	100%
Exploration	100%	100%	100%
Corporate Other	100%	100%	100%
Corporate	56%	28%	84%
Percentage of middle[2] management (full-time) hired from the local community			
Chelopech	100%	100%	100%
Tsumeb	92%	100%	94%
Krumovgrad	100%	100%	100%
Exploration	100%	100%	100%
Corporate Other	100%	100%	100%
Corporate	71%	29%	100%
Percentage of operational/support staff[3] (full-time) hired from the local community			
Chelopech	100%	100%	100%
Tsumeb	100%	100%	100%
Krumovgrad	100%	100%	100%
Exploration	100%	100%	100%
Corporate Other	100%	100%	100%
Corporate	35%	65%	100%

1. Senior Management – Directors and above.
2. Middle Management – Managers, Superintendents, Supervisors, Shift Bosses.
3. Operational/Support Staff – all other employees.
4. Local community – the country of the operation.

Information on Management and Staff (cont'd)

	2018		
	Male	Female	Total
Percentage of expatriate employees			
Chelopech	0%	0%	0%
Tsumeb	0%	0%	0%
Krumovgrad	7%	2%	6%
Exploration	3%	0%	2%
Corporate Other	0%	0%	0%
Corporate	0%	0%	0%

Other Information

	2018		
	Male	Female	Total
Percentage of employees who are members of a trade union			
Chelopech	64%	42%	60%
Tsumeb	70%	40%	66%
Krumovgrad	72%	41%	67%
Exploration	45%	22%	39%
Corporate Other	0%	0%	0%
Corporate	0%	0%	0%
Percentage of full-time employees covered by collective bargaining agreements			
Chelopech	100%	100%	100%
Tsumeb	79%	58%	77%
Krumovgrad	100%	100%	100%
Exploration	100%	100%	100%
Corporate Other	100%	100%	100%
Corporate	0%	0%	0%
Mean annual wage in country			
Bulgaria (BGN)	$13,368	$13,368	$13,368
Namibia (NAD)	n/a	n/a	n/a
Exploration (BGN)	$13,368	$13,368	$13,368
Corporate Other (BGN)	$13,368	$13,368	$13,368
Corporate	n/a	n/a	n/a

Other Information (cont'd)

	2018		
	Male	Female	Total
Mean annual wage of company employees (excluding managers and above, direct contract and expatriate employees) in local currency			
Bulgaria (BGN)	$30,104	$28,448	$29,834
Namibia (NAD)	$433,567	$362,263	$426,314
Exploration (BGN)	$29,208	$33,450	$30,057
Corporate Other (BGN)	$45,516	$46,044	$45,622
Corporate	n/a	n/a	n/a
Number of strikes and lock-outs during year exceeding one week's duration			
Chelopech	0	0	0
Tsumeb	0	0	0
Krumovgrad	0	0	0
Exploration	0	0	0
Corporate Other	0	0	0
Corporate	0	0	0
Total number of incidents of discrimination			
Chelopech	0	0	0
Tsumeb	0	0	0
Krumovgrad	0	0	0
Exploration	0	0	0
Corporate Other	0	0	0
Corporate	0	0	0

Number of Employees by Gender and Employee Category

	2018		
	Male	Female	Total
Employee Level			
Senior Management			
Chelopech	2	4	6
Tsumeb	5	3	8
Krumovgrad	1	4	5
Exploration	4	2	6
Corporate Other	0	2	2
Corporate	12	6	18
Total	24	21	45
Middle Management			
Chelopech	98	20	118
Tsumeb	130	40	170
Krumovgrad	50	2	52
Exploration	5	6	11
Corporate Other	6	1	7
Corporate	5	2	7
Total	294	71	365

Number of Employees by Gender and Employee Category (cont'd)

	2018		
	Male	Female	Total
Employee Level (cont'd)			
Operational/Support Staff			
Chelopech	642	151	793
Tsumeb	521	59	580
Krumovgrad	165	35	200
Exploration	64	32	96
Corporate Other	5	1	6
Corporate	6	11	17
Total	1,403	289	1,692
Employee Function			
Administrative			
Chelopech	18	54	72
Tsumeb	108	58	166
Krumovgrad	5	6	11
Corporate Other	11	4	15
Corporate	15	11	26
Total	157	133	290
Exploration			
Exploration	73	40	113
Finance			
Chelopech	23	20	43
Tsumeb	58	25	83
Krumovgrad	3	2	5
Corporate Other	0	0	0
Corporate	7	6	13
Total	91	53	144
Health, Safety and Environment			
Chelopech	18	17	35
Tsumeb	28	16	44
Krumovgrad	5	2	7
Corporate Other	0	0	0
Corporate	1	2	3
Total	52	37	89
Maintenance			
Chelopech	270	10	280
Tsumeb	188	3	191
Krumovgrad	58	3	61
Corporate Other	0	0	0
Corporate	0	0	0
Total	516	16	532

Number of Employees by Gender and Employee Category (cont'd)

	2018		
	Male	Female	Total
Employee Function (cont'd)			
Operations			
Chelopech	406	66	472
Tsumeb	274	0	274
Krumovgrad	102	13	115
Corporate Other	0	0	0
Corporate	0	0	0
Total	782	79	861
Projects (Bulgaria)			
Chelopech	7	8	15
Tsumeb	0	0	0
Krumovgrad	43	15	58
Corporate Other	0	0	0
Corporate	0	0	0
Total	50	23	73

Percentage of Total Employees by Gender and Employee Category who Receive Regular Performance and Career Development Reviews

	2018		
	Male	Female	Total
Employee Level			
Senior Management			
Chelopech	100%	100%	100%
Tsumeb	100%	100%	100%
Krumovgrad	100%	100%	100%
Exploration	100%	100%	100%
Corporate Other	100%	100%	100%
Corporate	100%	100%	100%
Middle Management			
Chelopech	52%	75%	56%
Tsumeb	37%	25%	34%
Krumovgrad	50%	100%	52%
Exploration	100%	83%	91%
Corporate Other	100%	100%	100%
Corporate	100%	100%	100%
Operational/Support Staff			
Chelopech	0%	0%	0%
Tsumeb	16%	51%	19%
Krumovgrad	0%	0%	0%
Exploration	58%	81%	66%
Corporate Other	0%	0%	0%
Corporate	100%	100%	100%
Employee Function			
Administrative			
Chelopech	17%	15%	15%
Tsumeb	16%	16%	16%
Krumovgrad	40%	33%	36%
Corporate Other	55%	75%	60%
Corporate	100%	100%	100%
Exploration			
Exploration	63%	83%	70%
Finance			
Chelopech	22%	10%	16%
Tsumeb	16%	48%	25%
Krumovgrad	33%	50%	40%
Corporate Other	0%	0%	0%
Corporate	100%	100%	100%
Health, Safety and Environment			
Chelopech	11%	18%	14%
Tsumeb	46%	63%	52%
Krumovgrad	40%	0%	29%
Corporate Other	0%	0%	0%
Corporate	100%	100%	100%

Percentage of Total Employees by Gender and Employee Category who Receive Regular Performance and Career Development Reviews (cont'd)

	2018		
	Male	Female	Total
Employee Function (cont'd)			
Maintenance			
Chelopech	6%	10%	6%
Tsumeb	18%	67%	18%
Krumovgrad	5%	0%	5%
Corporate Other	0%	0%	0%
Corporate	0%	0%	0%
Operations			
Chelopech	7%	6%	7%
Tsumeb	16%	0%	18%
Krumovgrad	6%	8%	6%
Corporate Other	0%	0%	0%
Corporate	0%	0%	0%
Projects (Bulgaria)			
Chelopech	29%	13%	20%
Tsumeb	0%	0%	0%
Krumovgrad	28%	7%	22%
Corporate Other	0%	0%	0%
Corporate	0%	0%	0%

Employee Analysis by Age

	2018		
	Male	Female	Total
Number of new employees under 30 years old			
Chelopech	16	7	23
Tsumeb	45	11	56
Krumovgrad	52	8	60
Exploration	8	4	12
Corporate Other	1	0	1
Corporate	1	1	2
Total	123	31	154
Number of new employees between 30 and 50 years old			
Chelopech	31	5	36
Tsumeb	26	4	30
Krumovgrad	113	17	130
Exploration	11	3	14
Corporate Other	3	0	3
Corporate	4	1	5
Total	188	30	218

New Employee Hires by Age Group, Gender and Region (with less than one year of service) (cont'd)

	2018		
	Male	Female	Total
Number of new employees over 50 years old			
Chelopech	2	2	4
Tsumeb	4	1	5
Krumovgrad	26	0	26
Exploration	1	0	1
Corporate Other	0	0	0
Corporate	1	0	1
Total	34	3	37
Rate of New Employee Hires			
Rate of new employees under 30 years old			
Chelopech	2%	4%	3%
Tsumeb	7%	11%	7%
Krumovgrad	24%	20%	23%
Exploration	11%	10%	11%
Corporate Other	9%	0%	7%
Corporate	4%	5%	5%
Total	7%	8%	7%
Rate of new employees between 30 and 50 years old			
Chelopech	4%	3%	4%
Tsumeb	4%	4%	4%
Krumovgrad	52%	41%	51%
Exploration	15%	8%	12%
Corporate Other	27%	0%	20%
Corporate	17%	5%	12%
Total	11%	8%	10%
Rate of new employees over 50 years old			
Chelopech	0%	1%	0%
Tsumeb	1%	1%	1%
Krumovgrad	12%	0%	10%
Exploration	1%	0%	1%
Corporate Other	0%	0%	0%
Corporate	4%	0%	2%
Total	2%	1%	2%

Employee Turnover Analysis

	2018		
	Male	Female	Total
Chelopech			
Number of Employees	742	175	917
Outgoing Employees	60	15	75
Total Turnover Rate	8%	9%	8%
Number of Employees <30	123	16	139
Number of Outgoing Employees <30	9	0	9
Turnover Rate for <30	1%	0%	1%
Number of Employees 30–50	531	97	628
Number of Outgoing Employees 30–50	44	6	50
Turnover Rate for 30<x<50	6%	3%	5%
Number of Employees >50	89	62	151
Number of Outgoing Employees >50	7	9	16
Turnover Rate for <50	1%	5%	2%
Percentage of Employees <30	17%	9%	15%
Percentage of Employees 30–50	72%	55%	68%
Percentage of Employees >50	12%	35%	16%
Tsumeb			
Number of Employees	656	102	758
Outgoing Employees	105	17	122
Total Turnover Rate	16%	17%	16%
Number of Employees <30	121	26	147
Number of Outgoing Employees <30	58	13	71
Turnover Rate for <30	9%	13%	9%
Number of Employees 30–50	399	67	466
Number of Outgoing Employees 30–50	27	1	28
Turnover rate for 30<x<50	4%	1%	4%
Number of Employees >50	136	9	145
Number of Outgoing Employees >50	20	3	23
Turnover Rate for <50	3%	3%	3%
Percentage of Employees <30	18%	25%	19%
Percentage of Employees 30–50	61%	66%	61%
Percentage of Employees >50	21%	9%	19%

Employee Turnover Analysis (cont'd)

	2018		
	Male	Female	Total
Krumovgrad			
Number of Employees	216	41	257
Outgoing Employees	48	2	50
Total Turnover Rate	22%	5%	19%
Number of Employees <30	51	11	62
Number of Outgoing Employees <30	21	2	23
Turnover Rate for <30	10%	5%	9%
Number of Employees 30–50	131	22	153
Number of Outgoing Employees 30–50	20	0	20
Turnover Rate for 30<x<50	9%	0%	8%
Number of Employees >50	35	8	43
Number of Outgoing Employees >50	7	0	7
Turnover Rate for <50	3%	0%	3%
Percentage of Employees <30	24%	27%	24%
Percentage of Employees 30–50	61%	54%	60%
Percentage of Employees >50	16%	20%	17%
Exploration			
Number of Employees	73	40	113
Outgoing Employees	8	1	9
Total Turnover Rate	11%	3%	8%
Number of Employees <30	15	4	19
Number of Outgoing Employees <30	14	0	14
Turnover Rate for <30	19%	0%	12%
Number of Employees 30–50	50	29	79
Number of Outgoing Employees 30–50	4	0	4
Turnover Rate for 30<x<50	5%	0%	4%
Number of Employees >50	8	7	15
Number of Outgoing Employees >50	0	0	0
Turnover Rate for <50	0%	0%	0%
Percentage of Employees <30	21%	10%	17%
Percentage of Employees 30–50	68%	73%	70%
Percentage of Employees >50	11%	18%	13%

Employee Turnover Analysis (cont'd)

	2018		
	Male	Female	Total
Corporate Other			
Number of Employees	11	4	15
Outgoing Employees	1	0	1
Total Turnover Rate	9%	0%	7%
Number of Employees <30	3	0	3
Number of Outgoing Employees <30	0	0	0
Turnover Rate for <30	0%	0%	0%
Number of Employees 30–50	8	4	12
Number of Outgoing Employees 30–50	1	0	1
Turnover Rate for 30<x<50	9%	0%	7%
Number of Employees >50	0	0	0
Number of Outgoing Employees >50	0	0	0
Turnover Rate for <50	0%	0%	0%
Percentage of Employees <30	27%	0%	20%
Percentage of Employees 30–50	73%	100%	80%
Percentage of Employees >50	0%	0%	0%
Corporate			
Number of Employees	23	19	42
Outgoing Employees	3	3	6
Total Turnover Rate	13%	16%	14%
Number of Employees <30	2	1	3
Number of Outgoing Employees <30	0	0	0
Turnover Rate for <30	0%	0%	0%
Number of Employees 30–50	10	9	19
Number of Outgoing Employees 30–50	1	2	3
Turnover Rate for 30<x<50	4%	11%	7%
Number of Employees >50	11	9	20
Number of Outgoing Employees >50	2	1	3
Turnover Rate for <50	9%	5%	7%
Percentage of Employees <30	9%	5%	7%
Percentage of Employees 30–50	43%	47%	45%
Percentage of Employees >50	48%	47%	48%

MATERIALITY ASSESSMENT

GRI Standard	Material Topics	Impact within DPM	Where Impacted	Impact outside of DPM	Where Impacted
Economic					
201	Economic performance	Y	Company wide	Y	Investors, local communities, local/national governments
202	Market presence	Y	Local operations	Y	Investors, local communities, local/national governments
203	Indirect economic impact	N	N/A	Y	Investors, local communities, local/national governments
204	Procurement practices	Y	Procurement, finance	Y	Suppliers
205	Anti-corruption	NM	–	NM	–
206	Anti-competitive behaviour	NM	–	NM	–
Environmental					
301	Materials	Y	Local operations	Y	Local communities, local governments
302	Energy	Y	Local operations	Y	Local communities, local governments
303	Water	Y	Local operations	Y	Local communities, local governments
304	Biodiversity	Y	Material for Tsumeb and Krumovgrad only	Y	Local communities, local/national governments, civil society
305	Emissions	Y	Local operations	Y	Local communities, local/national governments, civil society, suppliers
306	Effluents and Waste	Y	Local operations	Y	Local communities, local/national governments, civil society
307	Environmental compliance	Y	Local operations	Y	Local communities, local/national governments, civil society
308	Supplier environmental assessment	N	–	Y	Suppliers
Social					
401	Employment	Y	Local operations	Y	Local communities, local/national governments, civil society
402	Labour management relations	Y	Local operations	N	–
403	Occupational Health and Safety	Y	Company wide	N	–
404	Training and Education	Y	Local operations	Y	Local communities
405	Diversity and Equal Opportunity	Y	Local operations	Y	Local communities, local governments
406	Non-discrimination	Y	Employees	Y	Local communities, local governments
407	Freedom of Association and collective bargaining	Y	Employees	N	–
408	Child labour	NM	–	NM	–
409	Forced or compulsory labour	NM	–	NM	–
410	Security practices	Y	Local operations	Y	Local communities
411	Rights of indigenous peoples	NM	–	NM	–
412	Human rights assessments	Y	Employees	Y	Local communities
413	Local communities (local community investment & engagement)	Y	Local operations	Y	Investors, local communities, local/national governments
414	Supplier social assessment	N	–	Y	Suppliers
415	Public policy	Y	Local operations, corporate	Y	National government, civil society
416	Customer health and safety	NM	–	NM	–
417	Marketing and labelling	NM	–	NM	–
418	Customer privacy	NM	–	NM	–
419	Socioeconomic compliance	Y	Company wide	Y	Investors, local communities, local/national governments

Y = Yes **N** = No **NM** = Not Material

GRI CONTENT INDEX

GRI Standards

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	2018 Sustainability Report page number(s) and/or URL(s)
GRI 102	General Disclosures 2016	102-1	Name of the organization	Front cover
GRI 102	General Disclosures 2016	102-2	Activities, brands, products, and services	Page 6
GRI 102	General Disclosures 2016	102-3	Location of headquarters	Pages 7 & 74
GRI 102	General Disclosures 2016	102-4	Location of operations	Pages 6 & 7
GRI 102	General Disclosures 2016	102-5	Ownership and legal form	2018 Annual Information Form
GRI 102	General Disclosures 2016	102-6	Markets served	Pages 6, 64
GRI 102	General Disclosures 2016	102-7	Scale of the organization	2018 Annual Report pages 1 – 6, MD&A section page 4
GRI 102	General Disclosures 2016	102-8	Information on employees and other workers	Pages 30 – 45 Data Supplement
GRI 102	General Disclosures 2016	102-9	Supply chain	Pages 22 – 25
GRI 102	General Disclosures 2016	102-10	Significant changes to the organization and its supply chain	Pages 4 & 5
GRI 102	General Disclosures 2016	102-11	Precautionary Principle or approach	Page 29
GRI 102	General Disclosures 2016	102-12	External initiatives	Page 23 & 74
GRI 102	General Disclosures 2016	102-13	Membership of associations	Page 74
GRI 102	General Disclosures 2016	102-14	Statement from senior decision-maker	Pages 8 – 11
GRI 102	General Disclosures 2016	102-15	Key impacts, risks, and opportunities	Pages 8 – 11
GRI 102	General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	Pages 26 – 29
GRI 102	General Disclosures 2016	102-17	Mechanisms for advice and concerns about ethics	Pages 26 – 29
GRI 102	General Disclosures 2016	102-18	Governance structure	Pages 26 – 29 & 74
GRI 102	General Disclosures 2016	102-40	List of stakeholder groups	Page 56 & 57
GRI 102	General Disclosures 2016	102-41	Collective bargaining agreements	Page 34
GRI 102	General Disclosures 2016	102-42	Identifying and selecting stakeholders	Pages 54 – 57
GRI 102	General Disclosures 2016	102-43	Approach to stakeholder engagement	Pages 54 – 57
GRI 102	General Disclosures 2016	102-44	Key topics and concerns raised	Page 57
GRI 102	General Disclosures 2016	102-45	Entities included in the consolidated financial statements	Page 7 2018 Annual Report
GRI 102	General Disclosures 2016	102-46	Defining report content and topic Boundaries	Page 72 Data Supplement
GRI 102	General Disclosures 2016	102-47	List of material topics	Page 72 Data Supplement
GRI 102	General Disclosures 2016	102-48	Restatements of information	Data supplement
GRI 102	General Disclosures 2016	102-49	Changes in reporting	Pages 4 & 5
GRI 102	General Disclosures 2016	102-50	Reporting period	Pages 4 & 5
GRI 102	General Disclosures 2016	102-51	Date of most recent report	Pages 4 & 5
GRI 102	General Disclosures 2016	102-52	Reporting cycle	Pages 4 & 5
GRI 102	General Disclosures 2016	102-53	Contact point for questions regarding the report	Page 5
GRI 102	General Disclosures 2016	102-54	Claims of reporting in accordance with the GRI Standards	Page 5
GRI 102	General Disclosures 2016	102-55	GRI content index	Data supplement
GRI 102	General Disclosures 2016	102-56	External assurance	Pages 70 & 71
GRI 103	Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Page 72
GRI 103	Management Approach 2016	103-2	The Management Approach and its components	Data supplement Materiality Assessment
GRI 103	Management Approach 2016	103-3	Evaluation of the Management Approach	Page 72
GRI 201	Economic Performance 2016	201-1	Direct economic value generated and distributed	Page 24

GRI Standards (cont'd)

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	2018 Sustainability Report page number(s) and/or URL(s)
GRI 201	Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	DPM has not completed a formal assessment of the financial implications and other risks and opportunities due to climate change.
GRI 201	Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	N/A
GRI 201	Economic Performance 2016	201-4	Financial assistance received from government	Page 24
GRI 202	Market Presence 2016	202-2	Proportion of senior management hired from the local community	Pages 25 & 31
GRI 203	Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Table on Page 51 plus the narrative
GRI 203	Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	Page 22
GRI 204	Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page 25
GRI 205	Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page 28 100% of DPM's operations have been assessed for risks related to corruption.
GRI 205	Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Page 28
GRI 205	Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Page 29
GRI 206	Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	DPM was not the object of any legal action for anti-competitive behaviour, anti-trust and monopoly practices.
GRI 301	Materials 2016	301-2	Recycled input Materials used	DPM does not use any recycled materials in its processing.
GRI 301	Materials 2016	301-3	Reclaimed products and their packaging Materials	DPM does not use reclaimed product nor packaging materials.
GRI 302	Energy 2016	302-1	Energy consumption within the organization	Page 61 DPM's energy consumption is primarily derived from fossil fuels and electricity.
GRI 302	Energy 2016	302-3	Energy intensity	Page 61
GRI 302	Energy 2016	302-4	Reduction of Energy consumption	Pages 60 & 61
GRI 302	Energy 2016	302-5	Reductions in Energy requirements of products and services	N/A
GRI 303	Water 2016	303-1	Water withdrawal by source	Data supplement
GRI 303	Water 2016	303-2	Water sources significantly affected by withdrawal of Water	Data supplement Page 60 & 61
GRI 303	Water 2016	303-3	Water recycled and reused	Data supplement
GRI 304	Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high Biodiversity value outside protected areas	Data supplement
GRI 304	Biodiversity 2016	304-2	Significant impacts of activities, products, and services on Biodiversity	Page 64 for summary of biodiversity management plans at Tsumeb and Krumovgrad. For more details of Krumovgrad's biodiversity management plan please see biodiversity action plan on the EBRD website
GRI 304	Biodiversity 2016	304-3	Habitats protected or restored	2018 Sustainability Update pages 28 & 29
GRI 304	Biodiversity 2016	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	403 endagered tortoises were successfully relocated away from the Krumovgrad project site. Ongoing monitoring throughout project life.
GRI 305	Emissions 2016	305-1	Direct (Scope 1) GHG Emissions	Page 61 Data supplement
GRI 305	Emissions 2016	305-2	Energy indirect (Scope 2) GHG Emissions	Page 61 Data supplement
GRI 305	Emissions 2016	305-3	Other indirect (Scope 3) GHG Emissions	Data supplement (Chelopech only)

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	2018 Sustainability Report page number(s) and/or URL(s)
GRI 305	Emissions 2016	305-4	GHG Emissions intensity	Page 61
GRI 305	Emissions 2016	305-5	Reduction of GHG Emissions	Page 60 & 61 Data Supplement
GRI 305	Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	None
GRI 305	Emissions 2016	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air Emissions	Data supplement
GRI 306	Effluents and Waste 2016	306-1	Water discharge by quality and destination	Data Supplement Water discharged is not used by any other operation.
GRI 306	Effluents and Waste 2016	306-2	Waste by type and disposal method	Data supplement
GRI 306	Effluents and Waste 2016	306-3	Significant spills	Data supplement
GRI 306	Effluents and Waste 2016	306-4	Transport of hazardous waste	Data supplement No hazardous waste is imported, exported or shipped internationally.
GRI 307	Environmental Compliance	307-1	Non-compliance with environmental laws and/ or regulations	Page 64
GRI 308	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Page 64
GRI 401	Employment 2016	401-1	New employee hires and employee turnover	Data supplement
GRI 402	Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Page 32
GRI 403	Occupational Health and Safety 2016	403-1	Workers representation in formal joint management–worker health and safety committees	Page 40
GRI 403	Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 43 Data supplement
GRI 404	Training and Education 2016	404-1	Average hours of training per year per employee	Data supplement
GRI 404	Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Page 31
GRI 404	Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Data supplement
GRI 405	Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2019 Management Information Circular for Board of Directors Data supplement and Page 33 for employees
GRI 406	Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	DPM did not experience any incidents of discrimination during the reporting period.
GRI 407	Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	All of DPM's operations have the right to freedom of association and collective bargaining.
GRI 408	Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	None of DPM's operations are at risk for child labour.
GRI 409	Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None of DPM's operations are at risk for forced or compulsory labour.
GRI 410	Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Page 34
GRI 411	Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 412	Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	None of DPMs operations have been subject to human rights reviews or impact assessments.
GRI 412	Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	Page 34
GRI 412	Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None – Human Rights screening is incorporated into our 3PDD Process on page 28
GRI 413	Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	100% of operations (excluding corporate head office)

GRI Standards (cont'd)

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	2018 Sustainability Report page number(s) and/or URL(s)
GRI 413	Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	100% of operations (excluding corporate head office)
GRI 414	Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 33
GRI 414	Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	DPM has not experienced negative social impacts in our supply chain.
GRI 415	Public Policy 2016	415-1	Political contributions	Though considered material because of its potential influence on Economic Performance DPM does not directly participate in public policy development or lobbying. Our activities in this regard are indirect, for example, through our membership of organizations such as the Bulgarian Chamber of Mining and Geology. DPM did not make any political contributions in the reporting period.
GRI 416	Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	N/A
GRI 416	Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A
GRI 417	Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	N/A
GRI 417	Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	N/A
GRI 417	Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	N/A
GRI 418	Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
GRI 419	Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	None
GRI 419	Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Arbitration initiated against the Bulgarian Ministry of Energy disputing a penalty for an overdue financial security. The court session was held on November 1st, 2018 and final court decision is pending. Seven labour litigations against the Company about compensation for occupational disease are in process.
GRI Standards Section	Additional Disclosures required by GRI, specific to the Mining and Metals Sector			
304-2	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated			Data supplement
304-2	The number and percentage of total sites identified as requiring Biodiversity 2016 management plans according to stated criteria, and the number (percentage) of those sites with plans in place			Data supplement
306-3	Total amounts of overburden, rock, tailings, and sludges and their associated risks			Data supplement
Labour practices	Number of strikes and lock-outs exceeding one week's duration, by country			Pages 30 – 45

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	2018 Sustainability Report page number(s) and/or URL(s)
N/A	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities			None of our sites is placed on, or adjacent to, indigenous territories.
Local communities	Number and descriptions of significant disputes relating to land use, customary rights of local communities and indigenous people			DPM did not experience any disputes relating to land use, customary right of local communities and indigenous people during the reporting period.
Local communities	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes			No disputes to resolve during the reporting period.
Disclosure on Management Approach	Number (and percentage) of company operating sites where artisanal and small scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks			DPM does not operate on, or adjacent to, sites where artisanal and small scale mining takes place.
N/A	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process			DPM did not resettle any people during the reporting period.
Disclosure on Management Approach	Number and percentage of operations with closure plans			2018 Annual Report (Asset Retirement Obligation) Page 63
	Programs and progress relating to Materials Stewardship			Page 64

Our Corporate Responsibility Policy

We believe that sustainability in the mining industry requires that companies have an enduring and robust business strategy that can deliver prosperity to all stakeholders over the long term. At DPM, we achieve this through a holistic approach to Corporate Responsibility, which is one of the Company's four strategic imperatives, and is embedded into all aspects of the business over the life cycle of its activities.

Success in Corporate Responsibility is predicated on: having capable, engaged, committed and motivated people at every level of the organization; having informed and engaged stakeholders; applying global thinking with a localized approach; committing to and applying international good practices, wherever we do business; providing the appropriate human, financial and technical resources to support responsible business practices; and having unquestionable ethics.

We operationalize this by having a business model that embeds risk and performance management, transparent reporting, audit and assurance and continuous improvement into every aspect and level of the business. Because of this, we are realistically able to commit to the following:

Health and Safety

Strive to eliminate fatalities, workplace injuries and occupational illnesses.

Continuously improve our leadership and behaviour to achieve an interdependent workplace culture.

Design, operate and maintain safe and healthy workplaces.

Engage our workforce to identify workplace hazards and effectively manage risk through application of the hierarchy of controls.

Develop and maintain a fit for work and competent workforce.

Promote wellness to enhance physical and mental health.

Environment

Optimize our environmental footprint throughout the business life cycle.

Ensure the efficient use and protection of the natural physical and biotic environment.

Effectively control, reduce and responsibly manage emissions, effluents and waste.

Apply a rigorous holistic approach to tailings management to achieve safe, long-term disposal.

Build resiliency into our business plans, taking into account the impact of climate change.

Identify, plan and sufficiently finance our closure obligations.

Social

Respect human rights and avoid contributing to adverse human rights impacts.

Contribute to the development of vibrant communities and sustainable livelihoods.

Engage openly with local communities, governments and other organizations to build and maintain trust-based relationships.

Collaborate to support community health and wellness.

Identify and address the social impacts of our activities throughout the business life cycle.

Respect the local culture and protect heritage resources.

Understand the Company's impact and influences across the entire value chain and, wherever possible, apply responsible business practices to sourcing and materials stewardship.