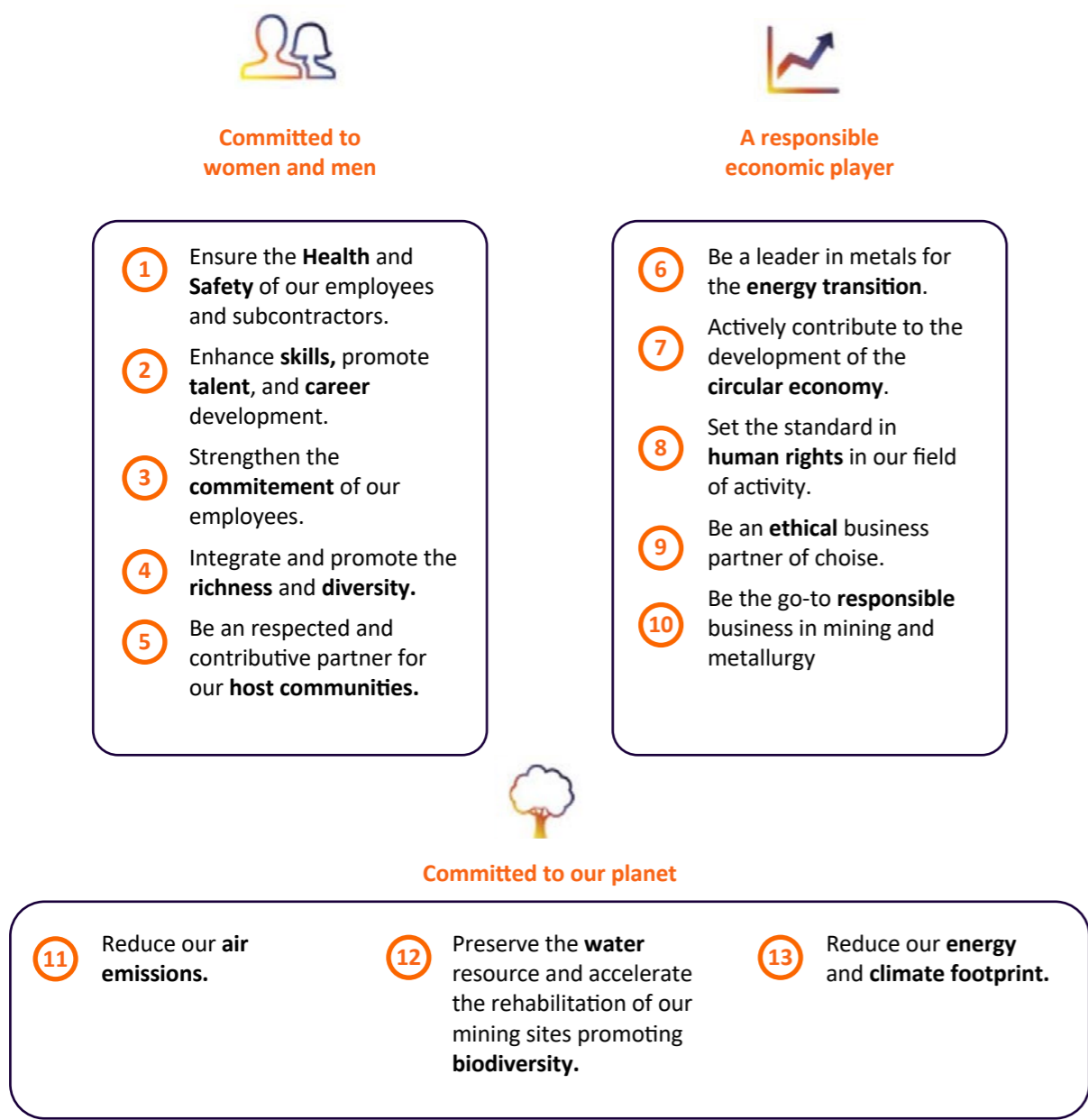




**Sustainability Report**  
**ERAMINE SUDAMERICA S.A.**  
**2019**

# CSR ROAD MAP ERAMET 2018-2023



# GLOBAL COMPACT PRINCIPLES

- PRINCIPLE 1:** «Businesses should support and respect the protection of internationally proclaimed human rights within their scope of influence»
- PRINCIPLE 2:** «Businesses should make sure that they are not complicit in human rights abuses»
- PRINCIPLE 3:** «Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining»
- PRINCIPLE 4:** «Businesses should uphold the elimination of all forms of forced and compulsory labor»
- PRINCIPLE 5:** «Businesses should support the effective abolition of child labor»
- PRINCIPLE 6:** «Businesses should uphold the elimination of discrimination in respect of employment and occupation»
- PRINCIPLE 7:** «Businesses should support a precautionary approach to environmental challenges»
- PRINCIPLE 8:** «Businesses should undertake initiatives to promote greater environmental responsibility»
- PRINCIPLE 9:** «Businesses should encourage the development and diffusion of environmentally friendly technologies»
- PRINCIPLE 10:** «Businesses should work against corruption in all its forms, including extortion and bribery»

**This Sustainability Report is the first Communication on Progress from ERAMINE to the UN Global Compact, as a member company.**

# CHAPTER I: INTRODUCTION

**Statement from the CEO of Eramine Sudamérica S.A.: 102-14**

We want to share with everyone the Third Sustainability Report of ERAMINE Sudamérica S.A., in which you will find information about the company’s performance in the social, environmental and economic aspects of the Centenario-Ratones Project in the province of Salta.

During 2019, the employees, the communities and other relevant actors have all walked along an interesting and challenging path.

A key milestone was achieved on December 11th, when the first kilograms of battery-grade Lithium Carbonate were produced. Doubtlessly, this important and significant achievement would not have been possible without the commitment of each one of us that are part of ERAMINE; and the journey made so far would not have been achieved without lessons, encounters and constant and transparent dialogue, always seeking to overcome the challenges that we had set to ourselves, as well as the ones that we will face next year.

Our Centenario lithium project is in the development phase and having an Organizational Sustainability Strategy based on a Commitment Plan with all our stakeholders allows us to align our processes with international sustainability standards, in order to set the foundations of an efficient and transparent organization for the future production phase of ERAMINE.

The sustainability of our actions is essential and we believe it is the only way to engage in responsible mining together with all of you.

This commitment is reflected in the following organizational achievements:

- Approval by the province of Salta of the Environmental Impact Study.
- Since October 2019, we are part of the United Nations Global Compact in Argentina. ERAMINE supports and undertakes to comply with the ten principles of the Global Compact, which relate to Human, Environmental and Labor Rights as well as to the fight against corruption, both inside our Company and in our scope of influence. These principles are part of the strategy, culture and everyday actions of ERAMINE, which are aligned with and contribute to the United Nations Development Goals, specially to the Sustainable Development

Goals. Throughout this report, we describe this program, confirming our continuous support to the Global Compact and renewing our commitment to this initiative and its principles.

- Framework agreement with the INTI (National Institute of Industrial Technology) on circular economy.
- Recognition by the CAEM (Argentinean Chamber of Mining Entrepreneurs) as a pioneer company, Program “Towards Sustainable Mining”.
- Participation of ERAMINE in the International Lithium Congress, National Seminars.
- Participation in the Board of Directors of the Mining Office of Salta.
- Signing of the Collective Bargaining Agreement with UOCRA (Argentinean Building Workers Union), including CSR clauses.
- Execution of the first Participatory Environmental Monitoring together with the communities of the area of influence.
- Formation of the Cooperative of Andean Communities QUEWAR- Quinoa.
- Signing of the agreement with the Ministry of Education of Salta- Secondary Education Program.
- Agreements on matters of skill development with Local Universities.
- Approval of Social, Safety, Environmental, Quality and Reliability policy.
- Alignment of our Compensation and Benefit Plan with the Argentine Mining Market.
- First encounter of Stakeholders- Program “Open Doors”.

The joint work with the communities of the area of influence for social and economic development through several emblematic and concrete projects, as well as our commitment with the organizational, personal and professional development of the people of ERAMINE are reflected in the following actions, among others:

- 1,610 days without lost time accidents as of December 2019.
- 95% fulfillment of the Skill Development Program.
- 100% fulfillment of the Recruiting and Attraction Plan.
- 62% increase in Local and Community Suppliers of the area of influence.

pliers of the area of influence.

- 57% internal promotions (people on ERAMINE’s payroll as of 12/31/18).
- 97% satisfaction of our employees in the different Development Programs.
- Fulfillment of the first phase of the ERAMINE Program “Building Together our Leadership”.
- Assessment of 37 young professionals – Universities UCASAL / UNSa.

ERAMINE’s population pyramid shows that the organization has big challenges in strategic management, such as:

- 88% of the available people from the communities of the area of influence work with us.
- 76% of Men and 24% of Women are part of the ERAMINE Team.
- 65% of ERAMINE employees were born in the province of Salta.
- 80% are living in Salta.

- 4 generations working together, 53% are part of the “Millennials and Z generations”.

For all the above reasons, this third Sustainability Report is the result of the commitment of our employees, which made it possible for all the stakeholders of our company and of the Centenario Project to have access to complete and detailed information about our activities. There are different and numerous challenges in 2020 for the fulfillment of the project, but the results obtained so far encourage us to keep on working strategically focused on the integration and harmonization of the operational and sustainability aspects.

We trust that our ERAMINE Sudamérica operations and project teams, with the support and experience of the ERAMET Group, will be capable of facing the challenges ahead, following and applying the five organizational pillars that are the foundation of our commitment.

**Daniel Chávez Díaz**  
**CEO ERAMINE Sudamérica S.A.**  
**February 2020**

# Historical Background

ERAMET S.A. is a French group engaged in mining and metallurgy and in the manufacturing of alloys. It is a producer of manganese and nickel, among other metals, with a prominent position in the international market, being an important actor in the extraction and recovery of these metals, as well as in the production and transformation of high-performance alloys.

The company also conducts activities with high growth potential, as the exploration and production of battery-grade lithium, through ERAMINE Sudamérica S.A.

Lithium is used in the main markets of air treatment, medicine, construction, energy, fine chemicals, glass and ceramics, greases and lubricants, polymers and water treatment for pools. It is a strategic component of computers, cellphones and electro-mobility batte-

ries. Currently, there are strong development expectations for the use of lithium in the car industry. Lithium has become one of the most sought after minerals in the world, given that it is a key element of the storage systems in the production of renewable energies. It plays a key role in the energy transition and in the present and future mobility.

The exploration concessions of ERAMINE’s mining properties, 67,000 ha, were granted according to Argentinean legislation and the procedures of the country’s Mining Code.

The Centenario Lithium project is located in the province of Salta, in the Northwest of Argentina, in the Basin Salar Centenario – Ratones and is designed to produce 24,000 tn of Lithium Carbonate per year, with a useful life of approximately 40 years.



Since 2012, our company conducts exploration activities in the Argentine Puna, through geophysical and water studies and drilling and pumping activities in order to obtain detailed information about the concession area. As a result of these works, the company has identified lithium resources with the volume and quality of brines compatible to support our industrial project both in annual production values and exploitation period.

In February 2019, the Application Authority approved the Environmental and Social Impact Study, issuing Resolution N° 61/19: Statement of Environmental Impact for the Lithium Brine Extraction phase and the production of Lithium Carbonate. We are currently in the phase of construction of the project and our pilot plant produced last December the first kilograms of battery-grade Lithium Carbonate from the brine extracted from the Ratones Basin.

Since the beginning of the exploration, we have been in close contact with the stakeholders of our area of influence, making progress in the kind of information exchanged, consultations, participation and involvement as the Project moved forward to new phases, achieving agreements, peaceful relationships and shared projects.

At the end of December 2019, due to the political and economic uncertainty in Argentina, ERAMINE communicated to all its employees, contractors and suppliers the decision of the ERAMET group to slow down the pace of construction of the project until the end of March 2020, which makes it possible, as a positive result, to determine preventive measures and their corresponding planning to face the new working conditions. The construction phase is expected to finish in 2021 to start operations.

## Lithium Extraction Process

The technology of the Lithium extraction process was designed by ERAMET through its re-

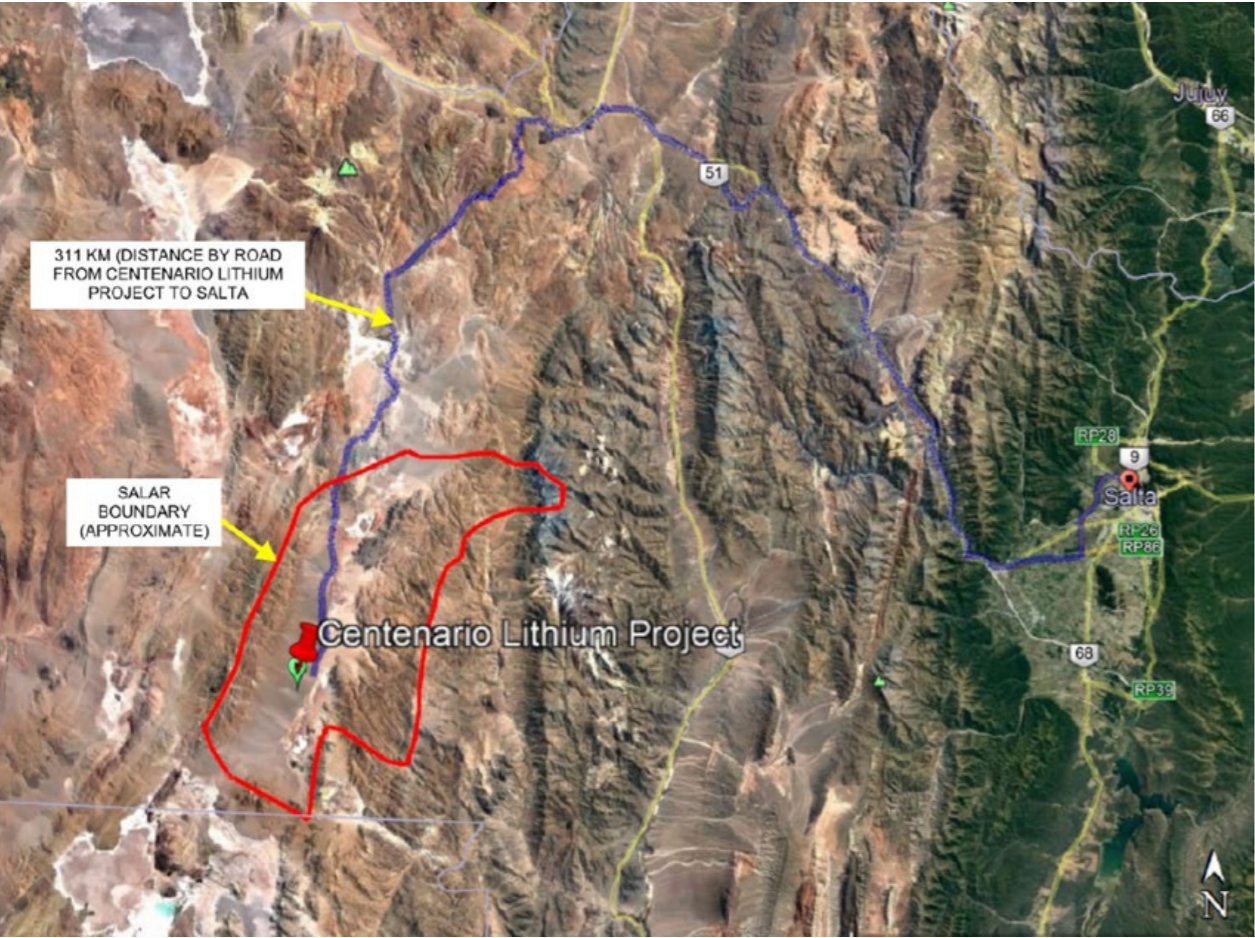
search and development team, in cooperation with the French Institute of Petroleum. The brine that contains the lithium is extracted by pumping and transported through pipes to an industrial plant where the selective extraction of lithium and its conversion to battery-grade Lithium Carbonate (Li2CO3) will take place to meet market standards. During the lithium selective extraction process, the remaining brine is returned to a natural pool for its final disposal.

After analyzing the options, the process of direct extraction developed by ERAMET was selected, which has the following advantages:

- 1. Less environmental impact. No evaporation pools are built, which would take up a surface of 10 km2 or more;
- 2. More efficiency in the extraction of lithium compared to other extraction processes;
- 3. Less operational and capital costs.

During the whole process for the designing of the Project, efforts were made to reduce water consumption. The most important improvement was achieved by including a forced evaporation unit and by recycling water in all possible areas to maximize its recovery.

With respect to the final disposal of the depleted brine that results from the process, the environmental, technical and economic advantages and disadvantages of different alternatives were analyzed considering the topography and hydrogeology of the Salar. It was determined that the area Ratones Sur is the lowest point and that, after precipitations, a natural pool is formed in this area. This is why it was decided to dispose of the depleted brine in this place.



**A Dream, a Path and a Team**  
The structure of this report is based on: “A dream, a path and a team”. Our dream is to achieve the development of a sustainable lithium project. Below we detail the achievements and milestones reached in 2019, aimed at turning that dream into reality:



There are many ways to achieve an objective. In ERAMINE, we choose our own path: our Social, Environmental, Quality and Reliability policy and our Stakeholders Engagement Strategy, totally aligned with the policies and the Corporate Social Responsibility Strategy of the ERA-MET group.

Our policy and strategy become alive in the people that make up our team and they go beyond them through the culture that is built and experienced every day.

A Path

SOCIAL, SAFETY, ENVIRONMENTAL,  
QUALITY AND RELIABILITY POLICY

Eramine Sudamérica S.A. is an Argentinean subsidiary of Eramet; a mining-metallurgical Company based in Paris, France, and fully adheres to the following principles:

- 1. Ensure the health and safety of its employees and contractors.
- 2. Improve skills, talents and career development.
- 3. Strengthen the commitment of its employees.
- 4. Incorporate and promote diversity as an added value.
- 5. Be valued as an active member in neighboring communities.
- 6. Promote and encourage safe and responsible work, free from all types of discrimination.

We are convinced that the key of Sustainable Development is based on people, organizational culture, sustainable economic performance, safe accident-free work and socially responsible management.

Eramine Sudamérica S.A. manages its operations based on the reliability of the processes, the highest quality standards and the provision of a work environment that respects the international standards of Health, Safety, Process Safety, General Safety, Environmental Conservation, and Respect for people and the Communities.

To this aim, Eramine Sudamérica S.A undertakes to:

- A. Apply the best management and operational practices that allow reaching a “World Class Production” in a safe work environment, for people and all the company assets.
- B. Value diversity, treating all employees and contractors fairly, providing equal opportunities at all levels of the organization.
- C. Prioritize Occupational Health and Safety, Process Safety, General Safety, and the preservation of the Environment, planning activities related to all its products and processes, making efforts so that its transportation, use and final disposal, avoid putting at risk people’s health or affect the environment; ensuring to the employees adequate work environment, all under the precepts of maximum Quality and Reliability.
- D. Prevent accidents of any nature through planning, implementation and monitoring of Occupational Health and Safety, Process Safety, General Safety and Environmental Conservation programs, as well as the risk determination and control and the implementation of the mechanism to measure on a regular basis the performance in all these areas, including Quality and Reliability.
- E. Provide training activities that enhance personal development, integration of work teams and alignment with organizational challenges.
- F. Comply with the municipal, provincial and national legal requirements regarding Hygiene, Safety and Environmental Preservation through a process of continuous improvement.
- G. Recognize and respond to the concerns and suggestions of its employees and the community about the chemicals that are used and its specific operations.

However, it is the responsibility of everyone and each one, to carry out their tasks safely, taking care of their integrity and of their coworkers.

For our Company, an excellent performance in Hygiene and Safety, Process Security, General Safety and Environmental preservation is as important as the compliance of our production, reliability and quality objectives, and therefore constitutes a fundamental principle of our business.

The renewed individual and organizational commitment to this Policy is the base of each person’s personal and professional development at Eramine Sudamérica S.A.



MINE & METAL DIVISION VISION

- Be among the best in class in mining, metal extraction and transformation,
- Maximizing shareholders value,
- With sustainable development and zero harm,
- Being loved and the operator of choice where we are,
- Attracting and retaining the best people.

LITHIUM BUSINESS UNIT VISION

- Be one of the 5 key actors off the Li Industry,
- With a cash cost in the first decile of the cost curve of the industry,
- Without any accident and applying the best environmental practices,
- Focused on people accomplishment, attracting and retaining the best people,
- Committed to the development of the communities where we are,
- Creating value for our shareholders.

ERAMINE SUDAMÉRICA S.A MISSION

- To be one of the worldwide low cost producer of Lithium primary products, delivering them always on time and satisfying our customer requirements.

We will turn our mission a tangible reality:

- Focusing in our people,
- Fostering team work,
- Keeping our site reliable and safe to work,
- Assuring open, honest and transparent discussions,
- Protecting our environment,
- Involving our communities,
- And being responsible, creative an innovative, developing our people.

“A dream, a journey, a team”



Centenario Lithium Project: 102-1; 102-2; 102-3; 102-4; 102-5

The project is located 310 km from the city of Salta and at 3,870 m above sea level, in the Puna in Salta, Argentina.

The headquarters of ERAMINE SUDAMÉRICA S.A. are located in the province of Salta, on Avda. del Golf 286, B° Tres Cerritos. The office in charge of the construction project is located in Buenos Aires; both offices make up an integrated team together with the contractors that manage the project.

We are a corporation organized under the laws of Argentina. With respect to our capital structure, 99.99% belongs to ERAMINE S.A.S. and 0.01% to a minority shareholder.

Our team is currently made up of 140 people, which shows an increase of 108.9% compared to last year.

Economic Performance – Management Approach: 103-2

Eramine has a budget for the allocation of items for the business activity. Such items are authorized in connection with the objectives and goals to be accomplished. Budget controls are carried out each month with the supervision and participation of the finance management of the lithium business unit of the Eramet Group. The accounting audits are conducted locally by the consultancy firm KPMG.

Our Distribution of the Economic Value: 201-2

The data for this indicator were obtained from the Profit and Loss Statement of the company, prepared according to the current Accounting Standards in Argentina.

The distribution of the economic value among the main areas that contributed to the company in fiscal year 2019 is the following:

	Year 2019		Year 2018	
a. Net Sales	\$	-	\$	-
b. Income from financial investments	\$	872,337	\$	-
c. Income from sale of assets	\$	409,983	\$	-
Direct Economic value Generated: Revenue	\$	1,282,320	\$	-
a. Operating Costs	\$	753,914,208	\$	518,352,651
b. Employee wages and benefits	\$	392,027,901	\$	146,370,114
c. Payments to providers of capital	\$	-	\$	-
d. Taxes	\$	33,300,881	\$	1,142,287
e. Community investment	\$	2,868,071	\$	2,901,912
Total Economic Value Distributed (EVD)	\$	1,182,111,061	\$	668,766,964
Economic Value Retained (EVR)	-\$	1,180,828,741	-\$	668,766,964

NOTE: the funds for management of the company were obtained from Eramet, through capital increases. The investments on the environment and the communities are presented in their respective chapters.

- A. Corresponds to interest earned in foreign banks and interest generated by the return of the exploration tax credit for the period 2017. Exposed in the Statement of Income within Financial Results and by trend.
- B. Corresponds to the sale of laundry equipment.

C. (The exposed amount is the sum of items exposed in the Expenses Annex (Annex V of the Financial Statements 2019) and the value of activated labor in Works in progress.

Concept	2019			2018		
	Expenses Annex	Work in progress	Total	Expenses Annex	Work in progress	Total
Salaries and social charges	92,651,178	293,944,079	386,595,257	121,849,479	0	121,849,479
Expenses of employees	5,432,644		5,432,644	24,520,635		24,520,635
	98,083,822	293,944,079	392,027,901	146,370,114	0	146,370,114

- D. Only non-recoverable taxes are exposed.

E. The amount of investments in the community does
- not arise from accounting because it contains logistics expenses that are distributed in other cost centers.

NOTE: The values for the 2018 period are also adjusted for inflation in order to be comparative with 2019 values; therefore, they do not coincide with the 2018 Report.

Capital Increase: 102-10

ERAMINE increased its capital during 2019 by 871, 43% compared to the previous year.

Size of the Company: 102-7

	Year 2019	Year 2018
Quantity of Employees	140	67
Quantity of operations	1	1
Capitalization (Debt)	\$ 1,937,349,746.00	\$ 157,070,280.00
Capitalization (Patrimony)	\$ 5,661,361,468.00	\$ 509,111,244.00
Total assets	\$ 7,598,711,214.00	\$ 666,181,524.00

NOTE: The values for the 2018 period are adjusted for inflation in order to be comparative with 2019 values; therefore, they do not coincide with the 2018 Report.

201-4

In 2019, we obtained a tax credit refund for \$5,037,662.74 for the exploration activities conducted during 2017.

419-1

During 2019, we did not receive any fine or penalty for noncompliance with the laws and regulations on social and economic matters.

External Initiatives: 102-12

- Global Compact: On October 7th 2019, ERAMINE Sudamérica S.A. was accepted as an active member of the United Nations Global Compact in Argentina.

• Sustainable Development Goals (SDG) 2030: when identifying the matters that most interest ERAMINE and its stakeholders, we linked them to the SDG, giving them a wider sustainability context. Through our Stakeholders Engagement Strategy, we support the achievement of the SDG that we set for this year. The 17 Sustainable Development Goals proposed by the United Nations make up a group of commitments that set the course of the sustainability agenda until 2030. These goals establish new economic, social and environmental objectives, inviting the private sector to actively participate in this global initiative.



- **GRI Standard:** We use the standards of the Global Reporting Initiative, Standard GRI version, to report our social, environmental and economic performance.
- **ISO 26000:** In ERAMINE, we adopt the International Social Responsibility Standard ISO 26000, structuring our management on the Core Subjects and Issues that ERAMINE and its stakeholders consider most relevant.
- **Towards Sustainable Mining Standard (TSM):** It is a performance system that helps mining companies and its facilities in assessing and managing their environmental and social responsibilities. It is a system about transparency, education, communication and the strengthening of good mining practices, which includes a set of tools and indicators to encourage continuous improvement in the company's performance, to offer transparent results to communities and to ensure that the key risks of the mining industry are managed effectively. This initiative was launched in 2004 by the Mining Association of Canada. In the last years, the Mining Association of British Columbia and of Quebec have been implementing the initiative for their members. Currently, the CAEM is heading in the same direction and considers this initiative a valuable tool for the sustainable development of the Mining Industry in Argentina.

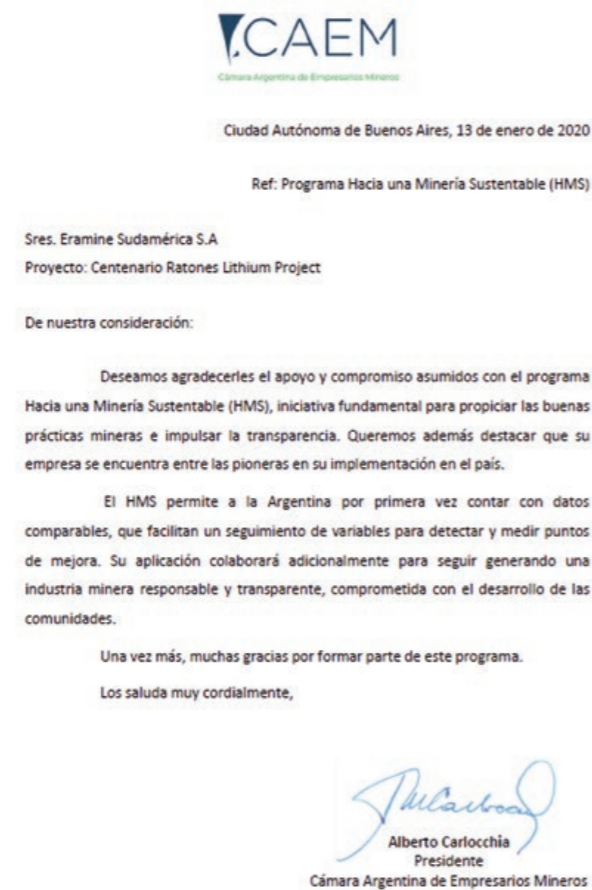
Communities and People			Environmental impact				Energy efficiency
Community approach	Crisis and communications planning and management	Health and Safety Management	Tailings management	Water Management and Treatment	Preservation of biodiversity	Closing plan	Management of energy use and GHG emissions
Community of Interest (COI) Identification	Crisis management and communications preparedness	Commitments and Accountability	Tailings management policy and commitment	Water management policy and operational guidelines	Conservation commitment, accountability and communications	Mine Closure Policy and Operating Guidelines	Energy use and greenhouse gas emissions management systems
Effective COI Engagement and Dialogue	Review	Planning and Implementation	Tailings management system	Risk management and planning of water management and treatment activities	Planning and implementation	Mine Closure Planning: Exploration and Design Phase	Energy use and greenhouse gas emissions reporting systems
COI Response Mechanism	Training	Training, Behaviour and Culture	Assigned accountability and responsibility for tailings management	Water management system	Reporting	Progressive mine closure and assignment of responsibilities	Energy and greenhouse gas emissions performance targets
Reporting		Monitoring and Reporting	Annual tailings management review	Reports on water management and treatment		Mine closure and post-closure activities	
		Performance	Operation, maintenance and surveillance manual			Reports on mine closure	



It is important to know the context of our lithium project to give the implementation of TSM the correct framework. We are in the construction phase, where energy and water consumption are less significant. This is why we did not move forward with the implementation of the protocols “Energy and GHG Emissions Management” and “Water Stewardship”. Regarding the pro-

tol “Tailings Management”, the concept of tailings is not applicable to ERAMINE’s lithium production from the brine.

It is also important to highlight the recognition we obtained from the CAEM for our work and commitment with the implementation of the TSM initiative. This is the note we received:



Membership of Associations: 102-13

Associations and Organizations	Has a position in a Government body?	Participates in projects or committees?	Being a member is considered a strategic decision?
Argentinean Chamber of Mining Entrepreneurs (CAEM)	No	TSM Implementation	Yes
Mining Chamber of Salta	Committee 1°	Board of Directors	Yes
Global Compact	No	No	Yes

Recognitions Received

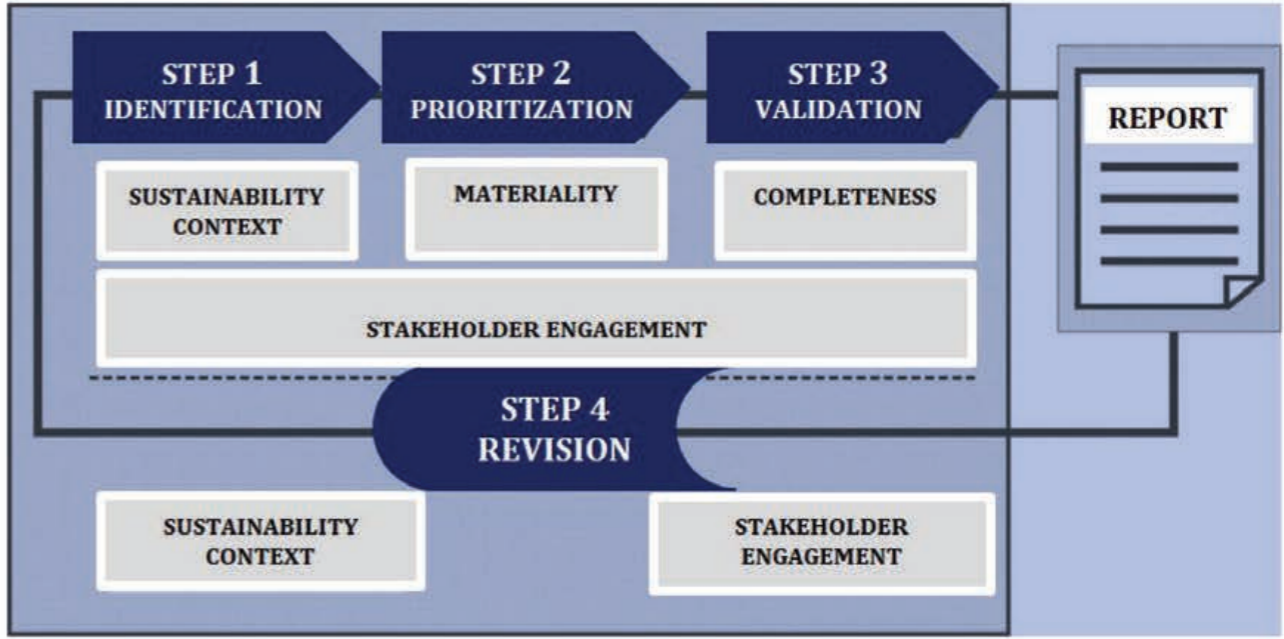
In 2019, the newspaper Los Andes held an event in which ERAMINE was recognized for its work in the Puna in Salta.

# CHAPTER II: TECHNICAL REPORT

**Practices for the preparation of the Report Entities Included in the Consolidated Financial Statements: 102-45**  
ERAMINE Sudamérica does not submit consolidated financial statements because it has no entities under its control.

**Determination of the Report’s Contents and Scope of the Topics: 102-46**

Considering the change in the organizational context caused by the approval of the Environmental and Social Impact Study and the beginning of the construction phase of the project, we did this process one more time to define the contents of the current report in cooperation with our stakeholders. The process was structured in the following way:



We conducted interviews to carry out this process. The people interviewed were:

- CEO.
- HR & CSR Director.
- Purchasing Overseer.
- HSE Manager.
- Environmental Engineer.

We interviewed representatives of our main stakeholders:

- Chief of the SRPG Community.
- Secretary General of the UOCRA (Argentinean Building Workers Union) in Salta.
- Director of the Mining Office of Salta.

Interviews were transcribed, signed and are kept as supporting documents of the conversations we had with the stakeholders. They were structurally processed in order to determine the report’s contents, following in each step the content principles and agreeing on

quality standards.

**Step 1: Identification**  
The people interviewed made a list of the stakeholders with which they regularly interact and of the key topics they want ERAMINE to address, including the reason why these topics are important.

They mentioned performance indicators and the management approach to each matter of concern, as well as the information expectations stakeholders had on each topic, defining the quality principles to be used in the exposition of each topic of the report: accuracy, clarity, timeliness, balance, comparability and reliability.

They linked the matters of concern with the Sustainable Development Goals (SDG 2030) in the cases in which the management of such matters was connected to the achievement of any of the goals. In this way, the stakeholder’s

information demands were framed in a sustainability context, fulfilling this principle.

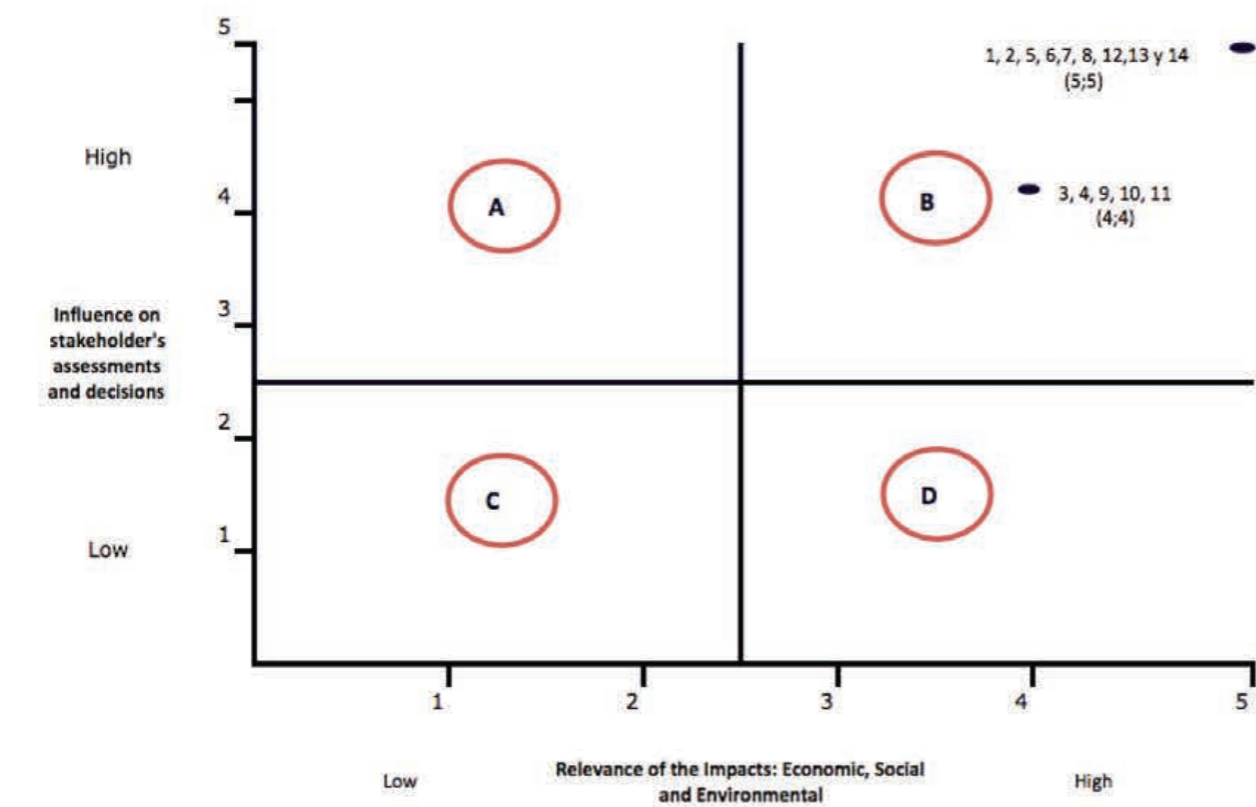
Step 2: Prioritization

Secondly, they placed those topics in a materiality matrix (level of assessment and decision) to address the subjects that they consider relevant according to the importance of their social, economic or environmental impacts and for the influence they have on stakeholder's assessments and decisions. This exercise was carried out together with them, so as to have their respective points of view to determine

the importance of the matters raised by them and by ERAMINE. The materiality matrix covers 4 management approach scenarios:

- A. Keep satisfied.
- B. Manage.
- C. Monitoring.
- D. Keep informed.

This is the matrix with the material topics placed in "scenario B" by the people interviewed, in dialogue with ERAMINE.



List of Material Topics: 102-47, 103-1

- 1. Safe, sustainable and ethical lithium project.
- 2. Social and environmental license and compliance with regulatory framework.
- 3. Stakeholders Engagement Strategy: open, fluid relationships and shared projects.
- 4. Project aligned with electro-mobility: clean and alternative energy sources.
- 5. Compliance with applicable legislation and corporate requirements (HSE).
- 6. Occupational Health and Safety: prevention of accidents and occupational diseases.
- 7. Professional and personal development of employees. Trainings. Work environment.
- 8. Compensations and legal compliance.
- 9. Priority and preference to local suppliers.
- 10. Compliance with the collective bargaining

- 11. Long-term relationship with suppliers to favor their technical and professional development and their sustainable economic growth.
- 12. Community development- Employment, contractors and trainings.
- 13. Community development- Sustainable projects.
- 14. Community development- Projects shared between mining companies, the communities and the government.

After this exercise, now with the recent analysis, we assessed again, directly speaking to the stakeholders, their information demands and expectations as well as the report's quality

principles, checking that the material topics reflect the importance of the economic, social and environmental impacts of the company and of stakeholders and that they significantly influence their assessments and decisions. In this way, we comply with the materiality principle.

Step 3: Validation

In the validation step, stakeholders state the reasons why they consider that a certain topic is material and the approach to the matter is decided by determining place, involvement, limitation and the GRI topic contents, complying with the completeness principle.

Material Topics Selected	Reasons why the Topic is Considered Material	Specific Topic of the GRI Standards and Indicators Selected by Stakeholders (boundaries)	Stakeholder and Representative Interviewed
1. Safe, sustainable and ethical lithium project	To develop a responsible mining activity in line with the projects of international relevance.	Economic performance: 201-1 Presence in the market: 202-2 Indirect economic impacts: 203-1, 203-2. Acquisition practices: 204-1 Anti-corruption: 205-2; 205-3 Water: 303-1; 303-3; 303-4; 303-5. Biodiversity: 304-1, 304-2, 304-4 Effluents and waste: 306-2, 306-3, 306-4 Environmental compliance: 307-1 Employment: 401-1, 401-2, 401-3 Labor-management relations: 402-1 Occupational health and safety: 403-1, 403-2, 403-3, 403-5, 403-8, 403-9, 403-10 Diversity and equal opportunities: 405-1, 405-2 Training and education: 404-1, 404-3 Non-discrimination: 406-1 Freedom of association and collective bargaining: 407-1 Child labor: 408-1 Forced labor: 409-1 Human rights assessment: 412-2 Local communities: 413-1, 413-2 Supplier social assessment: 414-1 Socioeconomic compliance: 419-1	ERAMET, investors shareholders (CEO)
2. Social and environmental license and compliance	Reliability and stakeholder's support.	Same indicators as topic 1	ERAMET, investors shareholders (CEO)
3. Stakeholders Engagement Strategy: open, fluid relationships and shared projects	To strengthen relationships, which are important for the project's sustainability and to contribute to local and community development (local workforce, local purchases, sustainable projects). Main stakeholders: employees, trade unions, communities, provincial and national government bodies, business chambers, universities, Global Compact.	Same indicators as topic 1	All (CEO and HR&CSR Director)
4. Project aligned with electro-mobility: clean and alternative energy sources	Alternatives that contribute essentially to the protection of the environment.	No indicator associated	ERAMET, investors shareholders (CEO)

Material Topics Selected	Reasons why the Topic is Considered Material	Specific Topic of the GRI Standards and Indicators Selected by Stakeholders (boundaries)	Stakeholder and Representative Interviewed
5. Compliance with applicable legislation and corporate requirements (HSE)	To care for people's integrity and the project's surroundings. For the sustainability of the lithium project. Securing and updating all compulsory permits for the industrial plant and the training center. Compliance with the Environmental Impact Statement.	Water: 303-1; 303-3; 303-4; 303-5. Biodiversity: 304-1, 304-2, 304-4 Effluents and waste: 306-2, 306-3, 306-4 Environmental compliance: 307-1 Local communities: 413-2	Employees and Trade Union (HSE Manager and Environment Engineer) Mining Office of Salta (Director)
6. Occupational health and safety. Prevention of accidents and occupational diseases.	To care for people's integrity. To ensure alignment with the company, which has the best international practices in hygiene and safety at work.  Safety in construction is life.	Occupational health and safety: 403-1, 403-2, 403-3, 403-4, 403-5, 403-8, 403-9, 403-10	Employees (HSE Manager)  Trade Union UOCRA (Secretary General in Salta)
7. Professional and personal development of employees. Trainings. Work environment.	Because it is part of their development as a professional and as a person, as the supporter of the family and attraction of the best talents for the company with the objective of sustainable lithium project. Care for our team and stakeholders.	Training and education: 404-1, 404-2, 404-3 Labor-management relations: 402-1 Diversity and equal opportunities: 405-1, 405-2 Non-discrimination: 406-1 Freedom of association and collective bargaining: 407-1	Employees (HR&CSR Director)
8. Compensations and legal compliance		Presence in the market: 202-1 Employee benefits: 401-2 Maternity leave: 401-3 Notice periods: 402-1 Diversity and equal opportunities: 405-2	
9. Priority and preference to local suppliers	Equity and transparency in the bidding processes.	Acquisition practices: 204-s: Supplier social assessment: 414-1	Suppliers CAPEMISA, CAPROSEMIPT, Government of the Province of Salta (Purchasing Superintendency)
10. Compliance with the collective bargaining agreement with UOCRA: UOCRA employment program. Trainings. Recreational activities.	Sustainable work relationships. Fluid communication. Recreational activities: necessary due to the distance from family members and to avoid losing employees. Employment program: to organize new hires of employees through a single channel, encouraging the hiring of workforce from the community. Comply with the collective agreement. Avoid having the company bring personnel from other places that enter the company without knowledge of UOCRA. Trainings: necessary for the adequate development of the project.	Employment: 401-1, 401-2, 401-3 Labor-management relations: 402-1 Indirect economic impacts: 203-2 Health and safety: 403-1, 403-2, 403-3, 403-4, 403-5, 403-8, 403-9, 403-10 Training and education: 404-1 Non-discrimination: 406-1 Freedom of association and collective bargaining: 407-1	Trade Union UOCRA (Secretary General of UOCRA-in Salta) ERAMINE (HR&CSR Director)

Material Topics Selected	Reasons why the Topic is Considered Material	Specific Topic of the GRI Standards and Indicators Selected by Stakeholders (boundaries)	Stakeholder and Representative Interviewed
11. Long-term relationship with suppliers to favor their technical and professional development and their sustainable economic growth	To contribute to the development of the region and the economic growth of local companies and of the families.	Occupational health and safety: 403-1, 403-2 Freedom of association and collective bargaining: 407-1 Child labor: 408-1 Forced labor: 409-1 Training and education: 404-1	ERAMINE (Purchasing Overseer)
12. Community development- Employment, contractors and trainings	To improve the quality of life of the people from the community. To have sources of income to improve the housing of the community.	Employment: 401-1, 401-3 Labor-management relations: 402-1 Local communities: 413-1 Acquisition practices: 204-1 Indirect economic impacts: 203-1, 203-2 Presence in the market: 202-2 Training and education: 404-1	Community of SRPG (Cacique)
13. Community development- Sustainable projects	To work together for the development of people and their communities, fostering entrepreneurship and skill acquisition through training.		ERAMINE (HR&CSR Director)
14. Community development- Projects shared between mining companies, communities and the government	To ensure that benefits return to their origin through genuine employment, development of suppliers, etc.		Mining Office of Salta (Director)

Dimension	Topic	Location of the Impact	Involvement of the Organization in the Impacts	Limitations to the Coverage and Reasons for Omission
<b>ECONOMIC</b>				
<b>GRI 201:</b>	<b>Economic performance</b>			
201-1	Direct economic value generated and distributed	Puna in Salta, Salta, Buenos Aires, Argentina	Direct	-
201-4	Financial assistance received from government. (VAT return)	Puna in Salta, Salta, Buenos Aires, Argentina	Direct	-
<b>GRI 202:</b>	<b>Presence in the market</b>			
202-1	Ratios of standard entry level wage by gender compared to minimum local salary	Puna in Salta and Salta	Direct: Eramine employees. Indirect: Eramine contractor's employees.	-
202-2	Proportion of senior management hired from the local community	Puna in Salta and Salta	Direct	-
<b>GRI 203:</b>	<b>Indirect economic impacts</b>			
203-1	Infrastructure investment and services supported	Puna in Salta	Direct	-
203-2	Significant indirect economic impacts	Puna in Salta	Direct. Indirect: Eramine contractors.	-
<b>GRI 204:</b>	<b>Acquisition practices</b>			
204-1	Proportion of spending on local suppliers	Puna in Salta and Salta	Direct	-
<b>GRI 205:</b>	<b>Anti-corruption</b>			
205-2	Communication and training on anti-corruption policies and procedures	Puna in Salta, Salta, Buenos Aires, rest of the country	Direct: all Eramine staff. Indirect: contractors.	Trainings on ethics to contractors were not recorded. They will be recorded as of next year.

Dimension	Topic	Location of the Impact	Involvement of the Organization in the Impacts	Limitations to the Coverage and Reasons for Omission
205-3	Confirmed incidents of corruption and actions taken	Puna in Salta, Salta, Buenos Aires, rest of the country	Direct: all Eramine staff. Indirect: contractors.	-
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Puna in Salta, Salta, Buenos Aires, rest of the country	Direct.	-
ENVIRONMENT				
GRI 302:	Energy			
302-1	Energy consumption within the organization	Puna in Salta and Salta	Direct	Was not measured in 2019. Will be measured next year.
GRI 303:	Water			
303-1	Water sources significantly affected by withdrawal of water	Basin Centenario-Ratones	Direct. No significant impact. Compliance with legal caps.	
303-3	Water extraction	Basin Centenario-Ratones	Direct. No significant impact. Compliance with legal caps.	
303-4	Water Discharge	Basin Centenario-Ratones	Direct. No significant impact. Compliance with legal caps.	
303-5	Water consumption	Basin Centenario-Ratones	Direct. No significant impact. Compliance with legal caps.	
GRI 304:	Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Salars Centenario and Ratones	Direct: Eramine is located adjacent to protected areas.	-
304-2	Significant impacts of activities, products, and services on biodiversity	Salars Centenario and Ratones	Direct. No significant impacts on biodiversity.	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Salars Centenario and Ratones	Direct. Indirect: contractors. No significant impact on biodiversity.	-
GRI 306:	Effluents and waste			
306-2	Waste by type and disposal method	Salars Centenario and Ratones	Direct. Indirect: contractors and companies in charge of the transportation and final disposal of waste.	-
306-3	Significant spills	Salars Centenario and Ratones	Direct. Indirect: contractors.	-
306-4	Transport of hazardous waste	Salars Centenario and Ratones	Direct. Indirect: contractors.	-

Dimension	Topic	Location of the Impact	Involvement of the Organization in the Impacts	Limitations to the Coverage and Reasons for Omission
GRI 307:	Environmental compliance			
307-1	Non-compliance with environmental legislation and regulations	Salars Centenario and Ratones	Direct. Indirect: contractors. Eramine has no regulation breaches.	-
SOCIAL				
GRI 401:	Employment			
401-1	New employee hires and employee turnover	Puna in Salta, Salta, rest of the country and abroad	Direct. Indirect: contractors.	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Puna in Salta, Salta, rest of the country and abroad	Direct	-
401-3	Parental leaves	Puna in Salta, Salta, rest of the country and abroad	Direct	-
GRI 402:	Labor-management relations			
402-1	Minimum notice periods regarding operational changes	Puna in Salta, Salta, rest of the country and abroad	Direct	-
GRI 403:	Occupational health and safety			
403-1	Occupational health and safety management system	Puna in Salta, Salta and Buenos Aires.	Direct. Indirect: contractors.	-
403-2	Hazard identification, risk assessment, and incident investigation	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
403-3	Occupational health services	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Puna in Salta	Direct.	-
403-5	Worker training on occupational health and safety	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
403-8	Workers covered by an occupational health and safety management system	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
403-9	Work-related injuries	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
403-10	Work-related ill health	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
GRI 404:	Training and education			
404-1	Half an hour training per employee per year	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors.	-
404-2	Programs for upgrading employee skills and transition assistance programs	Puna in Salta and Salta	Direct: Eramine middle-management	Transition assistance programs
404-3	Percentage of employees receiving regular performance and career development reviews	Puna in Salta, Salta and Buenos Aires	Direct: Managers, area managers and middle management with a minimum seniority of 6 months in the company.	-
GRI 405:	Diversity and equal opportunity			
405-1	Diversity of governance bodies and employees	Puna in Salta, Salta, rest of the country and abroad	Direct	-
405-2	Ratio of basic salary and remuneration of women to men	Puna in Salta, Salta, rest of the country and abroad	Direct	-

Dimension	Topic	Location of the Impact	Involvement of the Organization in the Impacts	Limitations to the Coverage and Reasons for Omission
GRI 406:	Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Puna in Salta, Salta, rest of the country and abroad	Direct. Indirect: contractors.	-
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	Puna in Salta, Salta, rest of the country and abroad	Direct. Indirect: contractors.	-
GRI 408:	Child labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Puna in Salta, Salta, rest of the country and abroad	Direct. Indirect: contractors.	-
GRI 409:	Forced labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Puna in Salta, Salta, rest of the country and abroad	Direct. Indirect: contractors.	-
GRI 412:	Human rights assessment			
412-2	Employee training on human rights policies or procedures	Puna in Salta, Salta, rest of the country and abroad	Direct. Indirect: contractors.	-
GRI 413:	Local communities			
413-1	Operations with local community engagement, impact assessments, and development programs	Santa Rosa de los Pastos Grandes, Puesteros of Salar Centenario Ratones, San Antonio de los Cobres and Salta City.	Direct. Indirect: contractors	-
413-2	Operations with significant actual and potential negative impacts on local communities	Salars Centenario and Ratones	Direct	-
GRI 414:	Supplier social assessment			
414-1	New suppliers that were screened using social criteria	Puna in Salta and Salta	Direct. Indirect: contractors	-
GRI 419:	Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	Puna in Salta, Salta and Buenos Aires	Direct. Indirect: contractors	-

Step 4: Revision

We will deliver the sustainability report to our stakeholders and we will have their feedback about the satisfaction of their information expectations.

**Stakeholder Inclusiveness** was maintained throughout the whole process.

Report Quality Principles

We incorporated the principle of **comparability**, enabling benchmarking with other mining companies and with last year’s performance.

The principle of **balance** is reflected throughout the report, showing the positive impacts and the opportunities for improvement that the activity involves.

As to the principle of **clarity**, we prepared this report in an understandable and accessible

way so that stakeholders can use this information for the material topics that each of them considered relevant to make their decisions.

According to stakeholders’ demands, the information outlined in the report is **accurate** enough to assess the company’s performance.

The reliability principle is fulfilled by having the necessary documentation to support the processes for the identification and analysis of stakeholders and for the selection the contents of this report, in dialogue with the stakeholders themselves. In addition, content topics are supported by sufficient documentation.

As regards to the principle of **timeliness**, we consider that it is fulfilled because the report is presented only a few months after the closing of the year, with the information made availa-

ble on time for stakeholders to use it to make their decisions.

Changes in the Report’s Preparation: 102-49

These are the most important changes compared to last year:

- Compliance with UOCRA collective bargaining agreement.
- Priority and preference to local suppliers.

Human rights and supplier social assessment indicators were included in this report, which were not considered in the 2018 report.

Reporting Period: 102-50; 102-51

We submit ERAMINE’s third sustainability report containing information from January 1st, 2019 to December 31st, 2019. It is presented in comparison with the year 2018.

The submission date of the last Sustainability Report was 06/2019.

Reporting Cycle: 102-52

The report is presented annually.

Contact Point for Questions regarding this Report: 102-53

Queries and doubts about the report may be addressed to: Human Resources and Social Responsibility Director ricardo.rodriguez@eramet.com

Claims of Reporting in accordance with the GRI Standards: 102-54

This report has been prepared in accordance with the Core Option of the GRI Standards.

External Assurance: 102-56

ERAMINE Sudamérica recently incorporated non-financial information to its reporting system. It seeks to obtain external assurance for future reports.

Evaluation of the Management Approach to each Material Topic: 103-3

In this first stage, Eramine is implementing the management approaches and measuring economic, social and environmental indicators. In a second stage, it will seek to implement assessment mechanisms to measure the efficiency of the management approaches and analyze their results.

# CHAPTER III: STAKEHOLDERS ENGAGEMENT STRATEGY

**Corporate Social Responsibility (CSR) Strategy of the ERAMET group: 103-2**  
Corporate Social Responsibility is the core of ERAMET group's strategic vision. The group seeks to:

- Develop a selective group of mining and metallurgical activities that create sustainable value.

- Be among the best in each of our activities in matters of performance, profitability and innovation.
- Be a company renowned for its strategic model, its management system and its social commitment.



- VALUES**
- Customer and stakeholder orientation.
  - Sustainable performance.
  - Initiative and team spirit.
  - Respect and people development.
  - Integrity and courage.

The group also has a Sustainable Development policy, which can be accessed through this link:

[https://www.eramet.com/sites/default/files/2019-8/sustainable\\_development\\_policy\\_gb.pdf](https://www.eramet.com/sites/default/files/2019-8/sustainable_development_policy_gb.pdf)

In the chapters of this report, we develop the different efforts and activities that, both ERAMINE staff and its stakeholders, carry out to be aligned with the 5 pillars of the CSR Strategy and the 13 goals of the roadmap.

**Stakeholders Engagement Strategy: 103-2**  
ERAMINE´s approach to implement the ERA-

MET group´s strategy is called Stakeholders Engagement Strategy.

It is based on the participation, involvement and commitment of ERAMINE and of our stakeholders with the idea of “working together”. The Strategy takes into account different concepts:

- The company has an anthropological vision and it is convinced that people are valuable in themselves and considers them essential to reach the goals by working together. This approach is not isolated, it is totally connected with society.

- The Company builds sustainable strategic alliances with its stakeholders or communities. Some of them are: collaborators, communities of the project´s area of influence, trade unions, contractors, suppliers, investors, shareholders, finance institutions, government organisms, foundations, universities, the media, etc.

This is why our organizational goals are:

- The personal and professional development of each one of our employees.
- The development of the communities, meaning the communities of our different stakeholders and, as a consequence:
- The organizational development of ERAMINE, based on equity and sustainable development.

The four strategic key topics to achieve this organizational goal are:

1. Operational excellence.
2. Organizational culture, reflected in values such as safety, respect for people and the communities and protection of the environment.
3. Participation, involvement and commitment of the employees and stakeholders.
4. An adequate economic, social and environmental performance.

Operational excellence includes social excellence, which goes beyond a social license and is developed through sustainable relationships with the stakeholders, built through different programs. Some examples are local employment and purchase programs, based on the

Sustainable Development Goal “Decent Work and Economic Growth”; sustainable projects, supported by the goal “Partnerships for the Goals” and institutional strengthening and peace alliances, based on the goal “Peace, Justice and Strong Institutions”.

All the programs carried out by ERAMINE have the support of institutional alliances that contribute to their success, which lies in being able to give the correct answer to the demands of the stakeholders with collective and participatory work.

The pillars of the Stakeholders Engagement Strategy are:

- Alignment of the organization and of the stakeholders with the policies, strategies and standards of the ERAMET Group.
- Integration of the team and of the stakeholders with the company and among them, creating working alliances.
- Commitment of the employees and stakeholders.

**Stakeholders Engagement Approach: 102-43**

ERAMINE has dialogue channels with its stakeholders, such as the quarterly meetings for the communities, the social roundtable of SRPG, meetings with the trade union, interviews with company employees, meetings with contractors, etc. Through these channels, ERAMINE encourages and supports a fluid and transparent communication with its different stakeholders.

Likewise, when defining the contents of this report, stakeholders were included according to the description in 102-46.

Stakeholders	Communication Channels
Eramet	Policies, standards and procedures; visit to the project and offices; reports; e-mail; video conferences.
Employees	Personal dialogue; integration and alignment workshops; safety talks; informational talks; area meetings; Performance Appraisal Interview; suggestions box; Director visits to plants; news.
Shareholders/Investors	Shareholder's meeting; annual Report and Financial Statements; Lithium Project Presentation in Congresses.
Financing Institutions	Web; e-mail; telephone; meetings; reportings; interactions at the corporate level.

Stakeholders	Communication Channels
Communities	Meetings; quarterly meetings; SRPG Social Roundtable; visits to <i>Puesteros</i> ; Open Doors Program; Telephone communications meetings; Community-UOCRA-INTI for shared projects.
Suppliers and Contractors	Meetings; telephone; e-mails; bidding processes.
Mining Sector and Companies	Meetings; Committees; e-mail; forums; meetings with the Government; dinners.
Media and Public Opinion	E-mail; telephone and personally; social media; publications.
Civil Organizations	Meetings; e-mail; telephone; personally.
Government and Regulating Authorities	Meetings; periodic reports; SRPG Social Roundtable; audits; public-private debate spaces; public-private articulation programs; forums, E-mails.

The projects, programs and activities included in the strategy, considering the stakeholders involved, are the following:

- Stakeholders: Collaborators.
  - Projects, programs and activities described in Chapter “Building Our Future”.
  - Internal policies: annual performance appraisal (APA), congruence model and annual activity plan for the different areas.
- Stakeholders: Contractors, Chambers (CA-PEMISA -Chamber of Suppliers of Mining Companies of the Puna-, CAPROSEMITP -Chamber of Suppliers of Mining and Tourism Services of the Puna).
  - Activities: priority to local contractors and suppliers.
- Stakeholders: Entrepreneurs of the community, INTI (National Institute of Industrial Technology), Municipality of San Antonio de los Cobres (SAC).
  - Circular Economy Project developed together with the INTI.
  - Internal policy: continuous interaction with the municipality of SAC on tax matters, authorizations, permits, etc.
- Stakeholders: producers of the community, Office of Cooperatives and Mutual Societies of the Province of Salta, which is part of the General Labor Office.
- Stakeholders: Puesteros.
  - Organic Vegetable Garden project.
  - Internal policy: support to animal health, safety, life conditions and employability mapping.
- Stakeholders: Puesteros and SRPG Health Center.
  - Activities: sanitary rounds among Puesteros and training in health-related matters.
- Stakeholders: UOCRA and all the companies participating in the construction of the project.
  - Activity: signing of the Collective Bargaining Agreement with UOCRA for the construction phase, to which all people participating must adhere. It includes CSR clauses referred to the hiring of workforce from the community, trainings and common actions.
- Stakeholders: Local communities and Puesteros, UCASAL and Mining Office of Salta.
  - Activity: Participatory Environmental Monitoring.

- Stakeholders: Universidad Nacional de Salta, UCASAL and the consultancy firm Confidentia.
  - Activity: Young Professionals Encounter, targeted at advanced and graduated students.
  - Activity: Employment Promotion Conferences.
- Stakeholders: CAEM (Argentinean Chamber of Mining Entrepreneurs) and companies of the mining sector.
  - Activity: Self-assessment of the Standard “Towards Sustainable Mining”.
- Stakeholder: Global Compact.
  - Activity: Membership of the Global Compact Argentina.
- Stakeholders: Foundations & Local Communities (SRPG)
  - Together with the organization “Junior Achievement”. Entrepreneurship Programs: program “Entrepreneurs’ Week”, with the participation of the president of the Quewar Cooperative.
  - Together with the foundation “Buena Vida” and some mining companies of the SRPG roundtable: Community Tourism Project (assessment phase).
- Stakeholders: all.
  - Activity: First Stakeholders’ Workshop: “Working Together”.
  - Program “Open Doors”: guided visit to the Lithium Project, as an opportunity to show our social, environmental and economic performance.

Goals

- Stakeholders’ Alignment with and Commitment to the CSR Strategy and Human Rights Policy.
- Stakeholders’ Integration with Eramine and among them.
- Learn how Stakeholders can contribute to ERAMINE’s strategy and what each of them expects from ERAMINE.

Conclusions

ERAMINE understands the importance of its activities in the framework of responsible mining, due to its values, because it promotes and respects its collaborators and because of its teamwork and its alignment with stakeholders, giving them a leading role in its mission. This is the only way to achieve individual and collective goals and to make a sustainable lithium project viable.

For ERAMINE, the heart of the Business is CSR, implemented through sustainable actions that seek Organizational Sustainability within the philosophy of personal, professional and community development.

Our Stakeholder Engagement Strategy has, among its key drivers, the Human Rights Policy, which is put into practice daily in the organizational management processes that focus on the Person in its holistic dimension. Proof of this are the different programs that we develop and carry out together with all the people that are part of ERAMINE.

“A Dream... A Path... A Team...” inspires us every day in our commitment to Common Good.

Key topics and concerns: 102-44

We mention below the key topics raised by our stakeholders as well as the work performed together:

Stakeholders	Key Topics	Measures Taken
ERAMET, investors, shareholders	Safe, sustainable, ethical and profitable lithium project.	Adherence to ERAMET’s policies, focusing on the ethics charter and anti-corruption policy. HSE Management System ( <i>Health, Safety &amp; Environment</i> ). Securing and updating all the compulsory permits for the industrial plant and the Pilot Plant (TC). Compliance with the Environmental Impact Statement (DIA for its Spanish acronym). Stakeholders Engagement Strategy. CSR Plan.
Organisms of the Provincial Government (Mining Office of Salta)	Environmental and social license and compliance with the regulatory framework.	Environment and Safety Management System. Continuous Improvement. Legal and regulatory compliance. Compliance of the DIA of the pilot plant and the industrial plant. Resolution 62/19 y 61/19.
All	Stakeholders Engagement Strategy.	Implementation of the 5 pillars of ERAMET’s CSR and goals 2018-2023. Analysis of the different topics raised by stakeholders. Shared projects.

Stakeholders	Key Topics	Measures Taken
Employees, contractors, ERAMET, Communities, Trade union.	Prevention of work-related accidents and diseases.	Involvement in environmental and safety activities, improvement of the internal management system, including the essential requirements of ERAMET and improvements in safety. Alignment of the management system with ERAMINE/ERAMET' standards. Supporting safety during construction.
Employees	Compensation, benefits, development and training, work environment, possibility to return to their place of origin. Safety. Compliance with labour laws.	Average market compensations. Annual training plan by area. Leadership Development Program. Personnel Recruiting and Attraction process. Organizational alignment, integration and commitment strengthening activities. Building of an organizational culture. Congruence model.
Trade Unions	UOCRA: fluid conversations and compliance with the Collective Bargaining Agreement.  AOMA: pre-operational Collective Bargaining Agreement.	UOCRA: development and signing of the Collective Bargaining Agreement and legal obligation for contractors to comply with it. Frequent meetings of ERAMINE-COMMUNITY-CONTRACTORS to hire workforce from the UOCRA employment program, trainings, etc. Pending: organization of recreational activities together in the camp, as stipulated by the Collective Bargaining Agreement. AOMA: we are in the process of building the relationship.
SRPG Community and Puesters of Salar Centenario-Ratones	a) Infrastructure: sewers and hostels. b) Ambulance. c) Employment for the community. d) Development of local contractors and sustainable projects. e) Training in different trades.	a) and b) are under assessment. Public-private articulation and with other companies. c) Clause of the ERAMINE-UOCRA collective bargaining on the agreement to promote the hiring of local workforce from the communities. Meetings of ERAMINE-UOCRA-CONTRACTORS, bring workforce closer to contractors and to the company. Talent assessment workshops. d) Priority to contractors from the community. Community workshops INTI- ERAMINE to develop circular economy projects. Quinoa project. e) Trainings together with the UOCRA foundation.
Mining Office of Salta	Sustainable and environmentally friendly production. Protection of the people, the resources and the ecosystems that surround the project. Employment creation and local development.	Adherence to ERAMINE/ERAMET's policies, focusing on the ethics charter and anti-corruption policy. HSE Management System. Operating procedures: Securing and updating all the compulsory permits for the industrial plant and the Pilot Plant. Compliance with the DIA and the current environmental regulations. Operating procedures: effluents treatment plant. Landfill. Solid waste management. Control and monitoring of all the environmental components. Stakeholders Engagement Strategy. CSR Plan.
CAPEMISA CAPROSEMIPT Suppliers, Government of the Province of Salta	Priority and preference to the participation of local suppliers. Outlining of a long-term relationship with suppliers to enable their technical and professional development and their sustainable economic growth.	ERAMINE calls for bids to suppliers in general and gives special attention to local suppliers, regardless of whether they belong or not to one of the chambers of suppliers. ERAMINE guarantees equity and transparency in the processes, giving the opportunity to participate in the bids. First a short-term relationship is proposed as a trial period, with the possibility to extend the relationship to a medium/long-term, and the company cooperates in the preparation of work procedures and standards of the supplier.

Mapping of Stakeholders: 102-40; 102-42

In ERAMINE we seek to continue with our commitment to our stakeholders as an organizational strategy in order to accomplish a responsible management.

In November, ERAMINE updated the global mapping of the company's stakeholders with the active participation of the CEO and the managers. New actors were identified as well

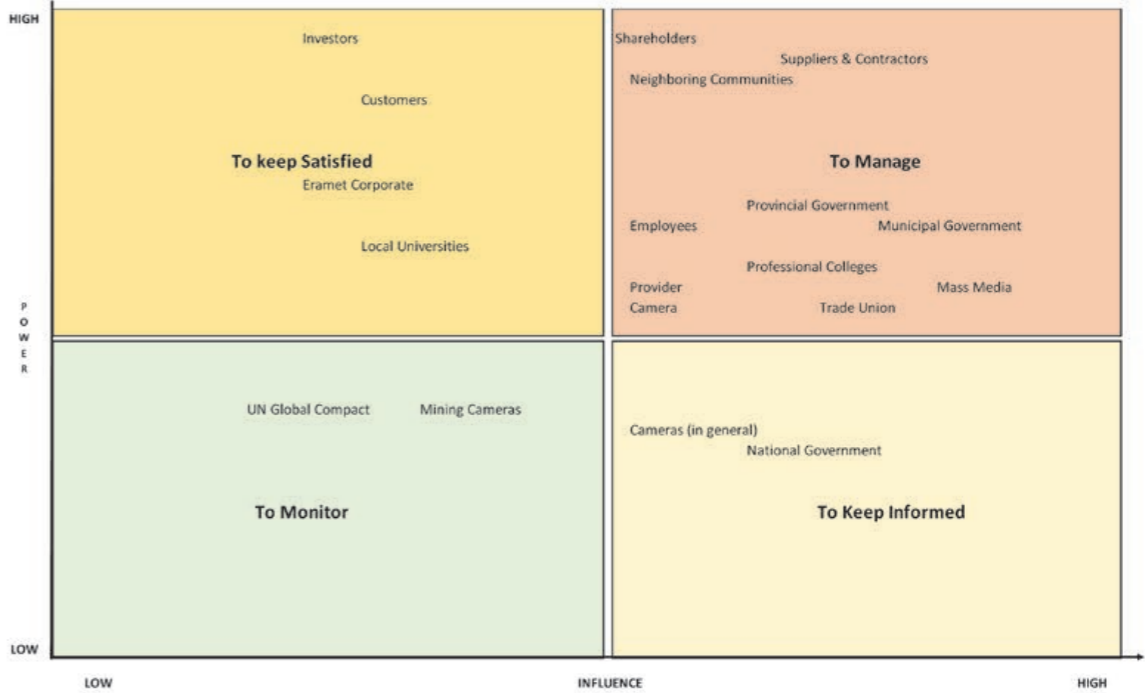
as new challenges, expectations and demands of the different groups.

We invited the community chief of Santa Rosa de los Pastos Grandes, the General Director of UOCRA-Salta Section and the Director of the Mining Office of Salta to participate in the definition of the contents of this report. They are the three key actors of our business management.



During the exercise, the participants placed the different groups on a Power-Influence Matrix, according to the approach to be used in

the relationship with each of them. This is the resulting matrix:



# CHAPTER IV: VALUES AND TRANSPARENCY

## Management Approach: 102-16; 103-1; 103-2 Ethics and Integrity

In ERAMINE, we want our stakeholders to be our partners by choice. Our company and the places where we operate require extreme monitoring in the fight against corruption, the management of conflicts of interests, fraud and the protection of human rights. We support our values and we protect our company by respecting the Ethics Charter, which includes principles that comply with the most rigorous standards and regulations.

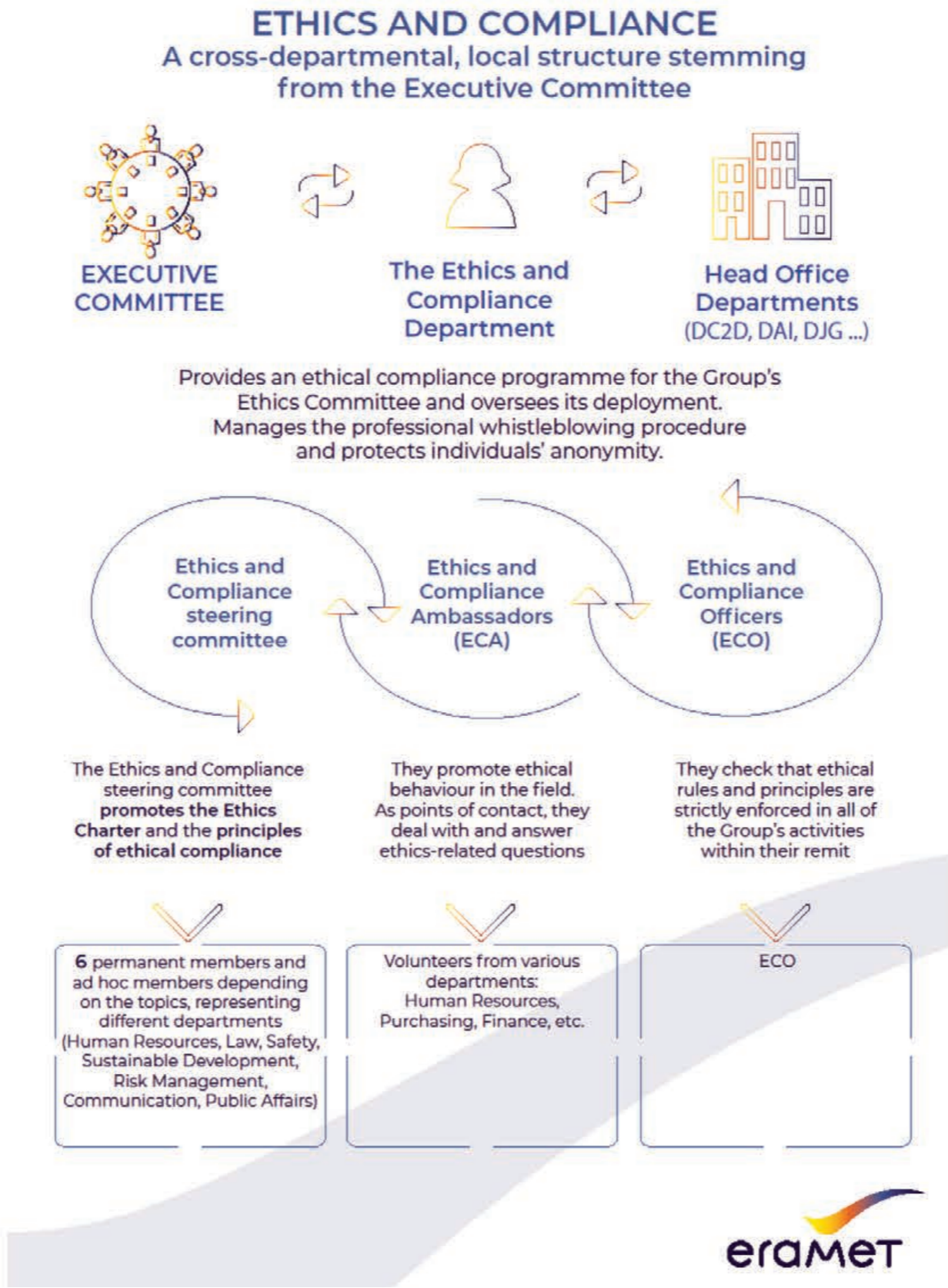
Ethics and integrity are important to our team, to our stakeholders and for Sustainable Development. A great part of the excellence of a responsible mining management and its credibility depends on an ethical behavior, and both are essential to the different phases of the project.

Our priority is to act with integrity and in full accordance with our surroundings. In ERAMINE/ERAMET, ethical behavior and strict compliance with the regulatory framework are essential and also the cornerstone of our company. We seek to make them a fundamental tool of operational performance.

We have a zero tolerance policy towards any behavior contrary to the highest national and international standards. We have put together a number of reference documents on this subject, including an Ethics Charter, an Anti-Corruption Policy signed by each member of the Executive Committee, an Anti-Corruption Guide and some specific procedures. At a corporate level, three main pillars were established: an area dedicated to ethical governance, reference documents that are regularly updated and a series of tools, including a whistleblowing system.

In December 2019, an update of the Ethics Charter was published on the website of the ERAMET group and it is available in nine languages so that all collaborators, partners and stakeholders from the different companies throughout the world can access it.

[http://eranet/intracom/intcom.nsf/ALLBYKEYPUBLISH/C1257306004329FF00004945/\\$FILE/Charte-Ethique-ERAMET-2019-Espagnol.pdf](http://eranet/intracom/intcom.nsf/ALLBYKEYPUBLISH/C1257306004329FF00004945/$FILE/Charte-Ethique-ERAMET-2019-Espagnol.pdf)



## Our CSR Roadmap, in the Center of our Vision

In the framework of the strategic pillars of ERAMET, we established the following goals related to values and transparency, connected with our identity as an economically responsible player.

- Be a benchmark company in ethical values.
- ERAMET Goal: 100% of the commercial and purchasing teams trained each year in anti-corruption.
  - ERAMINE: 63% of our staff received training on ethics.
- Promote responsible mining.
- ERAMET Goal: 100% of suppliers and clients assess ERAMET's CSR and Ethical commitments.
  - ERAMINE: intends to carry out this assessment in 2020.

## International Day Against Corruption

On the International Day promoted by the United Nations, the ERAMET group encouraged communication and training on the importance of fighting against corruption. In this context, ERAMINE explained the professional whistleblowing procedure together with the vision of Christel Boris, Chairman & Chief Executive Officer of ERAMET, with respect to the significance of ethics to the group and also strengthened the professional whistleblowing procedure, both in Salta and in Buenos Aires. To support this commitment, ERAMET published its Anti-Corruption policy, with its respective behavioral guidelines, in 12 languages.

<http://eranet/intracom/intcom.nsf/ALLBYKEYPUBLISH/C1257306004329FF00001856?Opendocument>

# Anticorruption Policy

## The fight against corruption is everyone's business.

At Eramet, we ensure that our company operates in an ethical, sustainable and responsible manner in all the countries in which it operates. Consequently, corruption, in any form, is never tolerated.

In order to support this ethical approach, a Compliance Programme has been implemented, including an Ethics Charter – the founding text –, associated policies, a dedicated organisation (Ethics Compliance Officers and Ambassadors) and a professional whistleblowing system to receive alerts, and now complemented by an Anticorruption Guide, in accordance with the provisions of the "Sapin 2" Law.

Many national and international anticorruption regulations have been adopted, applying to all companies regardless of their sector of activity, location... The competent authorities have been active in the fight against corruption and strong cross-border judicial cooperation has developed. Thus, the responsibility of both companies and individuals has been engaged, with a risk of strong sanctions for all.

This Guide sets out the main principles of corruption and influence peddling. It is intended to assist you in your daily activities.

By adopting this Anticorruption Guide, we reaffirm our zero tolerance policy towards corruption or any other practices that would be contrary to Business Ethics. This Guide applies to all Group employees and those who act alongside us, in our name or on our behalf.

We count on you to respect and promote this Guide, so that Together we act in an ethical, sustainable and responsible manner.



## 1. Our expectations

### → From our employees

As collaborators of Eramet, we count on your full commitment to defend our ethical values and to make Eramet a company recognised for its integrity.

By respecting and promoting our values, you contribute not only to reinforce the trust of our clients, partners and external stakeholders, but also to protect the company, its assets and all the collaborators and above all yourself.

We expect from each of you a total respect of this Anticorruption Guide and of all internal dedicated rules, policies and procedures provided by the Group.

### → From our business partners

The Eramet Group's companies may be held accountable for their business partners' behaviours (business providers, intermediaries, suppliers...).

Thus, it is essential that our business partners be informed of our zero tolerance policy towards corruption and aware of this Anticorruption Guide. They must respect it.

Eramet may need to refuse to work with business partners who do not respect applicable rules.

## 2. In case of doubts

### → Consult this Guide

In case of doubts on the appropriate behaviour to be adopted, you must consult this Guide.

### → Get help

If you need assistance on a situation that you believe is contrary to Ethics and/or in case of persistent doubt, you can refer to your line manager. He/she will be able to help you identify the nature of the unethical behaviour. He/she will guide you on the actions to be taken with regard to the nature of the alleged facts.

If you do not feel comfortable to speak to your line manager or if no appropriate answer was provided,

alert your Ethics Compliance Officer, whose contact details are available to all Group employees and notably on the Group intranet.

### → Raise a concern

If you were unable to raise your concern via these two channels, you can use the professional whistleblowing system by addressing directly to the Ethics & Compliance Director at: [Deontologue-Eramet@eramet.com](mailto:Deontologue-Eramet@eramet.com).

Eramet will not tolerate any form of retaliation against the person reporting an act of corruption in good faith and selflessly.



C. Bories M. Carnec V. de Chasseay J. de L'Hermitte T. Devedjian J. Fabre P. Gundermann K. Silva



The Group's reference documents –together with a series of specific procedures- (the Gift and Hospitality Policy, the Conflict of Interests Policy, etc.) comply with international standards, including the Universal Declaration of Human Rights, the United Nations Convention Against Corruption and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions. They reflect ERAMET's commitment to maintaining and strengthening its integrity in all the activities it conducts, wherever it operates.

The standards are accessible to all employees and stakeholders all over the world through the website and the Group's intranet.

### Communication and Training on Anti-Corruption policies and procedures: 205-2

New collaborators expressly adhere to the Ethics Charter at the moment they enter the company, as it is one of the aspects explained during onboarding. This explanation includes the professional whistleblowing procedure relating to harassment, discrimination, negative attitudes and corporate regulations.

The Ethics Charter is attached to the commercial agreements to strengthen contractors' commitment.

The people in charge of ethical compliance in ERAMINE are: Sophie Bergerot, Ethical Compliance Officer, Juliette Villain as Ethical Ambassador for Buenos Aires and Andrés Mondada for the Salta office and camp.

## Professional Whistleblowing System

A Professional alert system, accessible to all employees, but also to external stakeholders, has been deployed. It allows them to report ethical problems, including instances of discrimination, unfair treatment, harassment, fraud, bribery, as well as any violation of human rights. Available worldwide in the fifteen main languages spoken in the Group, the service is outsourced to ensure full transparency, confidentiality and protection for whistleblowers. Reports may be made through various channels:

- Ethics and Compliance Department
- Compliance Network



Different trainings were conducted to instill a culture of ethics in all collaborators, and contractors also participated in some of them. Se-

veral practical examples and case studies were offered to help collaborators identify unethical behavior and to adopt good practices.

Category	Number of Employees	Number of Employees that Received Training in Ethics	% of Employees Trained in Ethics by Category
Managers	20	19	95%
Area supervisors and Middle management	94	42	44.68%
Workers and administrative assistants	26	26	100%
Total	140	89	

In April, we had the visit of the Director of Communication and Sustainable Development, the General Director, the Purchasing Director and the Director of Ethics and Compliance, who participated in the Anti-Corruption training, both in the Salta and Buenos Aires offices. In this context, we organized a meeting with our most important suppliers of Buenos Aires, Salta and the Puna to inform them about ERAMET's position with respect to corruption.

The different activities and trainings on ethics that were developed seek to make everyone perform their daily duties with the maximum integrity.

### Prohibition of Donations and Contributions to Political Parties: 415-1

ERAMINE does not make any donation or contribution to political parties, in compliance with ERAMET's Ethics Charter: "ERAMET main-

tains a policy of total political neutrality in the countries in which it conducts business. The Group may contract with public, state or territorial authorities, to contribute to the financing of development projects, but it refrains from any contribution or provision of services to holders of public offices, parties, or political organizations. The Group respects the right of its employees to become involved individually in local political and civic life. But employees must clearly separate their personal political activities from their duties within the Group".

### Fair Competition: 206-1

Eramine does not engage in unfair competition; it always acts with respect for the competition, following the guidelines required by the ERAMET Group's Ethics Charter. The company did not face any legal actions on this matter nor did it suffer any fine connected with this issue.

# CHAPTER V: HUMAN RIGHTS

Human rights are the basic rights to which all human beings are entitled. There are two broad categories of human rights. The first category concerns civil and political rights and includes such rights as the right to life and liberty, equality before the law and freedom

of expression. The second category concerns economic, social and cultural rights and includes such rights as the right to work, the right to food, the right to the highest attainable standard of health, the right to education and the right to social security.



## Human Rights Policy

Eramet believes that businesses should be a vehicle for respect and promotion progress when it comes to protecting Human Rights. The Group is committed to promoting and upholding the fundamental principles of internationally recognized Human Rights, particularly those defined in the International Bill of Human Rights, the International Labour Organization's Fundamental Conventions, following the recommendations and of the Guiding Principles on Business and Human Rights.

The Human Rights policy herein formalizes this commitment and reaffirms its fundamental role, both in terms of the Group's managerial and operational processes, as well as its relations with stakeholders. It completes the Group's other policies and charters and covers all employees, commercial partners and host communities. This commitment is a key part of the Group's strategic vision and its vigilance approach.

### 1. Commitments to employees

→ **Health, Safety & Security**

Eramet is committed to implementing preventive and protective measures in order to create a safe and healthy work environment on all of its sites. It shall strive to prevent any accidents or occupational illnesses. Eramet shall ensure the safety of its employees during the course of their work.

When long-term housing is provided to employees, such housing must be in line with international recommendations.

→ **Equal opportunity and discrimination**

Eramet is committed to promoting equal opportunity and to complying with anti-discrimination laws and regulations.

→ **Labour relations**

Eramet guarantees the free exercise of union rights and upholds the right of employees to join unions or labor organizations, in accordance with their freedom of association and collective bargaining rights. Eramet shall make every effort to maintain fair and honest labor relations.

→ **Privacy and data confidentiality**

Eramet is committed to protecting its employees' privacy and the confidentiality of their data, in accordance with applicable regulations.

→ **Working conditions**

Eramet is committed to providing its employees with respectful working conditions that are in line with the applicable local laws and its agreements with personnel representatives.

→ **Forced labor and child labor**

Eramet is firmly opposed to child labor, forced labor, and modern slavery. Should any such practices be discovered, the company shall act immediately in order to put a stop to them and to protect the best interests of the individuals concerned.

→ **Harassment and violence**

Eramet does not tolerate any harassment or violence in any form in the workplace and shall take the necessary steps to prevent or punish such behavior.



Extract from Section 6.3.1.1, "Organizations and Human Rights", International ISO Standard 26000. Guidance on Social Responsibility, ISO 26000:2010 (official translation). First Edition 2010-11-01.

**Management Approach: 103-1, 103-2**  
ERAMINE believes that Human Rights define our identity as a company and that they are part of the basis of our actions. We ratify our commitment to Human Rights, involving our stakeholders in all the activities of our mining operation.

## 2. Commitments with commercial partners

Eramet believes that all of its commercial partners must share the same principles and values. The Group is committed to promoting internationally recognized Human Rights throughout its value chain and actively communicates with its customers, suppliers, subcontractors and partners in order to inform them of the principles herein, which are wholly applicable to them.

Eramet establishes due diligence mechanisms for its partners and business relationships, in order to identify, prevent and mitigate any Human Rights violations that may arise, and thereby take appropriate measures, if necessary.

## 3. Commitments to local communities

The Group seeks to cultivate, in partnership with local and national governments, a positive footprint for its host communities in addition to its established processes for limiting and offsetting the impacts of its activities. Eramet is devoted to upholding and preserving the traditions and cultures of indigenous communities and peoples living around its sites.

Corporation on relocation, land acquisition and involuntary resettlement activities.

- **Dialogue and complaint resolution**  
Eramet is committed to building and maintaining a relationship of trust with local communities, including the most vulnerable among them, by establishing mechanisms to foster ongoing dialogue and process complaints.
- **Land acquisition and resettlement**  
Eramet endeavors to avoid involuntary resettlements. Wherever it is unavoidable, Eramet shall adhere to the local legislation in force and refer to the Performance Standard of the International Finance

- **Environmental and climate impacts**  
Eramet makes every effort necessary to reduce its footprint and environmental liabilities on its active sites, as well as any environmental impacts related to projects under development. The measures taken are designed to limit harm to neighboring communities, eliminate the risk of pollution, and prevent any risks related to reducing their access to natural resources.
- **Safety and local communities**  
The prevention of safety risks is primarily achieved through dialogue with local communities. Eramet bases its approach on the "Voluntary Principles on Security and Human Rights", in particular. Use of force is strictly limited to cases of extreme necessity and is proportional to the magnitude of the threat.

## 4. Gouvernance

- **Local laws**  
Eramet adheres to international legislation and local legal requirements. In the event of a conflict between local laws and the commitments contained in this policy, Eramet seeks to apply the most protective human rights requirements.
- **Implementation of the Policy**  
The CSR steering committee is the supervisory and monitoring body for this policy. It is tasked with revising the policy in order to account for new internal or external developments. Compliance with the principles is integrated into the risk management and internal control processes. The implementation of the Policy is based on the Group's managerial and operational functions.  
In order to promote and ensure compliance with its commitments, Eramet communicates its policy and conducts regular training

- sessions and awareness-raising initiatives for its employees and interested stakeholders according to their specific issues. Eramet reports publicly on progress in this area through its annual non-financial reporting.
- In the event of divergent interpretations between the French version and any translation of the Human Rights Policy, the French version of the Human Rights Policy will prevail.
- **Whistleblowing system**  
Any person who is a witness to or victim of a Human Rights violation in connection with Eramet's activities can may report such conduct through the whistleblowing system, or by directly contacting the Ethics and Compliance Department at the following email address: [Deontologue-Eramet@eramet.com](mailto:Deontologue-Eramet@eramet.com). Eramet does not tolerate any form of retaliation against any person who selflessly and in good faith reports a Human Rights violation.



**Our CSR Roadmap, in the center of our vision**  
ERAMINE/ERAMET's CSR Strategy seeks to make the company a mentor in terms of the respect for Human Rights in our activities.

- ERAMET's goal: reach the "mature" level according to the United Nations Guiding Principles on Business and Human Rights (UNGP) Reporting.
- ERAMINE: the company communicated its Human Rights Policy to its employees, contractors and other stakeholders.

We know that an organization will only be sustainable if Human Rights direct the day-to-day life of the company.

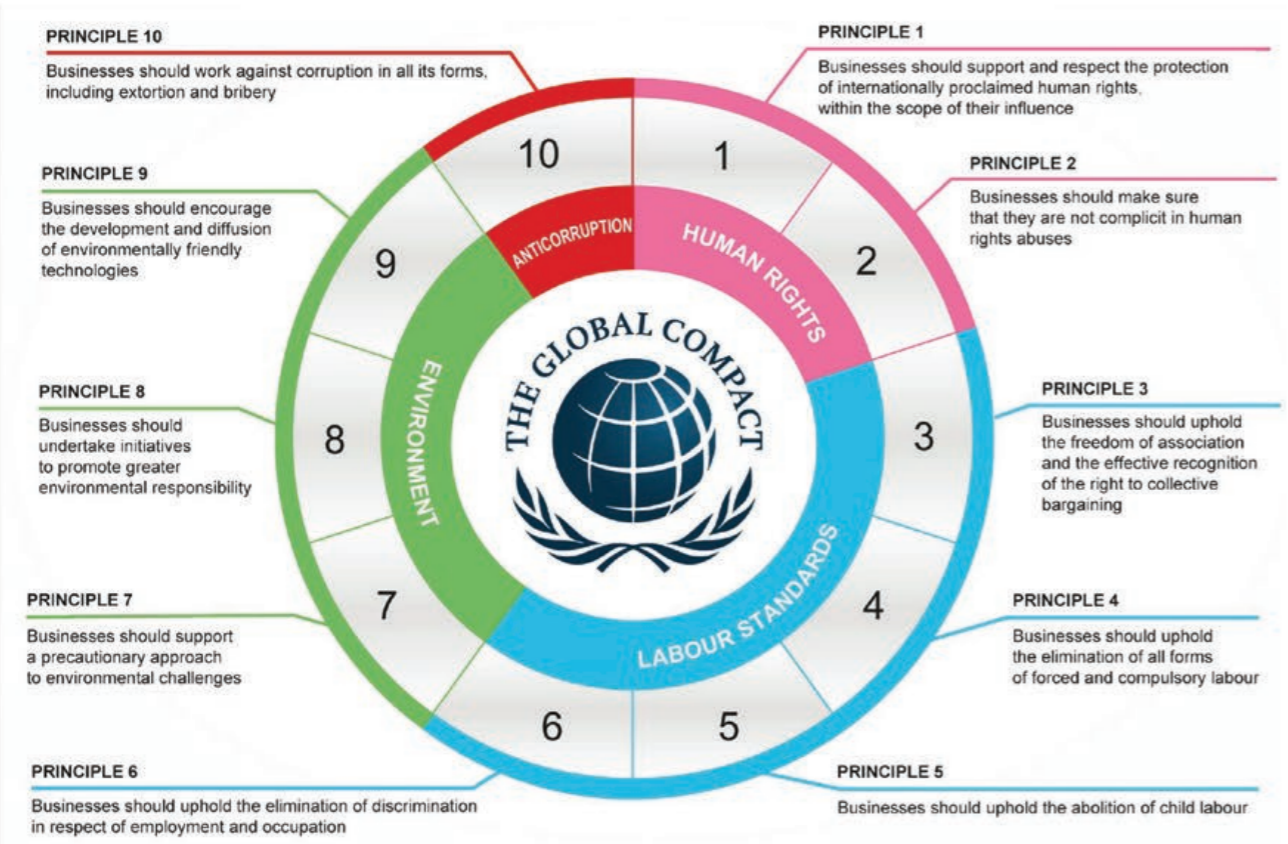
Since October, we are part of the United Nations Global Compact in Argentina, an initiative that has become the largest corporate citizenship movement in the world and an invitation to contribute to the Sustainable Deve-

lopment Goals (SDG) in Argentina.

The objective of the local network of the Global Compact is to create an open, participatory and democratic space in which companies can exchange information and knowledge, initiate relationships and develop tools and skills to put into practice the ten principles promoted by the Global Compact in Argentina.

In October, we participated in the Good Business Practices Call for the Implementation of the Human Rights Guiding Principles with our "Stakeholders Engagement Plan", where we showed the relevance that these principles have for ERAMINE. We believe that this opportunity is in line with the 5 Pillars mentioned in previous chapters, which represent our CSR strategy, the Human Rights policy and the Sustainable Development Goals (SDG).

**Below, the ten principles of the Global Compact:**



**Training of Employees on Human Rights Policies or Procedures: 412-2**

Some of our team members participated in the Due Diligence Workshop organized by the United Nations Development Program and the Global Compact in Argentina in order to be able to lead the Human Rights Due Diligence Process in the company. We conducted six workshops aimed at strengthening the commitment of the ERAMINE team and of our contractors to the 5 Pillars of Corporate Social Responsibility and the Human Rights policy. 117 people participated in the workshops; employees both of ERAMINE and of our contractors, and a total of 234 man-hours were dedicated to this training.

On October 24th, we invited our stakeholders to participate in an Integration Encounter called "Working Together". This activity took place in the framework of different meetings we had with each of our stakeholders. In the workshop, we presented our organizational context and the commitments ERAMINE SUDAMERICA S.A. assumes on the matter of Human Rights and Corporate Social Responsibility. The Chief of the community of Santa Rosa de los Pastos Grandes, The Secretary General of the UOCRA and the Director of the Mining Office of Salta participated in the event, together with the National Mining Office, community and local contractors, the Secretary of the Quewar Cooperative, consultancy firms, the Director of Junior Achievement, representatives of the INTI and of UCASAL, among others. During the workshop, we invited stakeholders to adhere expressly to our Human Rights policy, encouraging them to work together to respect and promote this policy, thus contributing to the development of responsible mining. Human Rights are present in all the chapters of this report.

**Non-discrimination: 406-1**

ERAMINE did not receive any complaint for discrimination incidents. This is further explained in the chapter "Building Our Future".

**Right to Public Assembly Collective Bargaining: 407-1**

We signed the Collective Bargaining Agreement ERAMINE-UOCRA at a national level. 100% of the contractors that work in the construction of the project also adhere to this agreement, as it is one of ERAMINE's requirements to support the right to freedom of association and collective bargaining.

This is further explained in the chapter "The Communities" under the title: "Employment, Wealth and Income Creation and Skill Development".

**Prohibition of Child Labor: 408-1**

All the employees of ERAMINE and of its contractors are at least 18 years old. ERAMINE has a hiring policy and special clauses in the "General Bid Specifications". It requires it contractors to comply with the law, and they must submit supporting documentation of their labor relations every month, including overseeing of the legal age to work.

Before a person starts working in the project, the company checks legal documentation, medical aptitude for working at height and insurance papers. Our inspections verify that there are no operations or contractors at significant risk of having child labor cases or young people exposed to dangerous activities.

**Prohibition of forced labor: 409-1**

Our Ethics Charter and our membership of the Global Compact ratify our commitment to the prohibition of forced work in ERAMINE and in the contractor companies that work in our project.

# CHAPTER VI: BUILDING OUR FUTURE TOGETHER

The ERAMINE team is made up of a group of people driven by shared values and beliefs, which wants to achieve its goals with passion. We confirm every day that a good performance in our work means making a positive contribution, respecting the environment, placing social responsibility in the center of our decisions and making safety a priority. Together, we pursue the dream of producing lithium carbonate in the Salars of Centenario and Ratones in 2021, with operational excellence, in a sustainable project.

The accomplishment of this milestone implies moving through different phases, mainly construction and operation. The first one covers the period 2018 to 2021, while the second phase will take place from 2021 onwards, during 40 years, according to the feasibility study.

Our team is made up of 140 collaborators, both in the Project Area and in Operations. The activities of the Project Area take place mainly in the province of Buenos Aires, while the activities of the Operations Area in the province of Salta, specifically in the Salars Centenario and Ratones. This number of collaborators represents 108.9% increase in personnel compared to 2018.

**Stakeholders Engagement Strategy - Collaborators**  
**Main Challenge - “Develop our Future”: 103-1; 103-2**

The years 2019, 2020 and 2021 represent a fundamental stage in the life of our Project and in the challenge of developing our future. The principal axes to accomplish this are:

- Disseminate and strengthen our Organizational Culture.
- Focus on people’s behavior and raise awareness about the culture of safety.
- Identify strategic objectives to develop action plans and their corresponding KPIs.
- Implement Processes and Systems.

During 2019, we worked in building the Base Line of the Team, focusing on the following:

- Alignment of goals, processes and guidelines among the different Areas and between ERAMINE and ERAMET, creating integration and commitment.
- Making sure that the Team:
  - ◊ Knows what constitutes an effective practice and has the tools to do it.
  - ◊ Understands how we are connected

and how we impact the business strategy.

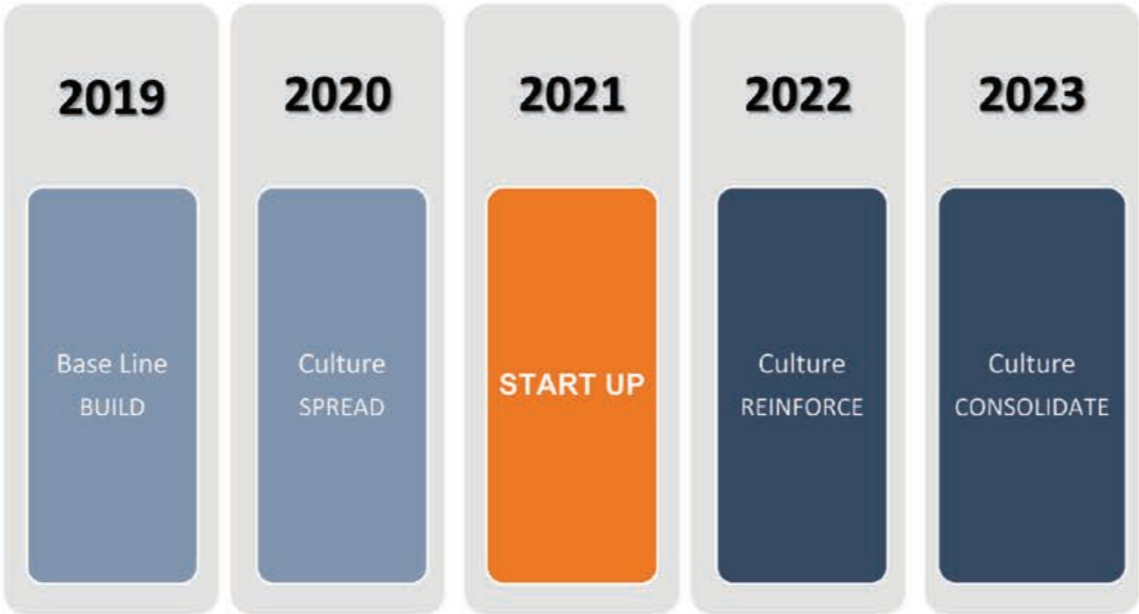
- ◊ Knows how to create and maintain an entrepreneur culture and the necessary level of commitment to execute the business strategy.
- ◊ Guarantees our future through the development of our organizational and personal skills.
- ◊ Supports the perfect execution of our

business plans: high performance mentality, culture, work ethics and results.

- ◊ Achieves a better alignment of the individual performance practices with Business Metrics.

Tactics:

- Placing the correct people in the correct place.



- Attracting and retaining the best talents.
- Implementing delegation, empowerment and confidence and encouraging active participation in all the processes.
- Focusing on building a solid Organizational Culture based on safety, equity and values.
- Establishing an Operational Structure and grade validation.
- Incorporating local community employment in Construction and Operations.

Techniques:

- Recruitment Strategy and Operations Recruiting Master Plan.
- Policies, Procedures, Protocols and System Support.
- 100% health insurance.
- Inflation analysis and quarterly adjustment of salaries.
- Compensation & Benefits package.
- Communication Plan.
- Listening and confidence: “Suggestions box”.
- Weekly talks to raise awareness on safety issues.
- Development of the Team and of the Organization. Leadership Development Program
- Detection of potential interns: Young Professionals Encounter.
- Annual Performance Appraisal process.
- Integration and adaptation of expatriates: onboarding and creation of the Expatriate Manual.

**Human Development and Training in the Workplace**  
**Integration, Alignment and Commitment Workshops**

In 2019, we focused on strengthening the integration, alignment and commitment of all of ERAMINE’s stakeholders.

With respect to Collaborators, we carried out a number of workshops aimed at: the alignment with corporate goals, the integration among areas and the analysis of the aspects in which collaborators can contribute to the Group Pillars.

These workshops helped with their personal and the organizational development and they also contribute to consolidating our Culture.

These are the main conclusions of the workshops:

PILLARS	ACTIONS THAT CONTRIBUTE TO THEM
<div>SUSTAINABLE VALUE CREATOR</div> <div></div>	<div>1) Promote strong and sustainable relationships with our employees, communities, suppliers and other stakeholders.</div> <div>2) Cost management and optimization.</div> <div>3) Continuous improvement.</div>
<div>BUSINESS PARTNER OF CHOICE</div> <div></div>	<div>1) Create social excellence; work with operational excellence and BE conscious about Responsible Mining.</div> <div>2) Be an honest company, communicate with transparency, convey a strong and clear Ethics Policy and have a good work environment.</div> <div>3) Generate quality products and have competitive prices in the market.</div>
<div>COMITTED &amp; CONTRIBUTIVE CORPORATE CITIZEN</div> <div></div>	<div>1) Be aware and responsible about the impact we have with our activities at a social, environmental and economic level.</div> <div>2) Protect the environment, mitigating and monitoring negative impacts.</div> <div>3) Promote the development of local communities.</div> <div>4) Prioritize the health, safety and development of the employees.</div>
<div>HOME FOR BEST TALENTS</div> <div></div>	<div>1) "Be recruiters": attract the best talents and people.</div> <div>2) Train, develop and motivate.</div> <div>3) Build a solid work environment in its culture and values, internalizing and spreading it.</div>
<div>ENTREPRENEURS</div> <div></div>	<div>1) Constantly updating the technology and methodologies we use.</div> <div>2) Actively participating in the Protection of the Environment and Safety.</div> <div>3) Be adaptable and capable of detecting opportunities quickly and at the right time.</div>

One of ERAMET's Pillars refers to "Being a Committed Corporate Citizen" with people and the planet, and to being an economically responsible player.

ERAMET's CSR Roadmap is in the center of our vision and the first dimension is being "An actor committed to our people". For this, we focus on:

1. Guaranteeing the health and safety of our Team and contractors.
2. ERAMINE achieved ERAMET's goal: zero fatal accidents and TF2=0.
3. Strengthening skills, promoting talents and career development.
4. ERAMINE achieved ERAMET's goal of training 100% of collaborators.
5. Strengthening our team's commitment.
6. ERAMET's goal: commitment rate > 75%. According to satisfaction surveys, ERAMINE achieved 95% in 2019.
7. Integrating and favoring the benefits of diversity.

ERAMET's goal: 30% of managerial positions must be women. Currently 15% are women.

Program to improve employees' skills – Leadership workshop: 404-2

Other of the key techniques is the development of a conscious and transformational leadership. This is why we conducted a series of workshops together with universities, targeted at team members that have people in charge.

The content of the workshop was prepared together and the following characteristics were presented:

- Alignment with ERAMET's Pillars and the Human Resources Policy.
- Focus on achieving goals and on the processes.
- Strengthening of: alignment, integration, team spirit, culture, ethical judgment, creativity and emotion management.
- The workshops were based on the organizational framework of Identity, Culture and Values.

A conscious management is the key to an effective culture, and this is essential to execute our strategy. The most important tool to train, manage and modify the culture of an organization is Conscious Leadership.

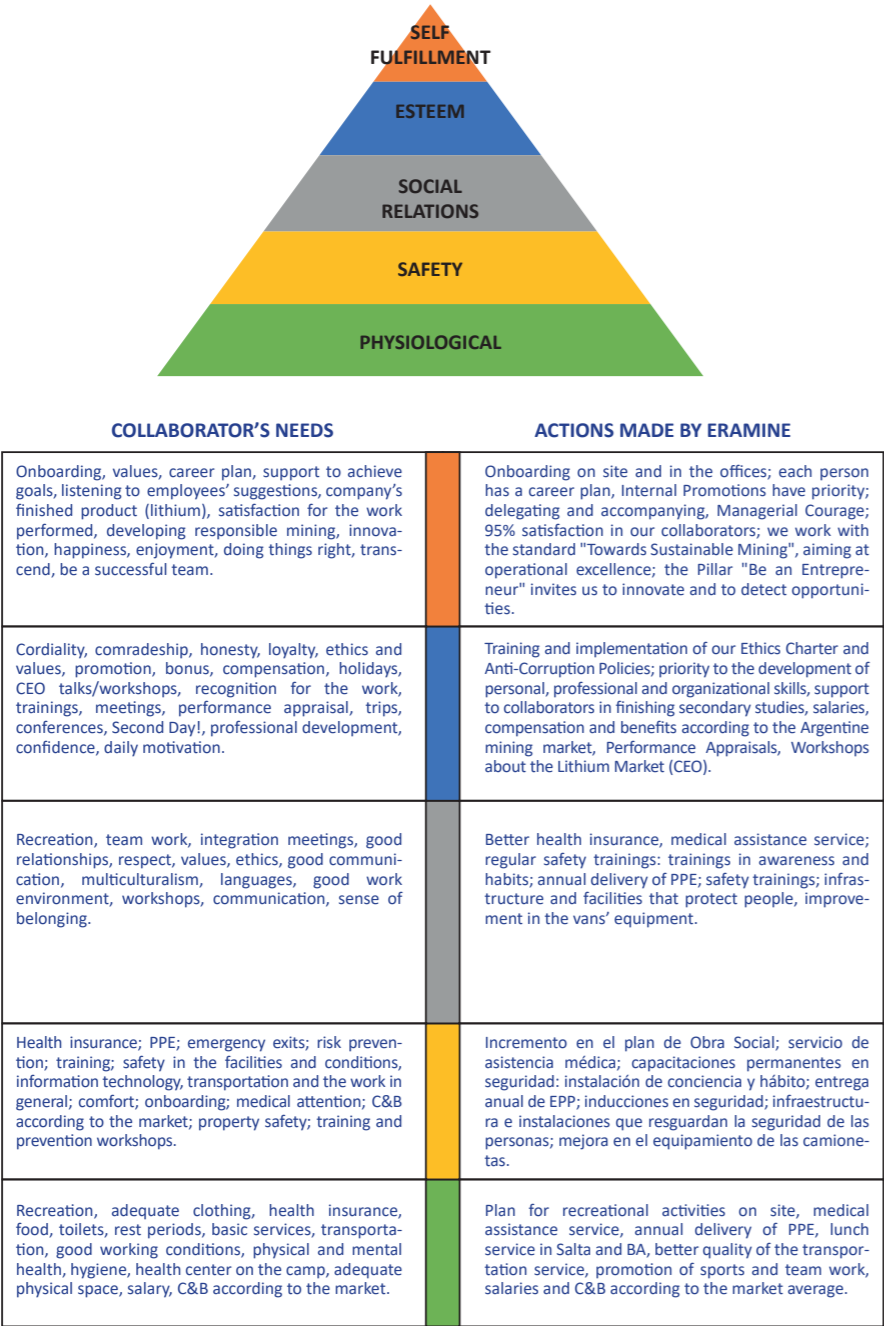
Young Professionals Encounter

In the framework of our strategic alliance with universities, both public and private, and with the objective of identifying possible interns for the following year, we held an encounter in which 37 young students participated (both graduate and advanced students) from the Engineering, Humanities and Natural Science Schools.

Second Day Workshop –ERAMINE Experience

As from July 2019, we implemented a quarterly "Second Day Workshop". The aim of this workshop is the integration of collaborators, offering a place to share experiences and expectations. All collaborators with at least three months seniority in the company participated.

In Maslow's Pyramid, which is detailed below, we present the conclusions obtained regarding the needs and demands of collaborators as well as the actions taken to meet them.



Trainings: 404-1

During 2019, different trainings were carried out, including the abovementioned workshops, with the aim of boosting personal, professional and organizational skills. Some key figures:

- 67 average annual hours of training per person.
- 2.9% was the impact of annual training hours in the total average working hours per year, considering that 192 is the average monthly working hours per employee, according to the Labor Law, and that the average of collaborators was of 102.
- 95% compliance with the 7,200 hours Training Program.
- USD 4.24 was the average investment per employee.

- 13 hours training per collaborator is what we need to increase to reach the benchmark (year 2017) of 80 annual training hours per person established by the CAEM (Argentinean Chamber of Mining Entrepreneurs).

**Trainings in the Pilot Plant (Training Center)**  
The Pilot Plant consists of the Production, Laboratory and Maintenance teams. These areas had different trainings on site, reaching 10 hours of training per day during 45 days, a total of 450 hours of on site training. The main topics were related to: interpretation of P&ID, relationship of the P&ID with the processing units built, functioning of each of the single operations, management of the water treatment plant, Chiller and Compressor.

Year 2018

Category	Number of Employees	Number of Training Hours	Average Training Hours per Category
Directors	1	25	25
Area Managers	7	1,244	178
Middle Management	19	1,514	80
Administrative Employees	5	272	54
Workers	22	1,263	57
Engineering	7	80	11
ERAMET - Expatriates	6	33	6
Total	67	4,431	66

Year 2019

Category	Number of Employees	Number of Training Hours	Average Training Hours per Category
Managers	20	902	45
Area Managers (FLM)	42	2,417	58
Middle Management	52	1,049	20
Administrative Employees and Workers	26	2,502	96
Total	140	6,870	219

	Year 2019	Year 2018	Variation
Number of training hours - men	5570	3593	55%
Number of male employees	107	47	128%
Average	52	76	-32%
Number of training hours - women	1300	838	55%
Number of female employees	33	20	65%
Total average	39	42	-6%
Average training hours per employee	49	66	-26%

Performance Appraisals: 404-3

Performance Appraisals to Collaborators constitute the foundation of our Talent Development Policy in Human Resources. These appraisals were carried out from December 1st, 2019 to February 15th, 2020.

They consist in motivating people, making them the protagonists of the company's challenges, in assessing the work performed by the person during the year and in establishing new challenges for the next year. After one-hour talk between the collaborator and his/her manager, we can verify if the work expectations were met and training needs can be identified.

In 2018, Performance Appraisals were carried out to 100% of middle management and area

supervisors, while in 2019, these appraisals reached 100% of managers, area managers, and supervisors with a minimum seniority of six months.

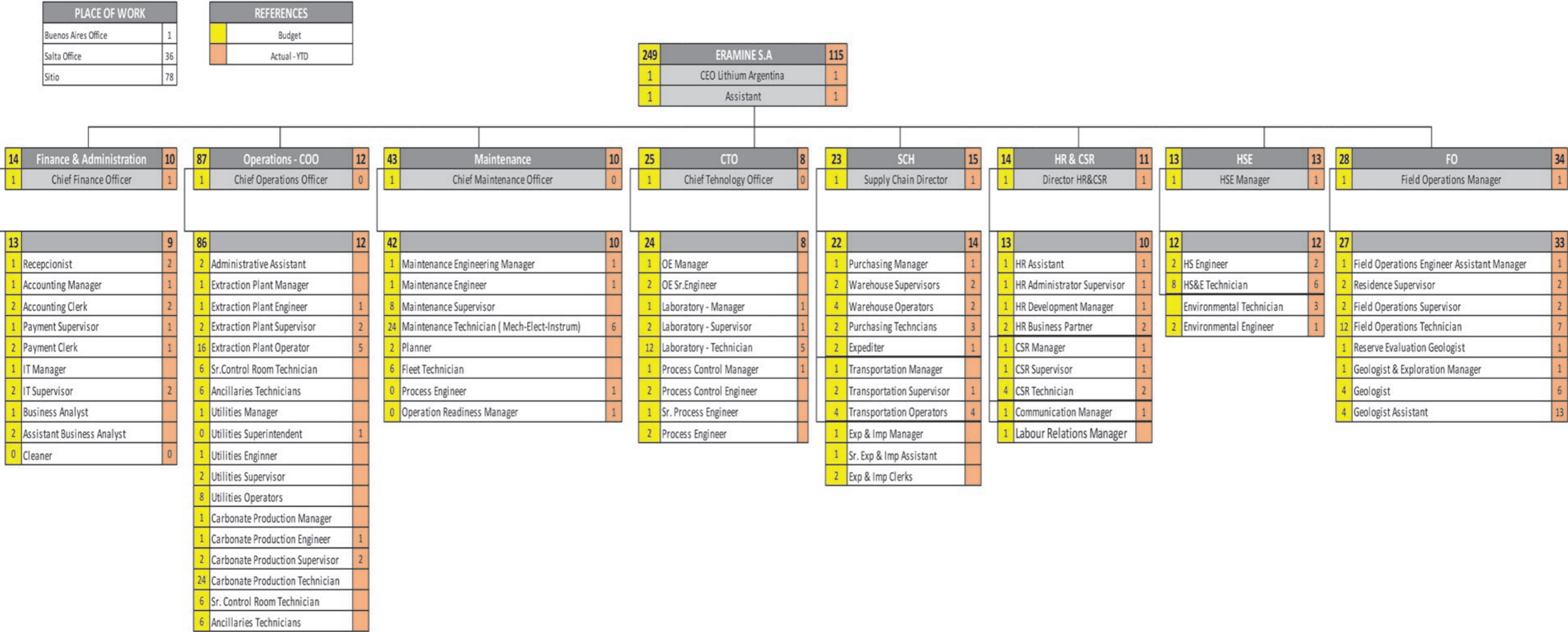
Career Plans – Internal Promotions

In the context of ERAMINE's development goal, when the company needs to cover new job positions, it prioritizes the internal promotion of its collaborators. 57% of employees were promoted from the 2018 payroll.

Work and Work Relations. Hiring of Workers: 102-8; 102-18

In ERAMINE, we attract the best talents, mainly people aligned with the organization and that have good personal, professional and organization skills, or the potential to develop them.

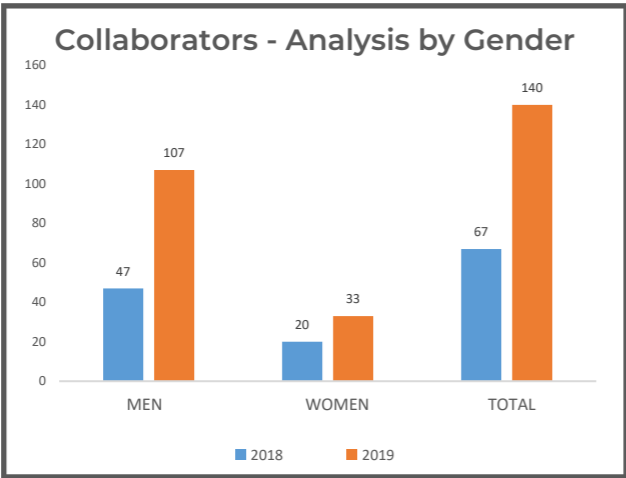
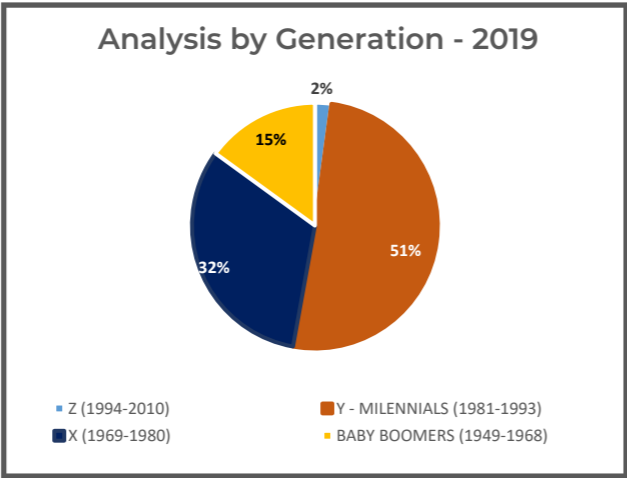
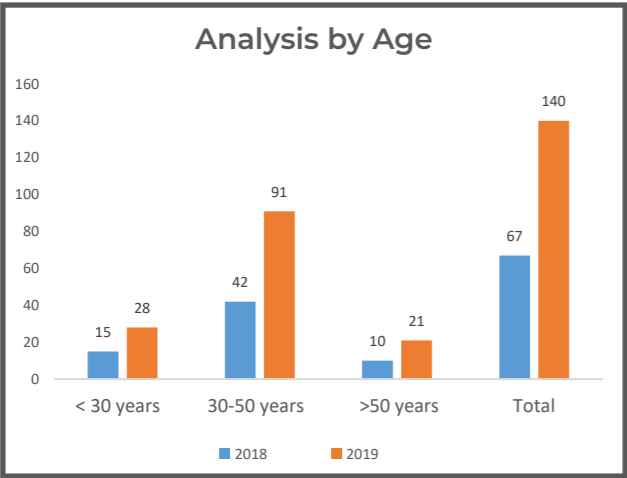
This is ERAMINE's organization chart:



We make sure not to practice any discrimination for gender, disability, marital status, age, political opinion, religious beliefs, union association, origin or for any other reason. In ERAMINE, we work together with people from di-

fferent origins, cultures, ages and gender.

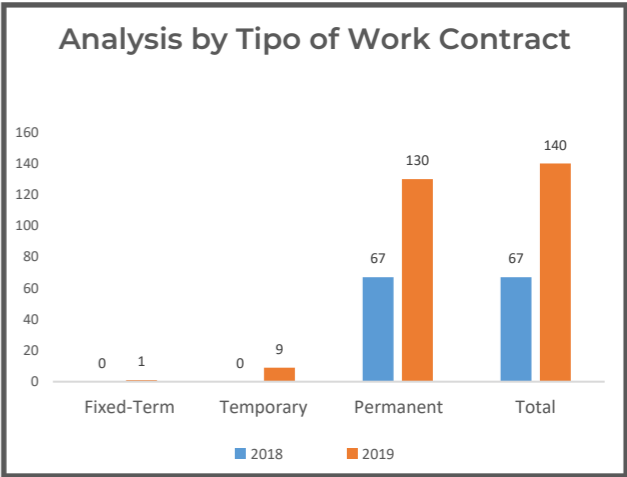
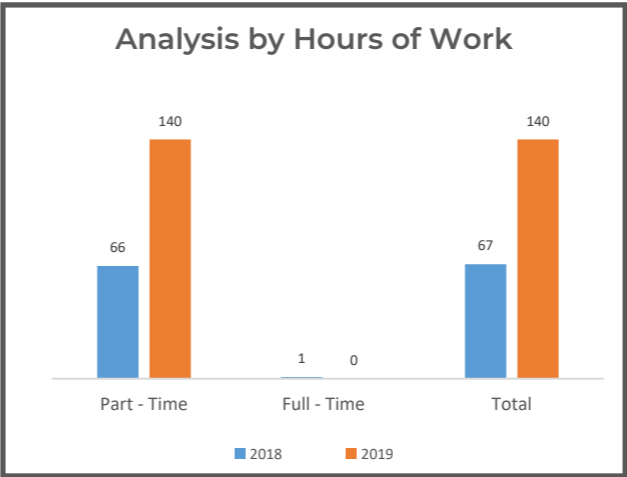
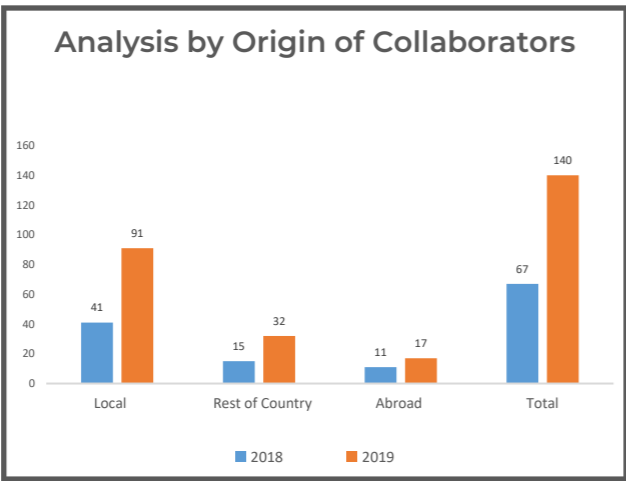
**408-1**  
The requirement to apply for a job is to be 18 years old or more.



When hiring, we give priority to local workforce, both for our staff and for that of our contractors. This creates social and economic value in the development of local economies and

is part of one of the main axis of ERAMINE's Corporate Social Responsibility Plan.

By local, we mean from the province of Salta.



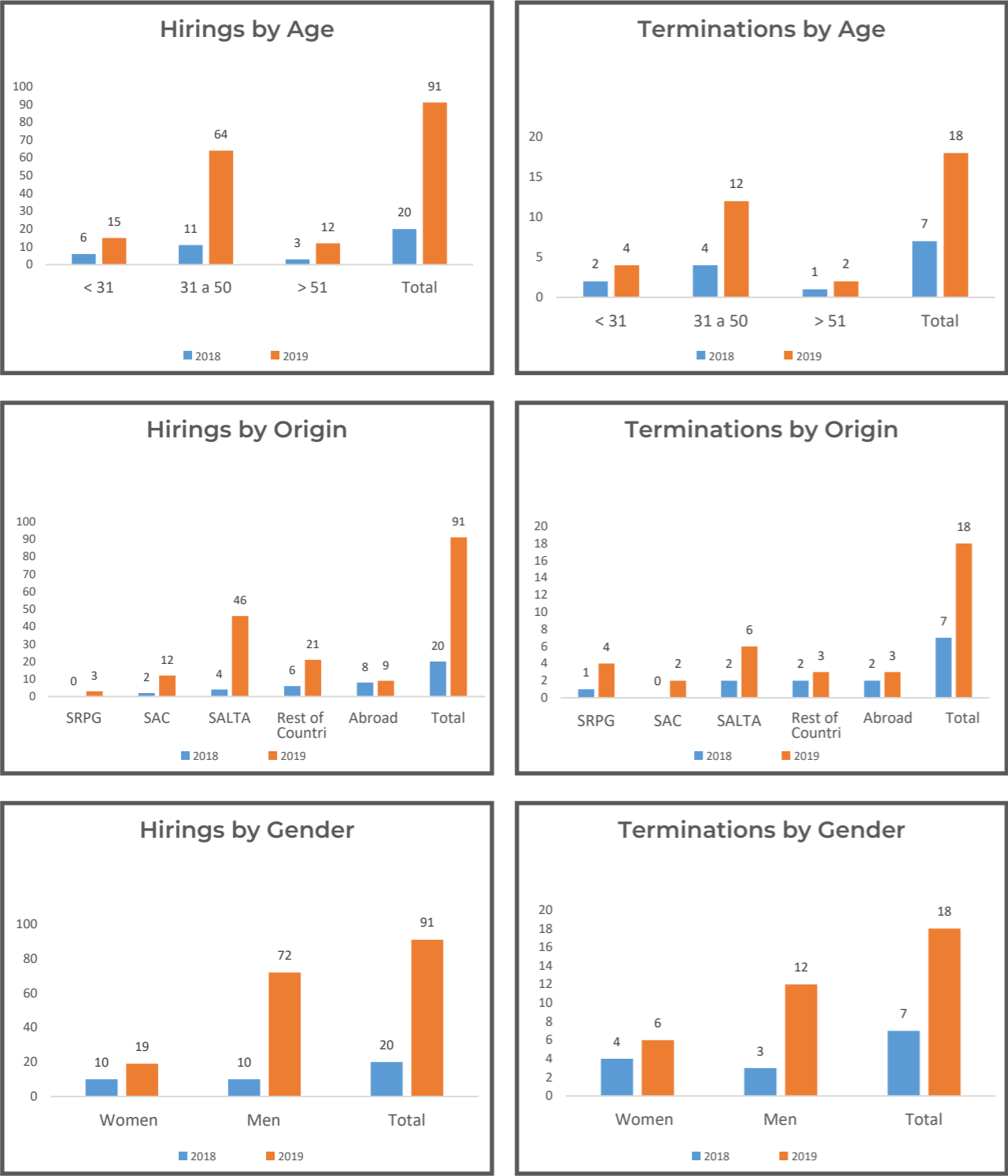
**Proportion of Executive Positions from the Local Community: 202-2**

- 65% of ERAMINE's collaborators belong to the local community.
- The benchmark established by the CAEM (year 2017) is 66%.
- "Executive Positions" mean those people that have managerial positions, including the CEO.
- Percentages are calculated over the total of collaborators.

Year 2018							
Category / Origin	Locals	%	Rest of the Country	%	Abroad	%	Total
Managers	0	0.00%	0	0.00%	1	1.49%	1
Area Managers	5	7.46%	3	4.48%	3	4.48%	11
Middle Management	13	19.40%	5	7.46%	1	1.49%	19
Workers	23	34.33%	3	4.48%	1	1.49%	27
Engineering	0	0.00%	4	5.97%	5	7.46%	9
Total	41	61%	15	22%	11	16%	67

Year 2019							
Category / Origin	Locals	%	Rest of the Country	%	Abroad	%	Total
Managers	5	3.57%	7	5%	8	5.71%	20
Area Supervisors	24	17.14%	13	9.29%	5	3.57%	42
Middle Management	38	27.14%	10	7.14%	4	2.86%	52
Workers	24	17.14%	2	1.43%	0	0.00%	26
Total	91	65%	32	23%	17	12%	140

New Hirings and Employee Turnover: 401-1



Working Conditions and Social Protection. Compliance with Labor Laws: 103-2

Our working conditions comply with labor laws and regulations. We respect the rules issued through other equally binding legal instruments, such as Collective Bargaining Agreements.

Employee Benefits: 401-2

ERAMINE's salaries are aligned with those of the mining market in Argentina, according

to the consultancy firm Mining Club Rewards (MCR) and they were increased by 54.3% in 2019, due to the inflation in Argentina. The benefits detailed below are covered by the country's legislation and are respected by ERAMINE for all its Collaborators:

- 1. Life insurance. ERAMINE grants the compulsory life insurance and an additional benefit that covers death or disability.
- 2. Health insurance. Additionally, ERAMINE provides a service of medical assistance

on each site, an infirmary on the camp and an annual medical check.

- 3. Coverage for inability or disability.
- 4. Maternity and paternity leave.
- 5. Retirement.

As a result of the company's management in 2019, the following benefits were incorporated:

- The improvement of the Health Insurance Plan and its alignment with that of the mining market in Argentina.
- Implementation of the lunch service in the Salta and Buenos Aires offices, paid by

ERAMINE.

- Reimbursement of transportation costs to collaborators living in other cities.
- The possibility to receive two ERAMET shares to each "Eligible Employee" (those collaborators with a minimum seniority of three months of continuous service), given by the Administrative Counsel of the ERAMET Group.
- New offices in Salta: the office of ERAMINE in Salta is now a larger and more comfortable office.
- New camp: Ratones.



Maternity and Paternity Leave: 401-3

In 2019, one collaborator enjoyed the right to a paternity leave for two days, as stipulated by the Labor Law. The collaborator returned to his position once the leave was over.

Return to work rate= 100 %.  
Retention rate= 100 %.  
100% of the employees that took a maternity/paternity leave in 2018 continued to work with us in 2019.

Notice Period: 402-1

So far, there were no significant operational changes in ERAMINE that may considerably affect our own collaborators. If that were the case, ERAMINE would comply with the legal requirements and would notify the collaborator with the necessary time.

Non-discrimination: 406-1

Historically, ERAMET is a diverse and global group. Indeed, it believes that the diversity of the origins of its employees constitutes one of

its major strengths. Consequently, the Group promotes equality of opportunity and respect of laws and regulations prohibiting any discrimination related to age, sex, ethnic origin, disability or political or philosophical opinions.

Only skills, experience and personal aptitudes are taken into account in the selection of employees and the development of their careers. Recruitments will be supported by objective criteria that will exclude any suspicion of favoritism. (ERAMET's Ethics Charter)

100% of ERAMINE's employees receive training about the Ethics Charter and they must expressly adhere to it. In 2019, ERAMINE did not receive any complaint based on discrimination.

Ratios of Standard Entry-level Salary Compared to Minimum Local Salary: 202-1

In the current year, the minimum wage of ERAMINE is 173% higher than AOMA's and 296% higher than the minimum living wage.

Initial Wage	Year 2019	% (Eramine vs. AOMA/SMVM)	Year 2018	% (Eramine vs. AOMA/SMVM)
Eramine (December 2019)	\$ 50,000	100%	\$ 23,000	100%
UOCRA	N/A			
AOMA (December 2019)	\$ 28,907	173%	\$ 20,003	115%
SMVM (September 2019)	\$ 16,875	296%	\$ 11,300	204%

Percentages are calculated over ERAMINE's initial wage.

AOMA: Worker's Mining Association of Argentina, information as of 12/31/2018 and 12/31/2019.  
SMVM: Minimum Living Salary as of 12/31/2018 and 12/31/2019.

Ratio of standard entry-level wage and of women's wages compared to men's wages: 405-2

Salaries, compensations, benefits and salary levels are given based on responsibilities. For the same work and responsibility, women and men receive the same wages.

Diversity in Governance Bodies and Employees: 405-1

Year 2018

Hierarchy	Gender		
	Men	Women	Total
Managers	1	0	1
Area Managers	8	3	11
Middle Management	13	6	19
Administrative Employees and Workers	25	11	36
Total	47	20	67
Total %	70%	30%	100%

Year 2019

Hierarchy	Gender		
	Men	Women	Total
Managers	17	3	20
Middle Managers- Front Line Manager	33	9	42
Technician/Administrative Employees/Analysts	35	17	52
Workers	22	4	26
Total	107	33	140
Total %	76%	24%	100%

Year 2018

Hierarchy	Age			
	Total	< 30 years	30-50 years	>50 years
Managers	20	0	8	12
Middle Managers- Front Line Manager	42	4	34	4
Technician/Administrative Employees/Analysts	52	15	34	3
Workers	26	9	15	2
Total	140	28	91	21
Total %	100%	20%	65%	15%

Year 2019

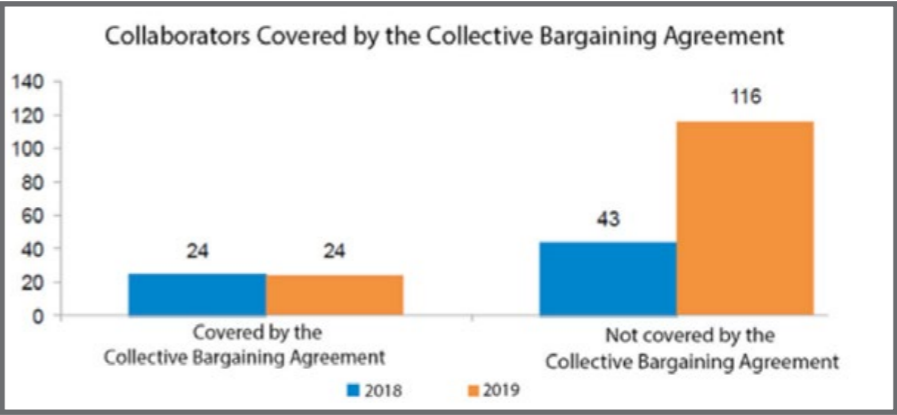
Hierarchy	Age			
	Total	< 30 years	30-50 years	>50 years
Managers	1	0	0	1
Area Managers	11	1	7	3
Middle Management	19	3	17	0
Administrative Employees and Workers	36	11	18	6
Total	67	15	42	10

Social Dialogue. Collective Bargaining Agreement: 102-41

ERAMET takes all measures to ensure sincere and good faith collective bargaining, the guarantee of the trustful relationship that exists between the Group's collaborators. It guarantees the exercising of trade union rights worldwide and respects the right of employees to join trade unions or workers' organizations of their choice. The Group's divisions and subsidiaries everywhere shall communicate and negotiate openly with the workforce on issues of collective interest and shall encourage all

forms of individual or collective bargaining. (Extract from ERAMET's Ethics Charter). The aforementioned is completely aligned with the trade union laws of Argentina.

Currently, 17% of our team is covered by the Collective Bargaining Agreement 38/89 (AOMA). On April 17, 2019 Eramine and UOCRA signed the first Collective Bargaining Agreement with CSR clauses, to which all contractors must adhere, with the aim of developing and promoting local employment. This is further explained in the chapter "The Communities".



# CHAPTER VII: SAFETY, OUR MAIN VALUE

### Management Approach. Occupational Health and Safety Management System: 103-2; 403-1; 403-8

In ERAMINE, we are committed to the well-being and safety of our employees, contractors, communities and visitors, being safety a core value and a priority in our organizational culture.

We are developing a Health, Safety and Environment Management System, HSE (Health, Safety and Environment), in an integrated way and aligned with the requirements of the ERAMET Group and the highest international standards.

The scope of the HSE Management System covers 100% of our employees and contractors. The Health and Safety policies of the ERAMET Group, to which ERAMINE adheres, can be found in the following links:  
[https://www.ERAMET.com/sites/default/files/2019-08/ERAMET\\_health\\_policy.pdf](https://www.ERAMET.com/sites/default/files/2019-08/ERAMET_health_policy.pdf)  
[https://www.ERAMET.com/sites/default/files/202001/ERAMET\\_safety\\_charter\\_corporate\\_version.pdf](https://www.ERAMET.com/sites/default/files/202001/ERAMET_safety_charter_corporate_version.pdf)

In line with these corporate policies, we have put together the Social, Safety, Environmental, Quality and Reliability Policy, approved by the General Management, which is presented in the Introduction of this report.

Through the joint work of managers and middle managers, we prepared ERAMINE's Safety Manual, which has 8 sections describing the requirements and elements necessary for the development, continuous improvement and compliance with the HSE Management System in accordance with the applicable legislation, the essential requirements of ERAMET, international standards and other requirements to which we voluntarily adhere.

### Legal Requirements related to Safety

In ERAMINE, we comply with all legal requirements applicable to our activities, particularly Law 19,587 (Health and Safety at Work), Law 24,557 (Work-related Risks) and

Regulating Decrees 351/79 (Health and Safety at Work), 249/07 (Health and Safety Regulations for the Mining Activity) and other statutes. Specially in this phase of construction, we make sure to comply with Decree 911/96 (Regulations for the Construction Industry). The Safety, Health and Environment Department ensures that these requirements are identified and fulfilled.

## WE ALL WISH TO PROTECT OUR LIVES



1. Protect my life

"I follow the rules because I value my life." Built from our experience, the safety rules are the platform for all Eramet employees.

2. Protect your life

"As soon as I see someone at risk, I stop, I benevolently discuss the issue and we act." Accident prevention relies primarily on anticipating risky situations and behavior.

3. Protect our lives

"I regularly talk about safety in a demanding way but with humility": all experiences, whether good or bad, must be shared so that lessons can be learned.

4. Protect their lives

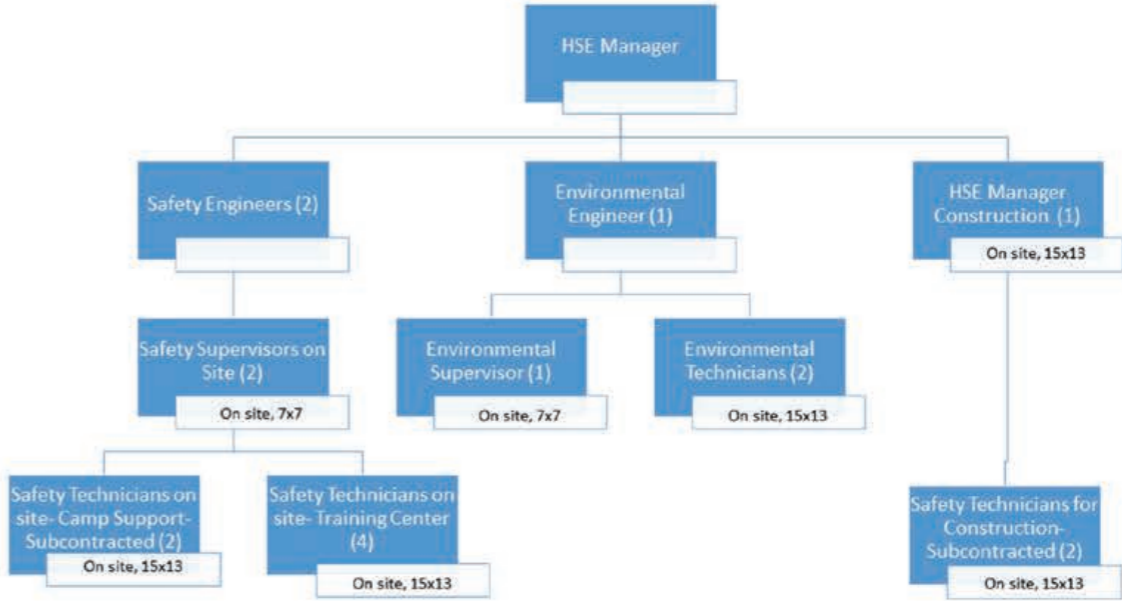
"We can only improve together": ERAMET Group considers equally the safety of its employees and that of visitors and contractors

### Organization of the Health, Safety and Environment Area

From the exploration phase to the construction phase, we made organizational changes in order to ensure safety throughout the whole company and to foster it in each person wor-

king for ERAMINE and with our contractors, in each activity, installation and equipment.

The following are the positions that make up the Health, Safety and Environment (HSE) Department:



In addition, we created the Environment Team, which consists of four people.

The safety team of the company that manages the construction project is integrated with ERAMINE's safety team and each contractor is contractually bound to have 1 safety technician every 15 workers.



### Main Actions Related to Occupational Health and Safety

The actions we carry out reflect the values that support all our operations and the strengthening of a culture of safety.

The actions for the implementation of this Management System are:

1. Identification and assessment of hazards and risks in the activities.
2. Development of plans and goals for risk elimination, mitigation and control in order to prevent occupational accidents and diseases.

3. Design and development of procedures to perform works safely (year 2019: 41 HSE documents were issued that are accessible to all employees).
4. Training all employees in safety procedures.
5. Safety inspections, measurements and audits.
6. Reporting and investigation of incidents.
7. Determination of Emergency Response Plans and drills.

### Essential Safety Requirements

ERAMET has developed 14 essential safety requirements for the companies of the group to control high-risk activities.

In ERAMINE, we plan our HSE activities focusing on the implementation of two essential safety requirements per year. The priorities for 2020 are electrical risk and heavy vehicles:

Year	Essential Requirements
2017	Lightweight vehicles
	Contractors Safety Management
2018	Work at height
	Material handling
2019	Maintenance works
	Equipment lockout and tagout

In 2019, the ERAMET Group conducted an audit on our company and as a result, we have put together an Action Plan to correct the deviations and to implement the opportunities for improvement that were identified.

**Training of Workers on Occupational Health and Safety: 403-5**

As a result of the importance given by ERAMINE to people's safety, different trainings are carried out according to the annual safety plan. In 2019, we reached 412 man-hours of safety training for our staff.

**Man hours: number of people trained x hours of training.**

The main topics covered were:

- Identification and control of all risks relating to the construction and functioning of the pilot plant and the future industrial plant.
- Driving of forklifts and defensive driving. It is important to mention that ERAMINE's employees and those of our contractors are trained, both in theory and practice, in defensive driving and 4 x 4 off-road driving to obtain the authorization to drive to and inside the project.
- Fire Fighting (Level I), CPR (Cardiopulmonary resuscitation) and first aids.
- Other trainings relating to risk prevention and safety actions for employees and con-

tractors.

- We improved the HSE onboarding process on site, including a video and online training for visitors.

The annual training plan for 2020 includes external trainings in: formation of emergency teams level II, formation of internal auditors and certification of heavy equipment operators, among others.

**Hazard Identification, Risk Assessment and Investigation of Incidents: 403-2, 403-9**

We have an internal procedure to identify work-related hazards and to assess the resulting risks. In the risk analysis, we consider potential diseases. This is a multidisciplinary activity that is performed annually and all areas involved participate: Operations, Maintenance and Engineering, with the support of the HSE area. This procedure is the foundation on which we build an action plan to reduce and control the risks through engineering, management and PPE measures. The results are also used to build the Annual Training Plan.

The procedures and processes of the health and safety management system are also affected by the results of the hazard identification and risk assessment process. We apply a hierarchy of controls to eliminate hazards and mitigate risks.



We have a procedure to report and investigate incidents. Through this process, any person involved can report an incident and HSE evaluates it, investigates the causes and determines the measures to be taken to avoid their repetition and therefore new similar incidents.

We conducted risk workshops for the activities of the Pilot Plant, in which the operations and safety teams of the plant participated. As a result, we developed an Industrial Hygiene Registry and an action plan, together with the zoning of the plant and also signs and risk maps were placed in each area.

We also use a methodology for risk assessment called HAZOP (Hazard and Operability Study). This methodology was applied to the industrial plant in the design phase in order to identify risks at an early stage of the project.

All of ERAMINE's collaborators and those of our contractors implement the risk assessment tool "Take 5" in order to work safely. If any of the five checkpoints is not fulfilled, the work will not be executed.

The following form is the guide for using the tool:

**Take 5 – Taking 5 minutes to care about my safety**

1 • Think about the task	2 • Identify the hazards	3 • Analyse the risk	4 • Control the risk	5 • Work safely
--------------------------	--------------------------	----------------------	----------------------	-----------------

Task description: \_\_\_\_\_ Date / time: \_\_\_\_\_

Place: \_\_\_\_\_ Name(s): \_\_\_\_\_

**1 • Think about the task**

- > I understand what I have to do?
- > I know how to make it?
- > I have the skills & competencies to make it?
- > I have all the required authorizations?
- > ERequired tools and equipment's are available and in good conditions ?

OK  
I move to next step

I must talk to my manager

eramet

2 • Identify hazards			3 • Analyse the risks			4 • Control the risks		
Hazard	What? number(s)	Preventive measures	Hazard	What? number(s)	Preventive measures	Hazard	What? number(s)	Preventive measures
Other:			Other:			Other:		

**5 • Work safely**

All risks are under control, I can work.

Caution: all unexpected event (change in the work plan, co-activity, ...) must go through analysis.

STOP

I still have risks I cannot control. I must talk to my manager.

eramet

As a complement to the “Take 5” tool, we use another tool for risk assessment called Work Safety Assessment (ATS for its Spanish acronym). This makes it possible for all people that are going to perform a work with potential risks for their safety to identify the hazards and analyze the risks before the execution of the work and to make sure that they are taking all necessary control measures to work safely. The difference between both tools is that ATS is performed by the whole group and signed by the supervisor, while Take 5 is individual and performed by the person that will execute the work.

Safety Interactions

Safety interactions allow us to show employees the level of involvement and participation of the company members on site; in some way, they reflect the maturity of the system. They help communicating the safety regulations

and the role of each person in them.

Safety Clauses in the Agreements with Contractors

The agreements entered into between the company and its contractors for drilling, transportation, civil works, equipment rental and other services have compulsory Hygiene, Safety and Environmental clauses, which set fines to contractors for noncompliance with safety requirements. ERAMINE advises its service suppliers and monitors compliance with these requirements.

Satellite Monitoring of Vehicles

ERAMINE has a satellite monitoring and tracking system for light vehicles (4x4 trucks), which enables the company to control the units’ speeds and route. Vehicles also have a panic button to locate the trucks in case of accident.

Health Services at Work: 403-3

We have an infirmary and an ambulance service on site, in addition to the remote medical attention service. These services help preventing and controlling the health of employees, contractors and visitors on site, apart from being part of the company’s emergency plan. The remote assistance service offers medical attention via teleconference with specialists that are on permanent duty.

We hire medical emergency services on the operations site: 1 doctor, 2 nurses and 2 ambulances per roster.

Emergency Team and Equipment

After an open call, ERAMINE collaborators voluntarily joined an emergency team in the Salta office and in the operations site.

ERAMINE has emergency equipment such

as fire resistant clothing, self-contained breathing equipment, etc.

Food Safety Audits

A specialist conducted a food safety audit. Based on the suggestions made, a work plan was put together to implement improvements.

Employee Participation, Consultation and Communication about Occupational Health and Safety: 403-4

In ERAMINE, we hold health and safety committees for all employees, including management, in compliance with Decree 249/07.

Injuries Caused by Occupational Accidents and Occupational Diseases: 403-09; 403-10

The Safety Key Performance Indicators (KPI) include preventive and reactive indicators that help us manage our safety performance.

	Indicators	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	YTD
Reactive	Fatality	-	-	-	-	-	-	-	-	-	-	-	-	0
	With lost time	-	-	-	-	-	-	-	-	-	-	-	-	0
	Alternative work	-	-	-	-	-	-	-	-	-	-	-	-	0
	Medical treatment	-	-	-	-	-	-	-	-	-	-	-	-	0
	First aids	-	-	-	1	1	1	1	1	-	3	2	-	10
	ACCIDENTS W/TOTAL INJURIES	-	-	-	1	1	1	1	1	-	3	2	-	10
	Material damage	-	-	-	-	-	-	-	3	2	4	2	-	11
	Inc. process safety	-	-	-	-	-	-	-	-	-	-	6	9	15
	Category I	-	-	-	-	-	-	-	-	-	-	-	-	0
	Category II	-	-	-	-	-	-	-	-	-	-	-	-	0
	Category III	-	-	-	-	-	-	-	-	-	-	3	8	11
	Category IV	-	-	-	-	-	-	-	-	-	-	3	1	4
	Inc. Environmental	-	-	-	-	-	-	2	3	1	2	5	1	14
	Near-miss	1	2	3	3	3	4	-	-	2	-	2	9	29
Preventive	Unsafe conditions/activities	2	3	4	-	1	14	16	10	10	14	20	6	100
	Interactions	4	14	16	6	6	11	14	8	3	8	3	4	97
	AST	266	320	588	598	880	377	808	841	411	1,955	1,691	937	9,672
	Take 5	-	-	-	-	-	-	316	162	346	533	357	221	1935
	Improvement suggestions	-	-	-	-	-	-	-	-	8	9	3	3	23
	Training hours	-	-	-	-	-	76	55	14	81	39	36	111	412

Indicators		Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
FREQUENCY RATES	Eramine Hours	20,511	19,041	21,138	21,138	20,832	30,732	30,732	35,205	37,089	39,732	38,880	41,283
	Contractor Hours	4,488	8,460	15,828	15,828	21,120	23,232	25,555	36,033	73,056	76,730	157,790	56,862
	Total Hours	24,999	27,501	36,966	36,966	41,952	53,964	56,287	71,238	110,145	116,462	196,670	98,145
	Worked Hours 12M	274,011	285,639	300,699	317,166	336,720	368,084	399,975	446,941	532,814	625,906	797,930	871,295
	Accidents with lost time	-	-	-	-	-	-	-	-	-	-	-	-
	Accidents with lost time 12M	-	-	-	-	-	-	-	-	-	-	-	-
	Accidents without lost time	-	-	-	-	-	-	-	-	-	-	-	-
	Accidents without lost time 12M	1	-	-	-	-	-	-	-	-	-	-	-
	Accidents with first aids 12M	-	-	-	1	2	3	4	5	5	8	10	10
	LTIFR (TF1)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	TRIFR (TF2)	3.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	AIFR (TF3)	3.65	0.00	0.00	3.15	5.94	8.15	10.00	11.19	9.38	12.78	12.53	11.48
	LTIFR GOAL 2020	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	TRIFR GOAL 2020	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00

References:

- The disease rate is zero.
- Indicators belong to ERAMINE’s and contractors’ employees.
- Contractors’ ATS was recorded since October.
- Training hours were recorded since July.
- The Frequency Rate (TF1) or LTIR (lost time incidents rate) is the number of accidents with lost time per million of hours worked.
- The Global Frequency Rate (TF2) or TRIR (total recordable incidents rate) is the number of recordable accidents (requiring medical treatment) with and without lost time per million of hours worked.
- On 08/03/2019 we reached 4 years without LTI accidents, achieving 1,610 days without lost time accidents as of December 2019.

Our CSR Roadmap, in the center of our vision

As part of building our identity as an Actor committed to our people, aligned with ERA-

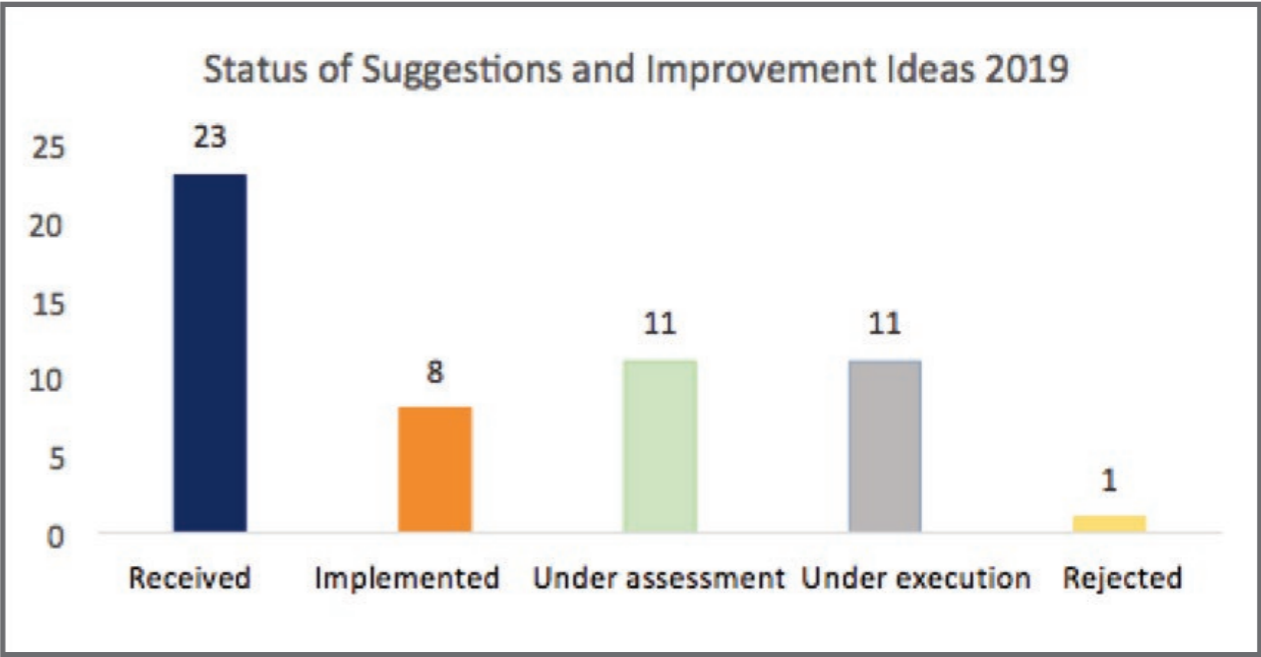
MET’s CSR Strategy, we aim at:

Guaranteeing the health and safety of our employees and contractors.

- ERAMET goal: zero fatal accidents. TF2 < 4.
- ERAMINE had no fatal accidents and TF2 = 0.

Suggestions System and Improvement Ideas

In August 2019, we implemented a tool to manage and handle Suggestions and Improvement Ideas made by any member of the organization. The objective of this program is to encourage people to offer ideas and suggestions to improve any type of process (administrative or productive) and/or facilities of the company. Suggestion boxes were placed on site and there is also an electronic mailbox to send e-mails with suggestions and ideas.



# CHAPTER VIII: THE COMMUNITIES

### Community Relations Context

The communities of the direct area of influence of our Centenario Lithium Project are the neighboring Puesteros, located in Salar Centenario, and the community of Santa Rosa de los Pastos Grandes. The current construction phase of the project is triggering changes in our approach to the communities and other stakeholders.

The main expectations we detected are connected with:

- The hiring of workforce from the communities of the project's area of influence, as employees of ERAMINE or of our contractors.
- Personal and community development opportunities.
- Hiring of local suppliers and contractors, specially from the Puna in Salta.
- Social and legal license for a sustainable operation of the project.

Faced with this context, ERAMINE makes the following commitments:

- Aim at Social Excellence, exceeding social license.
- Contribute to the communities' development.
- Implement the ERAMET Group's CSR policies and strategies.

And it complies with legal requirements:

- Clauses 2.2 and 2.6 of the Collective Bargaining Agreement UOCRA-ERAMINE.
- Requirements of the Environmental and Social Impact Statement.

In this new context, based on ERAMET's CSR policies and strategies, we designed ERAMINE's strategy for community relations as part of our Stakeholders Engagement Strategy.

### Stakeholders Engagement Strategy – Communities from the Area of Influence: 103-1, 103-2



The bases of our focus are:

1. Local employment.
2. Local suppliers.
3. Sustainable projects.
4. Institutional strengthening.

The first three points are aligned with the Sustainable Development Goal N° 8: “Decent Work and Economic Growth”, essential for personal and community development. Sustainable projects seek to create sources of employment outside mining.

The fourth point supports Goal N° 16: “Peace, Justice and Strong Institutions”. As a company, we seek to build bridges between our stakeholders and us and to make them establish relationships among them, by:

- Working together in projects that benefit all interested parties, in an atmosphere of peace and harmony.
- Strengthening institutions by supporting the activities we carry out in the framework of agreements signed with experienced institutions and by encouraging active participation of our stakeholders.

The four points revolve around Goal N° 17: “Partnerships for the Goals”. The implementation of these four points is not carried out in an isolated way, but in coordination with the organisms or entities described in this chapter, where each stakeholder involved makes significant contributions to succeed in creating social value.

Our approach, in the context of sustainable community relations, is based on fostering open relationships with decent and respectful treatment as the keys for a responsible mining management. We want our community relations to be supported by principles and values aimed at sustainable development and community well-being, in order to optimize the company's social and environmental performance.

### Our CSR Roadmap, in the Center of our Vision

Our strategy seeks to make the company an actor committed to its people, which involves:

- Being a renowned company that contributes to the communities of its area of influence.
- ERAMET Goal: set up dialogue channels with our stakeholders in 100% of the sites.
- ERAMINE holds quarterly meetings and social roundtables with the communities of its area of influence to create spaces open for dialogue. In addition, we implemented a protocol to process claims and suggestions from the Puesteros.
- ERAMET Goal: set up an investment program to contribute to local development, favoring actions that benefit young people in 100% of our sites.
- ERAMINE has different programs that address this matter, which are described

in this chapter under title “Employment Creation and Skill Development”.

### Communication, Consultation and Participation: 102-43

From the beginning of our activities in the area, we established relationships with the project's neighboring communities seeking to build a fluid and transparent dialogue as well as to foster their involvement in our activities.

Listening to and learning from our stakeholders to improve our business management and our surroundings, and also to achieve mutual understanding, is a key objective in ERAMINE's communication strategy.

Communication is based on accountability and transparency principles. The first principle refers to the accountability of our social, environmental and economic performance. It involves accepting responsibility when mistakes are made, taking the necessary measures to correct them and the actions to prevent their repetition. Transparency involves disclosing in a clear, accurate and complete way, and to a sufficient and reasonable degree, the information about the policies, decisions and activities for which we are responsible.

In the framework of the implementation of the standard “Towards Sustainable Mining” (TSM), proposed by the CAEM (Argentinean Chamber of Mining Entrepreneurs) to all its member companies, we carried out a self-assessment of the different protocols. One of the protocols, the “Community Approach Protocol”, offers us tools to go deeper in the communication and consultation efforts with the stakeholders of our area of influence. These were the results we achieved:

### HSE Protocol on Community Relations: COI (Communities of Interest)

Dimension:	Communities and People	GAP Analysis Result	GAP Analysis Result
Protocol:	Community Approach	2018	2019
Indicator 1:	COI Identification	A	AA
Indicator 2:	Effective COI Engagement and Dialogue	A	AA
Indicator 3:	COI Response Mechanism	B	A
Indicator 4:	Reporting	B	B

AAA- Excellence and Leadership

AA- Integration in management decisions and business functions

A- Systems and processes are developed and implemented

B- There are procedures. Systems and processes are being planned and developed

C- There are no systems in operation

Our Main Stakeholders Connected with the Communities: 102-42

- Puesteros of the Salar Centenario and SRPG communities.
- Employees and contractors from the communities.
- Trade Unions UOCRA and AOMA.
- Mining Office of Salta.
- Mining Chamber of Salta and mining companies.
- SRPG Social Roundtable.
- Government: municipalities, ministries (Health, Education, Early Infancy and Native Affairs), Mining Office and Institutions: Energy and Mining Resources of Salta (RE-MSA), Provincial Institute of Native Communities of Salta (IPPIS), National Institute of Agricultural Technology (INTA).
- Universities: Universi-dad Nacional de Salta (UNSa) and Universidad Católica de Salta (UCASAL).
- Quinoa producers.
- Chamber of Suppliers of Mining and Tourism Services of the Puna (CAPRO-SEMYTP) and Chamber of Suppliers of Mining Companies of Salta (CAPEMISA).
- Civil Organizations.
- Local, provincial and national media.
- Social networks.
- Other communities.

Communication Channels



1. Quarterly Meetings

ERAMINE invites the communities from the project's direct area of influence to participate in quarterly meetings. The Mining Office of Salta, the application authority, also participates in these meetings.

During these quarterly meetings, participants are told about the progress of the project and of the Work Plan. We include an explanation of the technical, environmental and social aspects of the project. Attendants have the opportunity to address their thoughts, opinions and concerns directly to the representatives of the company, which serves as feedback from the communities. These messages summarize the essence of the project; they are clear, concrete and timely.

2. Meetings

ERAMINE organizes regular meetings with its stakeholders to carry out participatory projects and activities, assuming the shared commitments.

Some examples of these meetings are:

- UOCRA- COMMUNITY- ERAMINE: they seek to foster local employment and offer trainings to the community.
- INTI- COMMUNITY- ERAMINE: their objective is to develop a circular economy project.

- SMS- CAPEMISA- CAPROSEMITP- ERAMINE: they seek to promote local purchases.
- SMS- COMMUNITIES- ERAMINE: quarterly meetings and SRPG roundtable.
- QUEWAR COOPERATIVE- OFFICE OF COOPERATIVES AND MUTUAL SOCIETIES- ERAMINE: trainings in cooperativism.
- QUEWAR COOPERATIVE- INTA- UNSA- ERAMINE: trainings to quinoa producers on cultivation stages.
- UCASAL- SMS- COMMUNITIES- ERAMINE: training and environmental monitoring with the participation of the communities.

3. SRPG Roundtable

In the framework of Resolution 235/18 from the Application Authority, ERAMINE participates in the SRPG roundtable together with other mining companies and the community of SRPG.

The objectives of the roundtable are:

- Develop alliances and networking for the benefit of the communities.
- Examine, assess and respond to community demands.
- Carry out community projects that improve the living conditions of the population with the involvement of different mining companies and the government.

- Centralize and channel community demands and alerts.
- Improve and increase the group's intelligence and networking between mining companies and municipalities to improve effectiveness.
- Improve community outreach and communication.

4. Open Doors Program

This program consists in guided visits to the Centenario Lithium Project and is targeted at external stakeholders. Part of the transparency strategy of our management is to tell what we do and how we do it, inviting stakeholders to experience the project for some days.

These are some of the main goals:



In 2019, this activity took place in November with the participation of local suppliers, the Chief of the Kolla community of SRPG, Puesteros of Salar Centenario and organizations related to our company.

We started the activity with a safety onboarding and during the tour we showed the Geology, CSR, Environment, Pilot Plant and Laboratory areas. We visited the production wells, the facilities of the Pilot Plant and the Laboratory. The space was open to make questions and to raise concerns about the project and its social and environmental performance. Visitors participated actively.

All areas expressed their commitment to safety, the environment and their respect for the communities.

At the end of the day, the Community of SRPG invited all participants to have lunch at their village, which created an opportunity to talk, participate and to strengthen relations.

5. Visits to Puesteros

We make regular visits to the Puesteros and we give them water and firewood every week. We also invite them to participate in the Quarterly Meetings, the environmental monitoring and in the different programs we organize together.

6. Protocol for Puestero's Suggestions and Claims

This year we prepared a Protocol to manage suggestions and claims from Puesteros in order to organize their follow-up and resolution.

7. Reports

In compliance with Resolution 87/18, every six

months, we provide the Mining Office of Salta with information about the number of ERAMINE employees and the number of contractors that work in the project, together with their respective compensations and contributions; we also provide information about the values of supply purchases and of hired services, about programs, CSR actions and trainings. In addition, we submit the reports required by the Environmental Impact Statement (DIA for its Spanish acronym): Resolutions 60/19 and 61/19 about social and environmental aspects to the Application Authority. Each year, we prepare the sustainability report using, in this case, the international standard of the Global Reporting Initiative (GRI), standards ISO 26000, Sustainable Development Goals and principles of the Global Compact.

8. Suggestions Box

This is further explained in the chapter "Building Our Future".

9. News

This is a monthly digital newsletter to communicate internally the progress of the project, the activities developed by the different areas of the company, our achievements and important events.

Development Programs and Impact Assessments: 413-1

Community development programs and the participation of the communities are explained throughout this chapter under the titles "Education and Culture", "Employment Creation and Skill Development" and "Wealth and Income Creation". Concerning the assessment of environmental and social impacts, we have just issued the Environmental Impact Statement. The content of this study is public and

any stakeholder can read it. With respect to dialogue channels, this topic is explained under the title “Communication and Consultation”.

**Education and Culture**  
**Program “Growing with my Studies”**  
Stakeholders: MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY-COLLABORATORS-ERAMINE.

The reason we decided to implement this program is that we consider that education is the main tool for the development of people and of the society as a whole. The Ministry of Education, Science and Technology of the Province of Salta and ERAMINE signed a cooperation agreement on the Virtual Distance Learning System N° 9,002 to make it available to our collaborators to help them finish their secondary studies. We identified thirteen collaborators with unfinished primary and/or secondary studies and four people enrolled in the program to finish their education.

**Advanced Students and Young Professionals Encounter**  
Stakeholders: UNSA/UCASAL-YOUNG PROFESSIONALS-ERAMINE  
This is described in the chapter “Building Our Future”.

**Rally of Las Rosas**  
Stakeholders: RALLY OF LAS ROSAS- FOUNDATION “NIÑOS DEL DESIERTO”- FOUNDATION “EQUINOTERAPIA DEL AZUL”- ERAMINE  
This rally is targeted exclusively at women and the journey takes place in the Puna of Salta. This is a charity institution that works together with the foundations Niños del Desierto (French origin) and Equinoterapia del Azul.

We have been cooperating with this initiative for four years organizing and coordinating the activities in the villages of the Puna in Salta, especially in San Antonio de los Cobres and Pastos Grandes. We also help with transportation during the event.

**Participatory Environmental Monitoring**  
Stakeholders: LOCAL COMMUNITIES AND PUESTEROS- UCASAL- MINING OFFICE OF SALTA.  
Together with the university UCASAL, we train environmental monitors from the communities that are suggested by the Chief of the community of SRPG and by the Puesteros, who also selected the people that will participate in the environmental monitoring of ERAMINE's project. Afterwards, an independent company analyzed the samples and the results were presented to the communities in the quarterly meeting. The Mining Office of Salta actively participated in all the stages of the activity.

Objective of the activity:

- 1. Transparency in the company's environmental performance before the communities and the Application Authority.
- 2. Participation of the communities in the monitoring of our environmental performance.

Stakeholder's objective:  
COMMUNITY:

- 1. Its empowerment.
- 2. Participation in the monitoring of our environmental performance.

MINING SECRETARY OF SALTA: ensure the participation of the communities in the company's environmental monitoring.

**Cultural Celebrations**  
Stakeholders: COMMUNITY OF SANTA ROSA DE LOS PASTOS GRANDES- MINING COMPANIES-ERAMINE.

The Community of Santa Rosa de los Pastos Grandes invited us, together with other mining companies, to celebrate their saint festival. We contributed with goods for the festival. We also helped the pilgrims of the Lord and the Virgin of Miracles, who were accommodated in Santa Rosa de los Pastos Grandes. In the Ratones camp, we celebrated the Pachamama Feast.

**Employment Creation, Skill Development and Wealth and Income Creation**  
**Local Employment: UOCRA- ERAMINE Agreement**

Stakeholders: UOCRA- COMMUNITY- CONTRACTORS PARTICIPATING IN THE CONSTRUCTION OF THE PROJECT.  
In response to the employment expectations of the communities, we started negotiations with UOCRA to sign the first collective bargaining agreement in Argentina with Corporate Social Responsibility Clauses. All contractors that participate in the construction phase of the project are also bound by it.

**Clause 2.2:** *The workers and the communities are essential for the success of THE PROJECT AND THE CONSTRUCTION COMPANIES, in their capacity as employers, acknowledge their obligation to treat them with dignity, respect and consideration, respecting their integrity and providing them with the necessary guarantees that they will receive in time their full compensation as agreed, which also applies to compliance with all the current labor laws.*

**Clause 2.6:** *In this context, the parties to this collective agreement ratify their express commitment to the neighboring communities where THE PROJECT will take place, promoting employment and training in technical trades in those communities, fostering entrepre-*

*neurship and developing together activities that encourage corporate social responsibility in order to promote sustainable development in the Puna.*

ERAMINE's objectives:

- 1. Foster local employment, the respect and development of local communities and of their working conditions.
- 2. Develop skills in the communities through training.
- 3. Promote social impact in the communities through sustainable projects avoiding isolated actions that disperse efforts.

Stakeholders' objectives:

- 1. Have formal sources of employment.
- 2. Develop their skills.
- 3. Improve their quality of life and that of

their families.

- 4. Work safely.

Results:

- 1. 100% of contractors participating in the construction of the project adhere to the agreement, hiring as much local workforce as possible, depending on the job skills needed or the potential to acquire them. As of 12/31/2019, there were 56 new hirings of people from SRPG and Puesteros' relatives in ERAMINE and in its contractors.
- 2. 60 people from the community were trained in Construction Safety by the UOCRA foundation. A total of 300 man-hours were dedicated to training in 2019.

All the trainings given in 2019 to the community are described below:

Training Organization	Trainings	Participants		Total Man- hours in training in 2019	Participating Companies
Office of Cooperatives and Mutual Societies- UNSA ( <i>University of Salta</i> )- INTA ( <i>National Institute of Agricultural Technology</i> )	Cooperativism and farming of quinoa	Quinoa producers	64	465	ERAMINE
UOCRA Foundation	Safety in construction	Puesteros of Salar Centenario, SRPG and SAC communities	60	300	ERAMINE
INTI ( <i>National Institute of Industrial Technology</i> )	Learning to be an Entrepreneur: circular economy projects and protection of the environment	SRPG Community	46	230	ERAMINE
UCASAL ( <i>Catholic University of Salta</i> )	Environmental monitors	SRPG community and Puesteros of Salar Centenario	12	192	ERAMINE
Contractor	Construction workshop	Puesteros of Salar Centenario and their relatives	5	216	ERAMINE

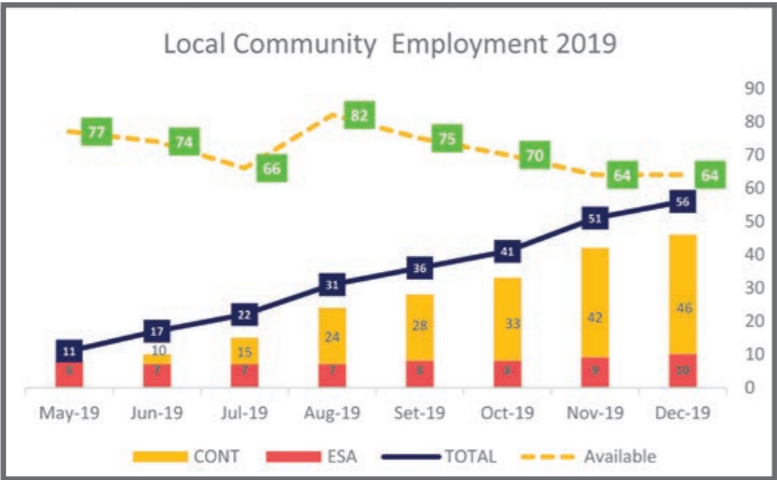
We conduct workshops with the Team and with Contractors to communicate the scope of the collective agreement and the legal commitments assumed in the framework of the trainings on “Organizational Alignment in the Path of CSR”.

To hire people from the communities, we organized a workshop called “Looking for Talents”, in order to gather information about the people of the community, interview them, identify different profiles and their availability. Because of these activities, we were able to put together lists of people available to work, approved by the Community Chief and the Puesteros, with

their active participation.

Every time a new contractor enters the project, we give them these lists so that they can give priority to the people on them when they hire workforce.

These lists were incorporated to the UOCRA employment program, which respects the rule of areas of influence for hiring, beginning by Salar Centenario Ratones and SRPG, continuing by San Antonio de los Cobres, other villages of the department of Los Andes, then of the province of Salta and lastly the rest of the provinces of Argentina.



As a result of this joint work, by the end of December, 88% of the available people of the communities from the project's direct area of influence worked in our Team or for our contractors, of which 27% were women.

The UOCRA foundation conducted three trainings called "Building Safety Values", in which the different parties participated. Participants were called by the Puesteros (and invited their relatives), by the Chief of the SRPG community and by the UOCRA (members of the employment program of San Antonio de los Cobres). The methodology of the workshops was very dynamic and many people participated. The main subjects were related to Safety in construction, the importance of looking after our culture, self-esteem and the value of each person. All participants received a certificate issued by the UOCRA Foundation. ERAMINE contributed by paying the fees of the instructor. The municipality of San Antonio de los Cobres and the Artisan's Market offered the venue to dictate the workshops. We believe that the strategic alliance COMMUNITY-UOCRA-ERAMINE was the key to the success of these workshops, where each party fulfilled its commitments.

Local Purchases

ERAMINE gives priority to local contractors and suppliers. This is fully developed in the chapter "Our Contractors and Suppliers".

Sustainable Projects

Sustainability and self-management are two characteristics of our approach towards community projects.

1. Quinoa Project

The goal of this project is to provide tools and technical assistance to producers to contribute to their social and economic development and to foster the acquisition of the necessary skills for their self-management in a sustainable project. ERAMINE and the producers of the community have come a long way in the development of the quinoa project, which has a comprehensive focus, from the agricultural production to the commercialization of the product. The project extends from the community of Santa Rosa de los Pastos Grandes to Puesto Vega Tarón (Puestero of Salar Centenario), San Antonio de los Cobres and Salar de Pocitos, all located in the department of Los Andes, a privileged place for growing and producing quinoa.

Pillars of the Quewar project:



Stakeholders: PRODUCERS FROM THE COMMUNITY- OFFICE OF COOPERATIVES AND MUTUAL SOCIETIES OF THE PROVINCE OF SALTA, WHICH BELONGS TO THE GENERAL EMPLOYMENT OFFICE- ERAMINE.

Scope of the Project:

- 1. Community Outreach Plan.
- 2. Development of the skills and abilities of the producers of the community and their families, from cultivation to commercialization.
- 3. Possibility of self-supply of the communities.
- 4. Way to earn a living.
- 5. Compatibility agriculture-mining.

Stakeholders' objectives:

PRODUCERS FROM THE COMMUNITY:

- 1. Way to earn a living.
- 2. Development of skills and abilities.
- 3. Way to recover an ancestral crop.
- 4. Self-supply.
- 5. Cooperativism.

OFFICE OF COOPERATIVES AND MUTUAL SOCIETIES:

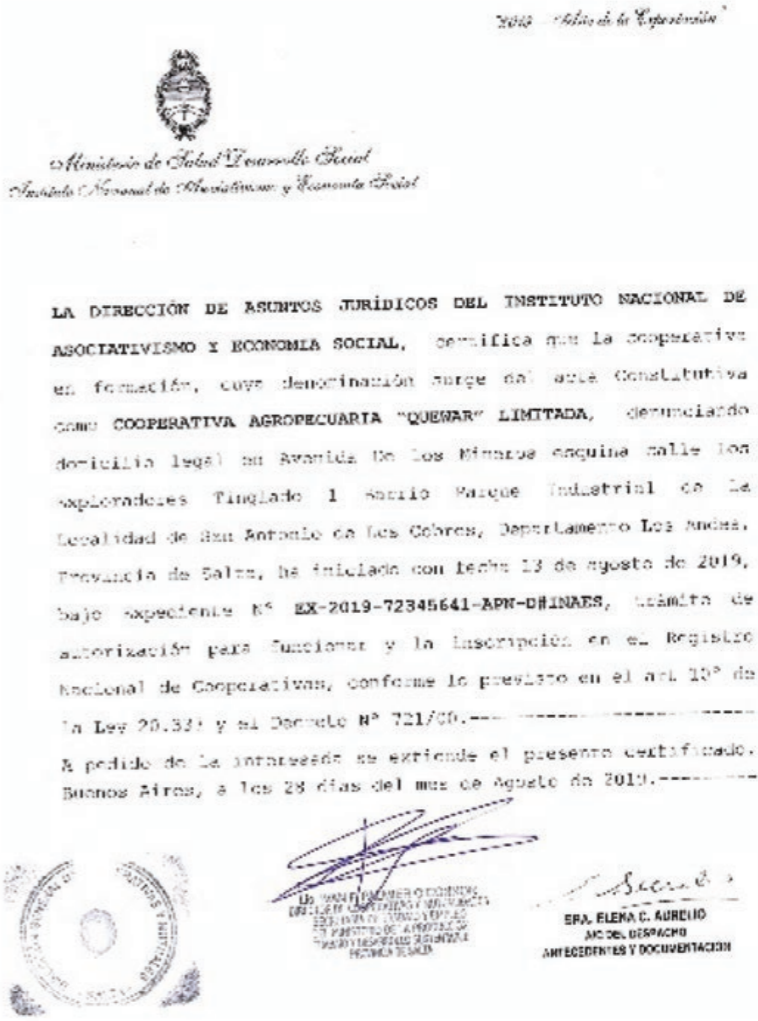
- 1. Development of producers.
- 2. Cooperativism.
- 3. Development program in the framework of the Government's policy.

Allocated Resources, ERAMINE contributes to:

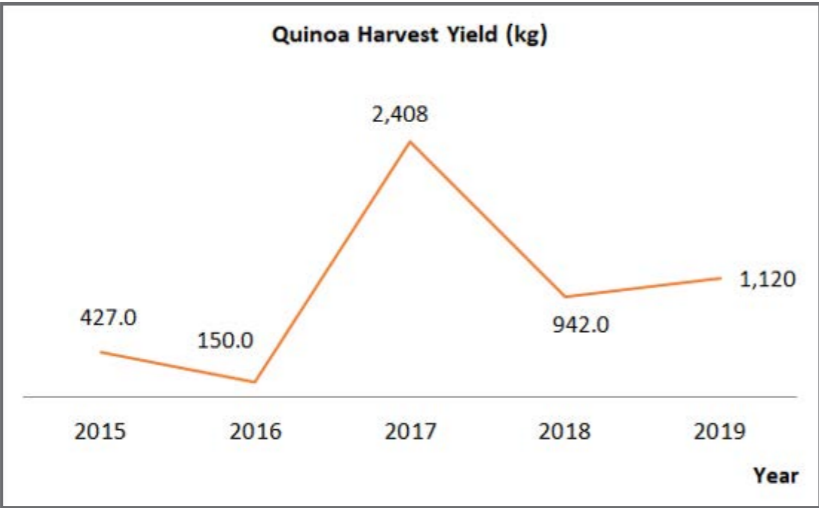
- 1. Quinoa real organic seeds.
- 2. Technical assistance to producers.
- 3. Organic certification: Food Safety in progress.
- 4. Materials, drawings and building of the Added Value Center.
- 5. Continuous support and guidance to producers through trainings.

Results: setting up of the Cooperative Quewar:

After much work with the producers, ten of them decided to set up a cooperative in formation. In the presence of the Office of Cooperatives and Mutual Societies, they signed the Articles of Incorporation, which is reproduced below. They also appointed a President, a Secretary and a Treasurer. It was a historic day, all producers were aware of the huge step they had taken. To show their happiness and the long years of hard work, they brought different meals made with quinoa. Producers promised to work as an association and according to the law, under the necessary legal form to commercialize, obtain funding and improve their positioning.



Season	Number of Properties	Surface Area (Ha)	Total Real Yield (kg)
2016-2017	4	2.28	2,408
2017-2018	13	3.664	942
2018-2019	12	3.561	1,120.4
2019-2020	7	1.865	S/D



Season	Number of Producers	Number of Collaborators	Other Direct Beneficiaries
2017-2018	22	18	29
2018-2019	19	16	30
2019-2020	14	8	16

Note: collaborators and direct beneficiaries are relatives of the producers.

In the season 2018-2019, some producers decided to stop working their properties given that they had not had a good yield due to lack of resources (water, transportation from their homes to the property, workforce). We looked for other producers and the properties Atuyaco and Quebrada Grande, located in San Antonio de los Cobres, were added to the project. We also incorporated the Shelter-School to the project, through the Schools Plan.

In the season 2019-2020, producers sowed quinoa in 7 properties, some of which reduced their sowing surface due to lack of resources (water, mobility, supplies to prepare the soil and workforce). Other producers, for personal reasons, could not sow on the expected date. The schools that were going to participate could not prepare the soil on time and the test in Pampa Ciénaga with the Puesteros was not successful, due to lack of resources and workforce.

We have been advising and assisting the producers every week for several years. This year we decided to reduce the time dedicated to

each individual producer and guide them towards self-management. This approach and the reasons given above explain the reduction in the properties, surfaces and in the number of producers, temporarily.

We also prepared a Good Agricultural Practices Manual to give to each producer in the context of a training organized in cooperation with the Universidad Nacional de Salta and the INTA.

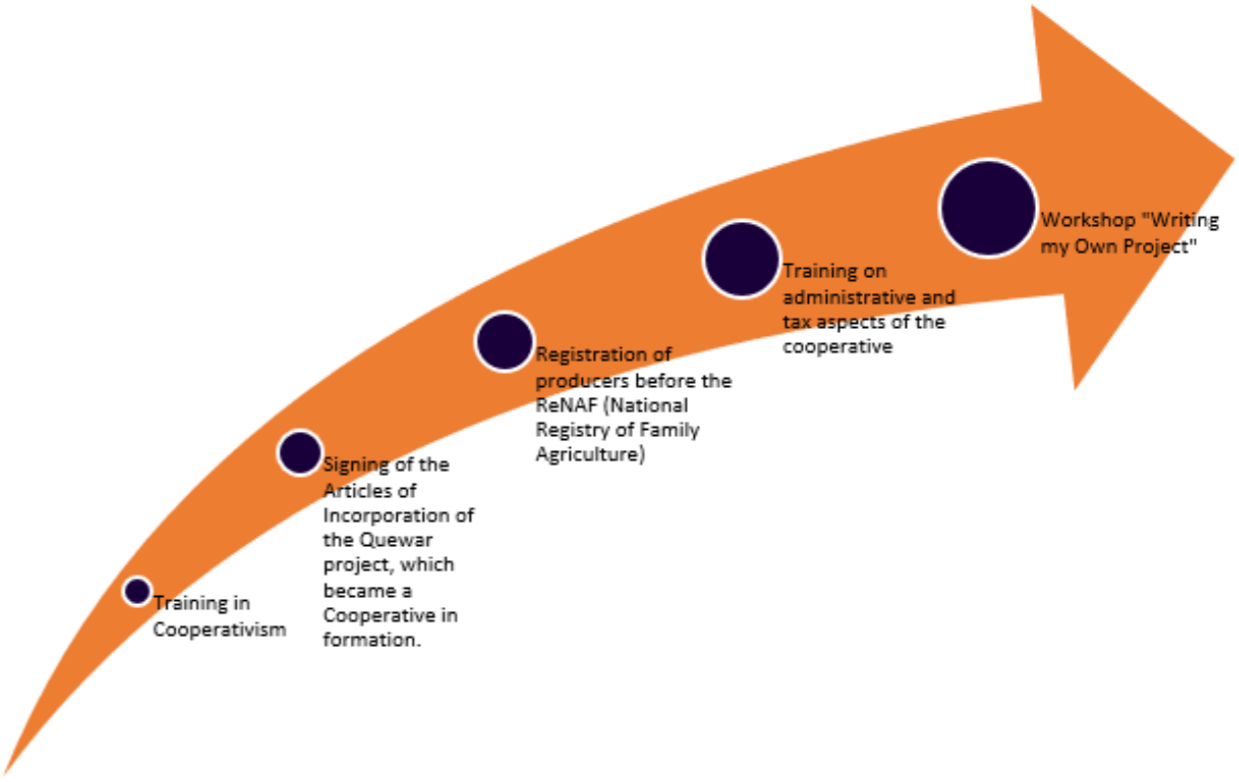
An independent consultancy firm evaluated the quinoa project. It conducted interviews to producers and to people from ERAMINE that participated in the project. The firm identified several points that were presented to producers to work on them together.

With regards to training, our focus was mainly the institutional strengthening of the cooperative, in cooperation with the Office of Cooperatives and Mutual Societies of the Province of Salta.

Gathering producers and fostering dialogue and solidarity among them is an important part of the new challenge we face: to become mature in cooperativism.

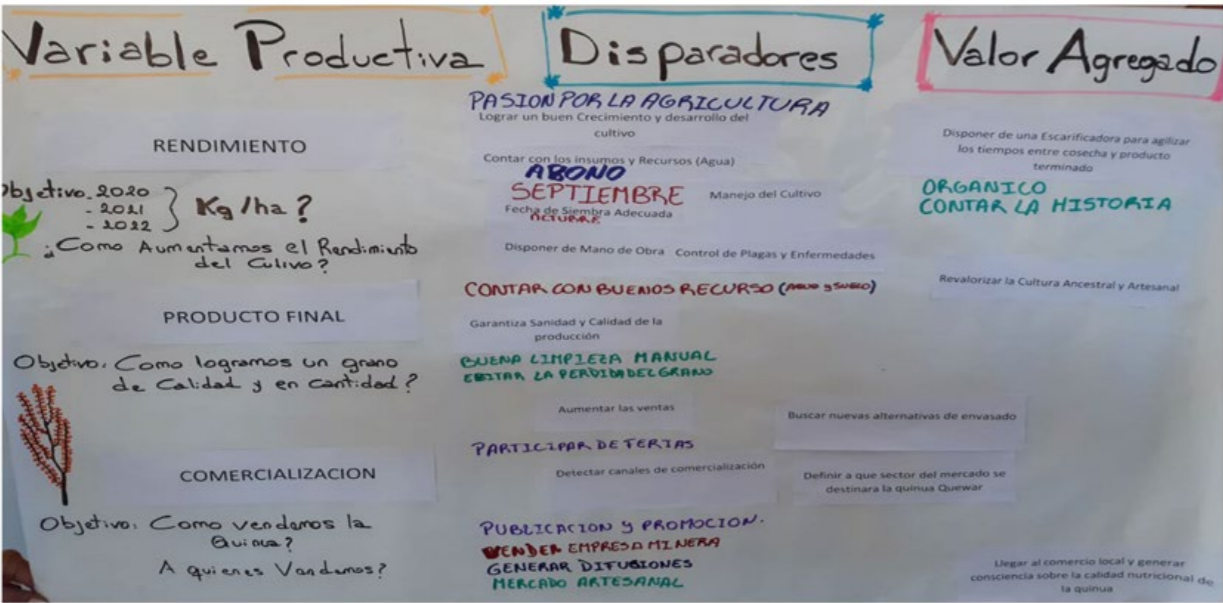
Workshops and Trainings	Number of Hours	Participants	Instructor
<u>Cooperativism</u>	3	10	Office of Cooperatives and Mutual Societies of the Province of Salta
Presentation of the Quinoa Project Assessment	5	9	Independent consultancy firm
Good Agricultural Practices Manual	5	13	UNSA- INTA- ERAMINE
Administration of the cooperative, tax aspects, production and added value.	3	8	Office of Cooperatives and Mutual Societies of the Province of Salta
Workshop: Writing the Quinoa Project	2	8	Office of Cooperatives and Mutual Societies of the Province of Salta -ERAMINE
Regional workshop: "Diversification of organic production"	5	2	MAPO (Argentine Movement for Organic Production), INTI, National Ministry of Production and Labor
Trainings on agricultural production	19.71	14	Agricultural Engineer (employee of ERAMINE)

465 was the total of man-hours of training given to producers in 2019.



Another important step was the workshop held to redevelop the quinoa project, in which the producers of the cooperative participated.

The objective was the appropriation of the project by producers.



With respect to the guidance we provide to producers in the modernization of the project, we visited the INTA and the IPAF NOA (Provincial Institute of Family Agriculture of the Argentine Northwest Region) in Maimará with the President and the Secretary of the Quewar cooperative to make a tour of the quinoa value added plant and other Andean crops. We watched the operation of the dehuller machine of quinoa grains, which in 45 minutes can de-saponify (eliminate saponin=soap) 50 kg of quinoa. Producers spend between 4 to 5 days washing and drying 50 kg of quinoa using 2 or 3 people. They considered they should have this machine soon in the cooperative to speed up the works and make better use of water.

Lastly, we can mention, for the third consecutive year, the inspection by the consultancy firm FOOD SAFETY for the organic certification.

**2. Community Organic Vegetable Garden Project**  
Stakeholders: PUESTEROS.

**Scope of the Project:** training and self-supply of Puesteros. White and black barley were sowed to use as fodder for the Puesteros' animals. Bean and Andean potato were also sowed.

- ERAMINE's objectives and results:
- 1. Outreach plan with Puesteros.
  - 2. Development of Puesteros' skills and abilities.
  - 3. Provide Puesteros with a self-supply source of food. Compatibility agriculture-mining.

**Stakeholders' objectives and results:** development of skills and abilities, availability of food for self-supply, and therefore, a way to

earn a living.

**3. Circular Economy Project**  
ERAMINE signed with the INTI a Technical Assistance Agreement for the Development of Local Suppliers. It is a big step in our commitment to Local Development. The project is in the assessment stage.

**Stakeholders:** LOCAL COMMUNITIES (SRPG)-INTI- MUNICIPALITY OF SAN ANTONIO DE LOS COBRES- ERAMINE.

- Scope of the program:**
- 1. Development of entrepreneurs from the community.
  - 2. Decompression of the domestic waste deposit.
  - 3. Protection of the environment.

**Stakeholders' objective:** Business development for entrepreneurs of the community.

**Areas involved:** HR and CSR.

The INTI calculated the recyclable or reusable waste and the organic waste generated by the project to study the feasibility of two circular economy projects.

We organized a training called "Learning to be an Entrepreneur: Opportunities Protecting Our Environment", in which 45 people of the SRPG community participated, some of them primary and secondary students. We identified potential entrepreneurs who showed interest in being able to generate plastic wood or blocks from plastic waste using INTI technology. One person was interested in compost production. We noticed a great deal of enthusiasm among participants. It was an opportunity to raise awareness about the protection of the environment and to foster entrepreneurship. The total man-hours of training in 2019 was of 230.

Regarding compost, during an experimental trial, we recycled 860 kg of fresh organic waste to obtain fertilizer to be used in agricultural projects.



**4. Community Tourism Project in the Framework of the Social Roundtable**  
**Stakeholders:** COMMUNITY OF SRPG- SOCIAL ROUNDTABLE OF SRPG- FOUNDATION "BUENA VIDA"- ERAMINE.

**Assessment stage:** using participatory processes, the objective was to put together a list of tourist routes and destinations and to form associative projects to render tourist services in the community of SRPG, including the acquisition of local management practices and tools to guarantee the autonomy and sustainability of the project.

- Results:**
- 1. Trainings on community tourism.
  - 2. Preparation of a list of six potential entrepreneurs of Rural Community Tourism by category: lodging, gastronomy, guided tours (baqueanos) and craftwork.
  - 3. Preparation of a set of recommendations

for future visitors that will make up the first Ethical Code of Conduct for Responsible Travelers.

4. Identification of potential guided tours, by foot and by car.

5. Entrepreneurship Project

**Stakeholders:** JUNIOR ACHIEVEMENT- PRODUCERS- SCHOOLS- ERAMINE.

**Objective:** Contribute to the development of the community through entrepreneurship values.

Actions carried out:

- Program “Entrepreneur’s Week”: participation of the President of the Quewar cooperative, who talked about his experience as a producer, convinced that quinoa is “the food of the future”.
- Donation of an air ticket to a student from Technical School N° 3,117 of Salta, who was selected as one of the best entrepreneurs in America by the program “The Company” of Junior Achievement, so that he could participate in the event *Company of the Year 2019* in the Dominican Republic with his project “Kings”.

6. Animal Vaccination in the Farms of Salar Centenario

The Municipality of San Antonio vaccinates every year small cattle in the farms of Salar Centenario. We contributed with logistics as a way to support the stockbreeding activity of Puesteros.

**Stakeholders:** PUESTEROS- MUNICIPALITY OF SAC- ERAMINE.

The participants of the farms were:

- San Nicolás: one female representative.
- Pampa Ciénaga: one male representative.
- Ciénago Ancho: one male representative.




**Results:** 1,155 animals were vaccinated: 11 % Camelids, 32 % Sheep and 57% Goats in all the farms of the basin.






Health. Sanitary Rounds

**Stakeholders:** PUESTEROS- HEALTH CENTER- ERAMINE.

Every month, ERAMINE provides health assistance to the Puesteros of Salar Centenario, given by the nurse of SRPG, who travels to the farms. In this sanitary round, dental, skin care and diabetes trainings were given.

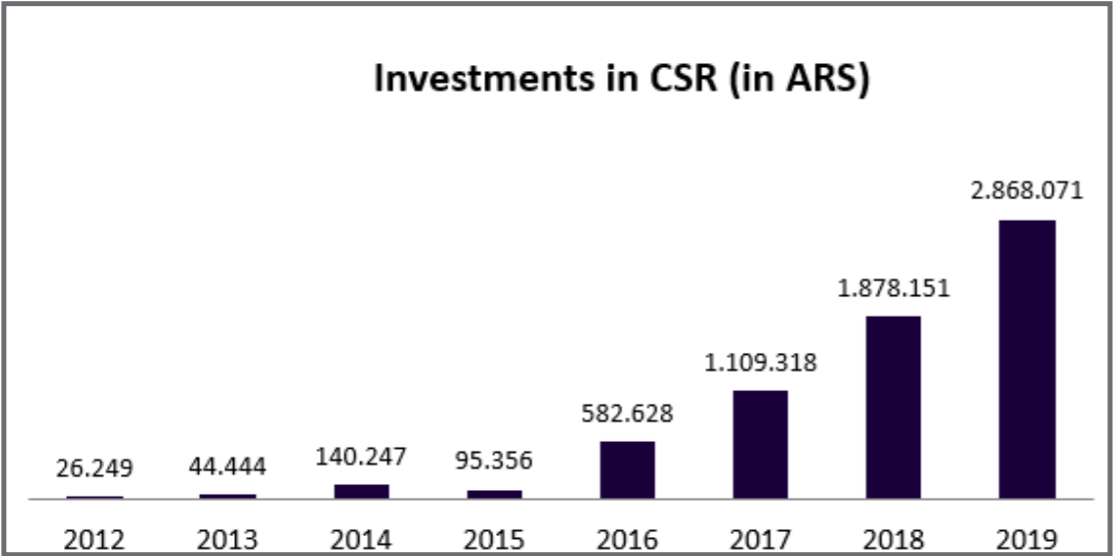
Significant Indirect Economic Impacts: 203-2

Positive Impacts		Sustainable Development Goal
1. Changes in the productivity of organizations, sectors or in the economy as a whole;	Quinoa project: agricultural production. Recovery of an ancestral crop of the Andean communities.  Organic Vegetable Garden project: experimental trial.  Animal vaccination in the farms of Salar Centenario: Puesteros, the municipality of SAC & ERAMINE.  Community Tourism project in SRPG . Foundation Buena Vida & SRPG Community & SRPG Social Roundtable: assessment stage.	 
2. Economic development in areas with high poverty rates	Eramine local contractors: 2 of them from Salar Centenario, 2 from SRPG, 9 from SAC and 192 from the rest of the province of Salta.  Quinoa project: 14 producers, 8 collaborators and 16 direct beneficiaries in 2019 distributed between Santa Rosa de los Pastos Grandes, San Antonio de los Cobres, Vega Tarón (Puestero) and Salar de Pocitos.	

Positive Impacts		Sustainable Development Goal
3. Economic impact of the improvement or deterioration of the social or environmental conditions	Participatory Environmental Monitoring UCASAL & SRPG Community and Puesteros: training and participation in the monitoring.  Circular Economy project: INTI &SRPG Community & ERAMINE: plastic recycling and compost production (assessment stage).	  
4. Promotion of skills or knowledge in a professional community or in a geographical area	Trainings to employees from the community. Trainings on job positions.  Trainings to contractor employees on safety and the Ethics Charter.  Training to environmental monitors of the communities of the project´s area of influence, 01/2019.  UOCRA Foundation Trainings & Communities & ERAMINE: Construction Safety. Participants: 60.  Quinoa project. Producers & Office of Cooperatives and Mutual Societies & UNSA-INTA: trainings on quinoa cultivation, institutional strengthening of the Quewar cooperative.	
5. Creation of job positions in the supply and distribution chain.	The total number of employees of our contractors working in the ERAMINE project amounts to 988, from which 672 belong to the province of Salta.  Hiring of local workforce, both in ERAMINE and in our contractors: 56 new hires in 2019 from SRPG and Puesteros 'relatives and 54 new hires from San Antonio de los Cobres in our contractors.	

**Social Investment. Infrastructure Investments and Services Supported: 203-1**  
During 2019, ERAMINE made investments in the community of its area of influence con-

nected with sustainable projects, trainings, etc. They are described in this chapter.



# CHAPTER IX: THE ENVIRONMENT

- One of ERAMET´s Pillars makes reference to:
- Being a Committed Corporate Citizen” with the PEOPLE and the PLANET.
  - Being an ECONOMICALLY RESPONSIBLE PLAYER.

ERAMINE undertakes to protect the environment and is determined to prevent and to minimize any environmental impact as well as to be more efficient in the use of resources.

Our Environment Area in the HSE Management guarantees compliance with the environmental standards established by the Company.

Below we describe ERAMET´s CSR Roadmap goals relating to the environment and the progress ERAMINE made in each of them:

- Actor committed to the Planet:**
- Reduce our atmospheric emissions.
    - ◊ ERAMET´s goal: reduce 80% of emissions before 2023 versus 2018 emissions.
    - ◊ ERAMINE: did not measure the emissions of 2019 because of the phase of the Project (early works).
  - Preserve water sources and accelerate the regeneration of our mining sites, favoring biodiversity.
    - ◊ ERAMET´s goal: regenerated surface and surface rate  $\geq 1$  for the period 2019-2023.
    - ◊ ERAMINE: for the moment, no regeneration is needed. In the construction phase, the volume of water used is not significant.
  - Reduce our energy and climate footprint.
    - ◊ ERAMET´s goal: reduce by 26% CO2 tons / outgoing product tons by 2023 versus 2018.
    - ◊ ERAMINE: is not yet in the production phase. In 2019, it did not measure its energy consumption or its emissions.
  - Be active in the development of the circular economy.
    - ◊ ERAMET´s goal: Reduce annually an average of 2m3 of waste in all its categories (MSW, industrial and hazardous waste) through its reduction and reuse.
    - ◊ ERAMINE intends to reduce waste by 10m3 during the period 2019-2023.

It also seeks to develop circular economy projects with entrepreneurs from the community together with the INTI. These projects consist in the recycling and reuse of plastic waste for the production of plastic wood and concrete cubes combined with plastic (assessment stage). ERAMINE also delivered 5.8 cubic meters of used oil to authorized companies for its final disposal, 344.70 cubic meters of municipal solid waste and 1,066 kg of PET bottles to SaltaPlast.

**Management Approach: 103-2**  
The ERAMET group has several policies relating to the environment: energy, biodiversity, climate change and sustainable development. These policies can be found in the following links:

- [https://www.eramet.com/sites/default/files/2019-08/eramet\\_biodiversity\\_policy\\_en.pdf](https://www.eramet.com/sites/default/files/2019-08/eramet_biodiversity_policy_en.pdf)
- [https://www.eramet.com/sites/default/files/2019-08/130909politique\\_energie\\_groupe\\_validee\\_en.pdf](https://www.eramet.com/sites/default/files/2019-08/130909politique_energie_groupe_validee_en.pdf)
- [https://www.eramet.com/sites/default/files/2019-08/eramet\\_climate\\_change\\_policy.pdf](https://www.eramet.com/sites/default/files/2019-08/eramet_climate_change_policy.pdf)
- [https://www.eramet.com/sites/default/files/2019-08/sustainable\\_development\\_policy\\_gb.pdf](https://www.eramet.com/sites/default/files/2019-08/sustainable_development_policy_gb.pdf)

Our HSE processes are systematized and standardized and their implementation is designed and developed to enable us to comply with safety and environmental goals.

**Preventive Principle: 102-11; 307-1**  
This principle is enshrined in article 4 of the National Law of Minimum Environmental Budgets (Nº 25,675), and article 4 of the Provincial Law on Environmental Protection (Nº 7,070). Both laws regulate mining activity, as established by the Mining Code Law Nº 24,585 from article 246 onwards.

In line with our policies, ERAMINE complies with all applicable environmental laws, which translates into a responsible mining management. This is why we did not suffer any fine or penalty for noncompliance in environmental matters.

In February 2019, we obtained the Environmental Impact Statement (DIA for its Spanish acronym) for the construction and subsequent

startup of the Pilot Plant and the Industrial Plant (resolutions 60/19 and 61/19) to produce 24,000 annual tons of lithium carbonate.

Inspections

The Environment and Sustainable Development Office of the Province of Salta conducted a hazardous waste inspection. We did not receive any observation after the inspection; we comply with the national and provincial current legislation.

The Municipality of San Antonio de los Cobres visited the camp area and granted us the temporary authorization of the site, which will allow us to register the fuel tanks before the national bodies.

306-2

The following chart refers to the generation and disposal of Hazardous Waste:

Year	Hazardous Waste	Quantity	M.U.	Treatment or Disposal Method	Authorized Operator
2019	Used oil (Y8) and hydrocarbons with water (Y9)	5.8	m³	Reuse	SaltaPetrol
2018	Liquids contaminated with hydrocarbons (Y9)	0.971	m³	Recycling	SaltaPetrol
2018	Contaminated soil/solids (Y48)	584.4	kg	Incineration	Hábitat Ecológico

The operator SaltaPetrol reuses oil to create modified fuel oil. The quantity of hazardous waste presented includes waste generated by our contractors in the project.

Transportation of Hazardous Waste: 306-4

Hazardous waste is transported and treated within the province of Salta.

Non-hazardous Waste

Municipal Solid Waste (MSW) generated by the operations and functioning of the camps we have in the Puna is disposed of in the landfill San Javier in Salta City. Currently, the com-

Year	Non-Hazardous Waste	Quantity	M.U.	Treatment or Disposal Method	Authorized Operator
2019	Municipal Solid Waste	344.7	m³	Landfill San Javier	Authorized transport
2018	Municipal Solid Waste	72.1	m³	Sanitary landfill/ burial	Municipality of San Antonio de los Cobres

Prevention of Pollution  
Waste Management

ERAMINE has, in all of its operations, places duly authorized and conditioned for the temporary storage of hazardous and non-hazardous waste.

Hazardous Waste

We transport and dispose of the hazardous waste we generate, using authorized transport companies and operators registered before the Environment and Sustainable Development Office of the Province of Salta.

In 2019, we renewed our registration as hazardous waste generator pursuant to National Law N° 24.051.

pany is finishing the construction of a landfill located near the camp La Blanca and plans to build a larger one in the industrial zone.

In order to ensure a responsible waste management, our staff is trained regularly. In 2019, we started trainings on the use of waste stations to separate by category municipal solid waste (glass, paper/cardboard, recyclable plastics) so that they can be donated to institutions that reuse or recycle these types of waste.

The following chart refers to the generation and disposal of Non-Hazardous Waste:

Material to be Recycled	Year 2019	Year 2018	Measurement Unit	Institution
Used paper	617	461	kg	Ceos Sol Foundation
PET bottles	1066	391	kg	Ceos Sol/ SaltaPlast Foundation
Toner		2750	Mass value	Lexmark Company

The quantity of waste presented includes waste generated by our contractors in the project.

Spills: 306-3

The table below shows the spills we had in ERAMINE during the last two years:

Year	Location of the Spill	Spill Volume	Substance of the Spill*1	Area Affected	Consequences of Significant Spills
2019	GO Tank Area	100 L	Diesel oil	Soil	Removal of 1.4 m³ of soil
	Surroundings of the camp	2 L	Hydraulic oil	Soil	Removal of 0.1 m³ of soil
	Drilling platform	1 L	Hydraulic oil	Soil	Removal of 0.1 m³ of Soil
	Drilling platform	110 L	Hydraulic oil	Soil	Removal of 2 m³ of soil
	Camp	5 L	Diesel oil	Soil	Removal of 0.1 m³ of soil
	Drilling platform	10 L	Diesel oil	Soil	Removal of 0.2 m³ of soil
	Camp generators area	20 L	Diesel oil	Soil	Removal of 0.3 m³ of soil
	Camp	4 L	Hydraulic oil	Soil	Removal of 0.1 m³ of soil
	Access to the camp	60 L	Hydraulic oil	Soil	Removal of 1 m³ of soil
	Camp	10 L	Hydraulic oil	Soil	Removal of 0.2 m³ of soil
	Access road	70 L	Hydraulic oil	Soil	Removal of 0.2 m³ of soil
	GO tank platform	10 L	Diesel oil	Soil	Removal of 0.2 m³ of soil
	Camp	5 L	Hydraulic oil	Soil	Removal of 0.1 m³ of soil
	TOTAL 2019	417 L		Soil	6.2 m³ of Y48 disposed of
2018	Camp	0.001m³ (contention membrane)	Diesel oil	Camp	Cleaning - remediation
	Quinoa Property Pampa Ciénaga	0.002 m³	Oil	Pampa Ciénaga	Cleaning - remediation
	Well DW26RT	3kg	Oil	Salar Ratones	Cleaning - remediation
	Well DW26RT	30kg	Diesel oil	Salar Ratones	Cleaning - remediation
	Truck OQU036	3kg	Hydrocarbons	Camp	Cleaning - remediation
	Well DW30CN	2kg	Hydrocarbons	Salar Centenario	Cleaning - remediation
	Truck OQR870	5.12kg	Oil	Camp	Cleaning - remediation
	Backhoe of the company MADE	9.5kg	Oil	Camp	Cleaning - remediation

Spills are environmental impacts that we remedy.

**Trainings on Environmental Issues**  
During the year, we trained ERAMINE employees, contractors and visitors on environmental issues. We trained people on waste management, liquid sewage treatment, water management, etc.

**Monitoring of All Environmental Components**  
These monitorings are performed every three months pursuant to Environmental Impact Statement 61/19 to learn about the environmental conditions of the surrounding areas. If deviations are detected, measures are taken to return such component to its original conditions according to the limits established by the applicable environmental legislation.

- Surface water and groundwater.
- Soil.
- Environmental noise.
- Limnological studies.

**Predictive Studies**

- Gas dispersion analysis (potential model of power generation of the future plant.)

**First Participatory Environmental Monitoring**  
In September, in the framework of resolution N° 04/18 of the Mining Office of the Province of Salta, we conducted the first Social-Environmental Monitoring of the Centenario Project with four environmental monitors from the communities, all of them women, who were selected by the president of the community of Santa Rosa de los Pastos Grandes and by *Puesteros*. The activity was led by a company specialized in monitoring and a representative of the Mining Office of Salta participated.

The monitors were previously trained on how to perform the work, both in theory and in practice, by the Universidad Católica de Salta and by the specialized company.

The monitoring was performed on September 16th and 17th and consisted in taking water and soil samples on site.

ERAMINE recognizes the importance of community participation in our activities. This is why we are committed to listening to our stakeholders, both internal and external, in a context of respect for people, transparency, safety and protection of the environment.

People from our team participated with the presentation “Participatory Environmental Monitors in Mining Contexts” in the Exposition of the UNDP (United Nations Development Program) Report, sharing ERAMINE’s experience on this matter.

**Sustainable Resource Use: Lithium Extraction process**  
Our lithium extraction process (completely developed by ERAMET), which selectively retains lithium returning the rest of the brine to its original salar, is proof that sustainability and the protection of the environment are a strategic vision of ERAMINE. The process of Lithium Carbonate production consists in pumping the brine from the wells to the plant to treat it and remove clay and other impurities. Afterwards, through a degasification process, CO2 is removed to avoid a defective lithium adsorption process.

Next, the brine goes through an adsorption phase, in which lithium is selectively separated and removed with an eluent to form an artificial lithium chloride solution. This solution undergoes a nanofiltration and reverse osmosis process from which a lithium chloride solution with a concentration of 3.5 gr/l is obtained. The solution is concentrated by forced evaporation until a concentration of 35 gr/l is achieved. Silica is removed by precipitation and Boron, Calcium and Magnesium are extracted. Precipitation of lithium carbonate is produced by adding sodium carbonate or soda ash; lithium carbonate is then dried and packed for commercialization.

**Energy Consumption within the Organization: 302-1**  
At the beginning of the production phase, the Centenario Project will generate 100% of the energy by burning natural gas. However, we plan to substitute a certain percentage of this energy with solar panels.

During 2019, ERAMINE did not measure its energy consumption given the early stages of the project.

**Water Sources. Interaction with Water as a Shared Resource: 303-1; 303-3**  
In ERAMINE, we do not consume water from any superficial source of the basin Salares de Centenario and Ratones. The water for industrial use is extracted from underwater aquifers with the corresponding necessary permits from the Application Authority (Office of Water Resources of the Province of Salta).

Water for human consumption is bottled water acquired in San Antonio de los Cobres or in Salta City.  
The simulation model that represents the behavior of the hydrogeological basin will determine the optimal use of each well’s volume so that the effects on the aquifers are minimal and the resource is used reasonably.

ERAMINE uses a model of the water basin behavior built with the information obtained from a series of monitorings and from data ex-

tracted as the drilling of water and brine wells advances. This data is fundamental to understand the variables involved and to confirm the aquifer’s recharge values on a continuous basis. This is some of the information gathered systematically: meteorological data using two automatic stations, rainfall measurements using totalizer rain gauges located at different heights and in different sub-basins, values of

the water table levels using a hundred monitoring wells and evaporation studies. Meteorological data are collected monthly and water table levels every two months. The following table shows the estimation of the total water extraction in all the areas (in cubic hectometers) for the future industrial plant and the breakdown by source:

Sources	Fresh water (total dissolved solids ≤ 1000 mg/l)	Other water (total dissolved solids > 1000 mg/l)	Total in Hm³/year
Surface water	0	0	0
Groundwater	80 l/s	0	2.52
Sea water	0	0	0
Produced water	0	0	0
Third party water	0	0	0

Note: Fresh water means water for mining use. It is not suitable for human consumption and, with certain restrictions, it can be used for cattle and irrigation.

It is important to underline that in the basin Centenario – Ratones, water supply highly exceeds water demand; therefore, it is not considered a water stressed area.

**Water Consumption: 303-5**  
An average of 11 m3/day were used for the first phase of construction in the plant. Water supply comes from a well located in the Centenario – Ratones basin that is monitored by a totalizer flow meter located in the discharge pipe. There are no changes in the aquifer’s storage.

ERAMINE updates the model of the basin’s hydrogeological behavior and evaluates its recharge regularly. This model and its results are validated periodically by internationally renowned external consultants (Montgomery & Associates and DHI). As it can be observed, the estimated consumption is just a minor percentage of the recharge and does not compromise the natural conditions of the ecosystem.

**Water Discharge: 303-4**  
There is no water discharge.

**Consumption of Biodegradable Drilling Supplies**  
With regards to the products used for drilling, the main supplies used are organic polymers. The most important are: CYTEMP, Ecolub, Polyget- S, Viscozan, Ph controller.  
The muds used during drilling are safe and do not present any pollution risk for the environment because they are biodegradable polymers; these products decompose quickly by

The estimated water consumption for the future industrial plant has been determined based on the lithium extraction system. This methodology was tested in a pilot plant in France. As part of the works that have already been executed, a Pilot Plant (Training Center) was set up to assess, among other things, the behavior of the process in its natural environment. The estimated consumption in relation to the aquifer’s recharge is the following:

Estimated plant consumption	Estimated aquifer recharge	Measurement Unit
80	484	l/s

oxidation and sunlight.

**Climate Change Mitigation and Adaptation: Gas Emissions**  
The main sources of atmospheric emissions are associated with internal combustion vehicles and power generators. For the moment, we do not measure atmospheric emissions due to the stage of the project.

**Protection of the environment, biodiversity and restoration of natural habitats: location of the Project with respect to protected areas: 304-1**

**Identification of Protected Areas**  
In the province of Salta, Provincial Law N° 7,107 created the “Provincial System for Protected Areas” (SIPAP) in the year 2000, to provide the necessary conditions for sustainable management and protection of the province’s natural and cultural resources.

Provincial Reserve “Los Andes”

It was created in 1980 by Provincial Decree N° 308/80 and is managed by the Provincial System for Protected Areas (SIPAP), which belongs to the Environment Office of Salta. This reserve spreads across a surface area of 1,440,000 ha, covering almost the whole department of Los Andes (Salta). It limits to the North with the Province of Jujuy and to the East with the Department of La Poma; to the South with parallel 24° 45’ and to the West with Chile.

The main objective of its creation is the preservation of the fauna of the area, specially the vicuna (Vicugna vicugna) and the floral and edaphic resources. The reserves falls under the Protected Area Management Category IV pursuant to the IUCN (International Union for Conservation of Nature) (2009), which allows for preservation associated with productive/extractive activities.

Reserve Area of the Vicuna

The department of Los Andes, together with the departments of Cachi, Molinos, San Carlos, La Poma, Rosario de Lerma, Iruya, Santa Victoria and Cafayate make up the reserve area of the vicuna. It was created in 1993 by provincial Law 6,709. It is a specific reserve area that seeks to protect the vicuna by prohibiting its hunting, possession and the commercialization and industrialization of its products and sub-products. It is more a prohibited hunting area than a Natural Reserve, in its strict meaning (Chebez, 2005).

The area of the Centenario Project is not located within any category of protected areas of the province of Salta.

Operations with Impact on the Communities and on Biodiversity: 413-2; 304-2

Environmental impacts are defined as the possible changes in the original environmental conditions that may result from operations, in this case, from mining operations.

Impact on the Landscape

The roads, camps and drilling of exploration-production wells are the main impacts that Eramine has on the landscape of the area.

Impact on geomorphology and on the landscape is reduced by using the already existing roads and tracks, seeking to reduce to a minimum the need to open new roads.

Impact on the Soil

Other aspect to be considered, connected with soil contamination, is the potential existence of accidental spills and/or leaks of hydrocarbons from the equipment used for the activities. We have procedures and action plans to deal with spills of any type of substance on the soil.

Impact on Flora and Fauna

The execution of the planned activities does not affect these components in a significant way.

Impact on the Archeological and Paleontological Heritage

The company hired an expert in archeology who, before the company engages in any exploration, construction or production activity, carries out the relevant analyses. If any archeological or paleontological discovery is made, the professional will inform the application authority.

Species Included in the Red List (IUCN) and in National Preservation Lists: 304-4

No endemic species of flora from Argentina within a risk category of the IUCN and PlanEar (Endemic Plants of Argentina) were identified.

The table below shows the conservation status of the identified species listed by the International Union for the Conservation of Nature (IUCN).

Scientific Name	Common Name	UICN Conservation Status	CITES (2012)
<i>Thylamys pallidior</i> (Thomas, 1902)	White-bellied fat-tailed mouse opossum	LC	Not included
<i>Microcavia shiptoni</i> (Thomas, 1925)	Shipton's mountain cavy	NT	Not included
<i>Microcavia australis</i> (I. Geoffroy y d'Orbygny, 1833)	Southern mountain cavy	LC	Not included
<i>Akodon albiventer</i> (Thomas, 1897)	White bellied grass mouse	LC	Not included
<i>Abrothrix andinus</i> (Philippi, 1858)	Andean Altiplano mouse	LC	Not included
<i>Andinomys edax</i> (Thomas, 1902)	Andean mouse	LC	Not included
<i>Auliscomys sublimis</i> (Thomas, 1900)	Andean big-eared mouse	LC	Not included
<i>Phyllotis xanthopygus</i> (Waterhouse, 1837)	Yellow-rumped leaf-eared mouse	LC	Not included
<i>Eligmodontia puerulus</i> (Philippi, 1896)	Andean gerbil mouse	LC	Not included
<i>Calomys lepidus</i> (Thomas 1884)	Andean Vesper mouse	LC	Not included
<i>Chinchilla brevicaudata</i> (Waterhouse, 1848)	Short-tailed chinchilla	CR	Appendix I
<i>Lagidium viscacia</i> (Molina, 1782)	Souther mountain viscacha	LC	Not included
<i>Ctenomys opimus</i> (Wagner, 1848)	Highland tuco-tuco	LC	Not included
<i>Octodontomys gliroides</i> (Gervais y d'Orbigny, 1844)	Mountain dego	LC	Not included
<i>Abrocoma cinerea</i> (Thomas, 1919)	Ashy chinchilla rat	LC	Not included
<i>Tadarida brasiliensis</i> (I. Geoffroy Saint-Hilaire, 1824)	Brazilian free-tailed bat	LC	Not included

References: Conservation status according to IUCN (2011 – downloaded 2012) and CITES categories. DD: data deficient, CR: critically endangered, VU: vulnerable, NT: near threatened, LC: least concern.

Herpetofauna: UICN Conservation Status and CITES Categories (Convention on International Trade in Endangered Species of Wild Fauna and Flora)

Order	Family	Scientific Name	Common Name	Situation in Argentina			UICN Conservation Status	CITES (2012)
				Distribution	Habitat	Trophic Guild		
Order Squamata	Liolaemidae Family	<i>Liolaemus andinus</i> (Koslowky, 1895) synonym <i>L. poecilochromus</i>	N/A	Northwest of Catamarca and southwest of Salta	Puna, habitat with adesmia, high grassland	Omnivorous	Not included	Not included
		<i>Liolaemus vulcanus</i> , synonym <i>L. dorbignyi</i>	N/A	Northwest of Catamarca	Puna, Ignimbrita and basalt rocky areas	Omnivorous	Not included	Not included
Order Anura	Bufoinidae Family	<i>Rhinella spinulosa</i>	Warty toad	In the west of Argentina, from the province of San Juan to Jujuy	Humid areas near water bodies, in streams, rivers and high meadows	Carnivorous	LC	Not included

References: Conservation status according to IUCN (2011 – downloaded 2012) and CITES categories. NO: Northwest. SO: Southwest. O: West.

Environmental Expenses

The environmental expenses of the year 2019 are detailed below and are expressed in Argentine pesos.

Environmental Expenses	Amount in ARS
Monitoring service	237,122
Bacteriological water testing	15,400
Recyclable waste removal	94,500
Disposal of hazardous waste	55,687
Removal of hazardous waste from La Blanca	0
Unblocking of sewer pipe	71,145
Advise and management services	239,250
Container for MSW storage	92,549
Removal of MSW containers	510,439
MSW treatment	179,008
Septic truck for sewers	131,273
Total	1,626,373

These are expenses for operations. They do not include environmental studies for the construction project, movement of sewage waste in Ratones, etc.  
The environmental expenses of 2018 were of \$ 1,024,248.

CHAPTER X: OUR CONTRACTORS AND SUPPLIERS

Description of the Supply Chain and Significant Changes: 102-8, 102-9, 102-10

The change from the exploration phase to the construction phase produced changes in our supply chain. ERAMINE started working together with M3 Argentina SRL for the development and construction of the Centenario project since the middle of 2018. This contract is called EPCM (Engineering, Procurement, Construction Management).

The EPCM contractor develops the detailed engineering, purchases the materials and supplies, hires the construction services and directs the works as an agent of the owner of the project until the start-up of the industrial plant, when it checks its correct operation.

The assembling of the pilot plant was an important milestone in the life of the project. This plant reproduces the exact same process of the industrial plant at pilot scale and has been brought from the city of Trappes (France) to the Puna, in order to be able to check the correct performance of the process in the site conditions. It will serve as a training center for the staff that will operate the future industrial plant. Trappes is located 40 km from Paris, where the ERAMET Group has its research and development center.

During this year, we developed preliminary assembling works for the industrial plant, such as the setting up of a camp for 800 people, including its infrastructure (water, power and sewers as well as an effluents treatment plant), ancillary buildings (recreation, infirmary, administration, camp operations, kitchen, dining room), earthworks and the start of the drilling of the brine production wells.

In line with the strategic pillars of the ERAMET Group, specially with the one that refers to being Committed Corporate Citizens, we started a relationship with the chambers of the province of Salta in order to give priority to local hirings and to enable as many companies of the province as possible to participate in the bids under equal technical and economic conditions. Likewise, when the technical complexity or the magnitude of the works require the participation of companies from other provinces, we ask them to hire local workforce and, if possible, subcontractors from Salta.

Suppliers and contractors in general participate in the bids, and at the moment of evaluating them, ERAMINE pays close attention to those

that are local, whether they are members or not of one of the Chambers of Suppliers.

ERAMINE guarantees equity and transparency in its bidding processes.

In the context of local development, a short-term relationship is proposed to suppliers and contractors as a trial period, with the possibility to extend the relationship to a medium/long-term, and the company cooperates with them in their alignment with ERAMINE's standards.

## Promote Social Responsibility in the Value Chain. Management Approach: 103-1; 103-2

# Sustainable Purchasing policy

This policy formalizes the Eramet group (« Eramet ») willingness to strengthen its commitment when addressing sustainable development and ethics issues related to purchasing. This document is in line with Eramet's Corporate social responsibility (« CSR ») roadmap, its ethics charter and its values.

Through this policy, Eramet, commits itself to implementing best practices in sustainable purchasing and to match its stakeholders such as its customers, suppliers, employees and investors. This policy is also consistent with Eramet's external commitments, particularly with respect to relations with local or regional suppliers, especially small and medium sized businesses<sup>2</sup>.

Eramet's Purchasing function contributes to the Company's creation of value and its sustainable economic performance. Considering the Purchasing function's role, we urge our suppliers, contractors and their respective subcontractors (all herein referred to as "suppliers") to work with Eramet to identify improvement opportunities in their CSR practices.

In this context, the chapters below are intended to outline Eramet's requirements and expectations in terms of Responsible Purchasing, divided in 3 chapters: Working conditions, environment and business ethics.

For Eramet, compliance with these requirements is a deciding factor when choosing and establishing its business relationships.

<sup>1</sup> Corporate social responsibility

<sup>2</sup> For example, in France, Innovative SME charter, Sustainable supplier relations charter

## 1. Human Rights and Working Conditions

### → Human Rights

Eramet has adopted an Ethics Charter and a Human Rights Policy, and requires its Suppliers to respect Human rights as recognized by the Universal Declaration of Human Rights, the ILO's Fundamental Conventions and any other applicable local, national and international regulations, as well as the principles details in its policy.

In particular, Eramet shall rule out any contractual relations with Suppliers that are known not to comply with regulations in terms of forced labor, child labor, minimum working age, discrimination, violence or which are complicit in terms of violations in these areas.

### → Health and safety

Eramet has adopted a Health Policy and a Safety Policy. Eramet expects its Suppliers to comply with standards equivalent to its own and, in particular, to provide their

employees with a work environment that meets applicable health and safety standards and manages the impact their activities have on the health of local populations.

### → Labor law

Eramet requests its suppliers to comply, wherever they operate, with all applicable local legal provisions as regards to labor law, particularly those concerning legal working hours and minimum wages.

eramet

## 2. Environment

In accordance with its CSR roadmap and Environmental Policy, Eramet expects its Suppliers to control their activities' impact on the environment and comply with all applicable regulations. Eramet requests its Suppliers to draw inspiration from the best international practices in this area, particularly by setting up an environmental management system.

### → Energy and environmental impact

Eramet requests that its suppliers implement actions to improve their energy efficiency and reduce their greenhouse gas emissions and other environmental impacts.

### → Natural Resources and Biodiversity

Eramet requests that its Suppliers optimize their use of natural resources and manage their impact on biodiversity.

### → Emissions and Waste Management

Eramet requests that its Suppliers manage emissions and discharges associated with their activities, including those linked to the generation and management of waste. Eramet encourages programs aimed at minimizing waste generation, particularly hazardous waste, and at implementing all forms of reuse and recycling.

### → Products Regulations

Eramet requests that its Suppliers comply with the market access and product regulations in force (such as the REACH regulations in Europe) and attach the greatest importance to the knowledge and management of the toxic impact of the products they use.

## 3. Business ethics

Under its Ethics Charter, Eramet has adopted principles aimed at protecting the integrity of its activities. These principles are as follows:

### → Corruption and conflicts of interest

Eramet condemns all forms of corruption and prohibits any situations entailing a conflict of interest involving its employees and Suppliers. Continuation of the Group's relationships with its Suppliers shall be conditional on the latter refusing any corrupt act or money-laundering, any situation of conflict of interest and any other breach of the legal provisions applicable in the countries in which they operate. With regard to gifts and invitations, the transparency rule applies in all circumstances: gifts received or offered as part of a business relationship are reported to management and authorized in accordance with the conditions set out in the Group Policies in force at Eramet.

### → Respect of Competition Rules

Eramet has pledged to comply with competition regulations and expects the same of its Suppliers. The Group has established procedures specifically aimed at ensuring the respect of the equality of treatment of Suppliers, and that all purchasing decisions are based on an objective and comparative assessment of the Suppliers' integrity and reliability. All its procurement decisions are based on the criteria of price, quality, performance, lead times and the suitability of the proposed services for the Group's needs.

Furthermore, the Group strictly complies with regulations which prohibit any agreement, concerted practice or abuse

of a dominant position in the market concerned, where its suppliers are concerned.

### → Respect of confidentiality and Patent Rights

Eramet considers the respect of confidentiality and patent rights one of its main priorities. The information that the Suppliers share with the Group will be treated with due respect and used only for authorized purposes. Eramet expects its Suppliers to make the same commitments.

### → Product traceability

Member of the Responsible Minerals Initiative (RMI), Eramet requests that its Suppliers ensure that materials and products delivered to Eramet are of legal origin and can be traced properly, particularly for raw materials.

For all its suppliers of conflict minerals (3TG : Tin, Tungsten, Tantalum and Gold) or Cobalt, Eramet requires a traceability of the supply at least up to the smelters.

### → Transparency and Publishing Non-Financial Information

Eramet has obligations and has made commitments on transparency and the publication of non-financial information.

The Group expects its Suppliers to implement the same practice in their contractual relations with Eramet and their own stakeholders.

One of the goals of our CSR Roadmap is to promote responsible mining. In this sense, the ERAMET Group suggested as a goal that 100% of clients and suppliers assess the CSR and Ethical commitments of all its subsidiaries. In ERAMINE, we deliver to each contractor the Ethics Charter as an attachment to the agreements we sign and we intend to include the abovementioned assessment in the 2020 CSR Plan.

**Stakeholders Engagement Strategy – Contractors and Suppliers**

ERAMINE understands that working together with our contractors and suppliers is essential for the development of the region and the economic growth of local companies and families. We expect to create a long-term relationship that allows them to develop technically and professionally and to experience a sustainable economic growth.

Making the people of the native communities the protagonists of our project is one of the foundations to build social excellence, showing our commitment to the development of neighboring communities.

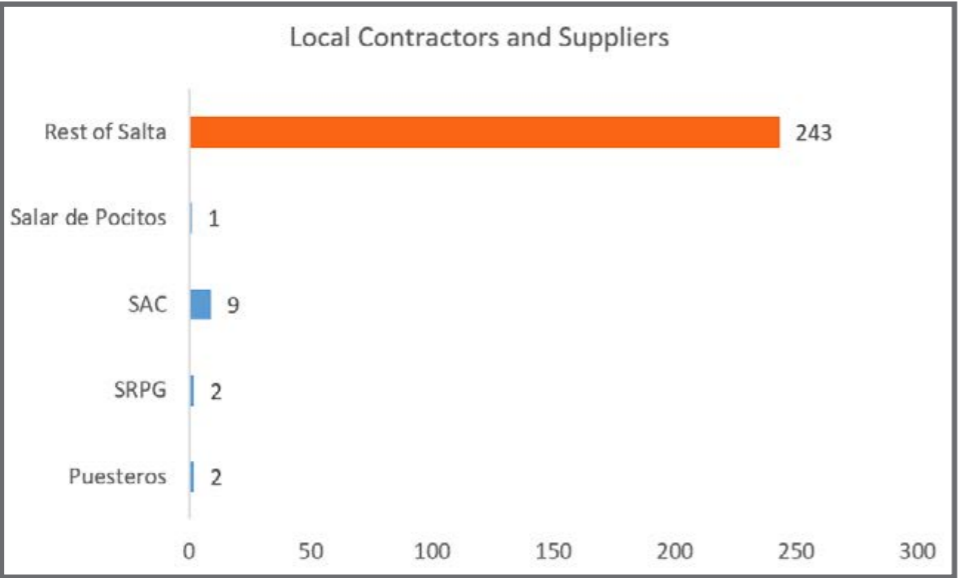
There were two key events in our relationship with contractors:

- 1. The signing of the Collective Bargaining Agreement UOCRA (Argentinean Build-

ing Workers Union)-ERAMINE (407-1): the principal of this Agreement is ERAMINE, since we engaged in negotiations with the Trade Union, we reached an understanding and we signed the agreement, which is binding on all contractors that participate in the construction project. This achievement reflects our commitment to workers and the communities, since it standardizes salary scales and gives equal benefits to all, apart from aligning all contractors with ERAMINE's policies. In addition, the Agreement UOCRA-ERAMINE gives importance to the development of the communities in two innovative CSR clauses (this is further described in the chapters The Communities and Stakeholders Engagement Strategy).

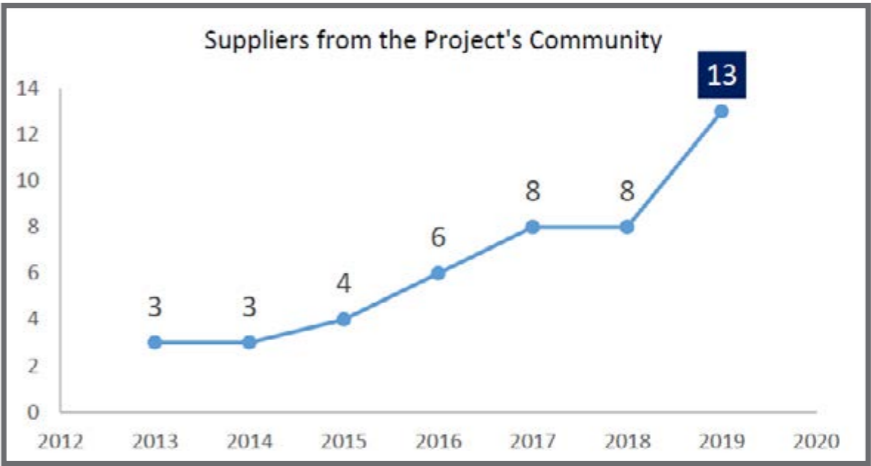
- 2. The signing of the agreement with the INTI (National Institute of Industrial Technology): this is a framework agreement for technical assistance, the aim of which is to foster the development of local suppliers and the technical training of the communities of the Andean area, in the context of ERAMINE's CSR policies. This agreement is further explained in the chapter The Communities under the title Employment Creation and Skill Development.
- 3. We always give priority to local contractors and suppliers.

**Suppliers selected according to social criteria: 414-1**



From the thirteen suppliers and contractors from the Puna, the waste collection and water transportation services are rendered by two contractors from Salar Centenario, while the cleaning and the chemical toilet services are

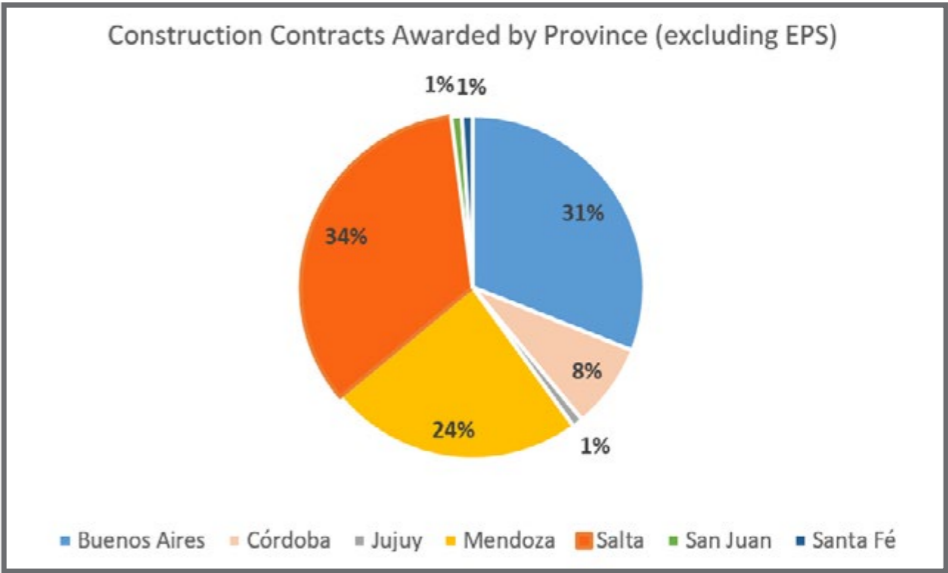
provided by two contractors from SRPG. The following graphic shows the increase in the number of contractors and suppliers year after year, since 2013:



**Proportion of Spending on Local Suppliers: 204-1**

By "local" we mean the province of Salta. Purchasing efforts extend by areas, starting from

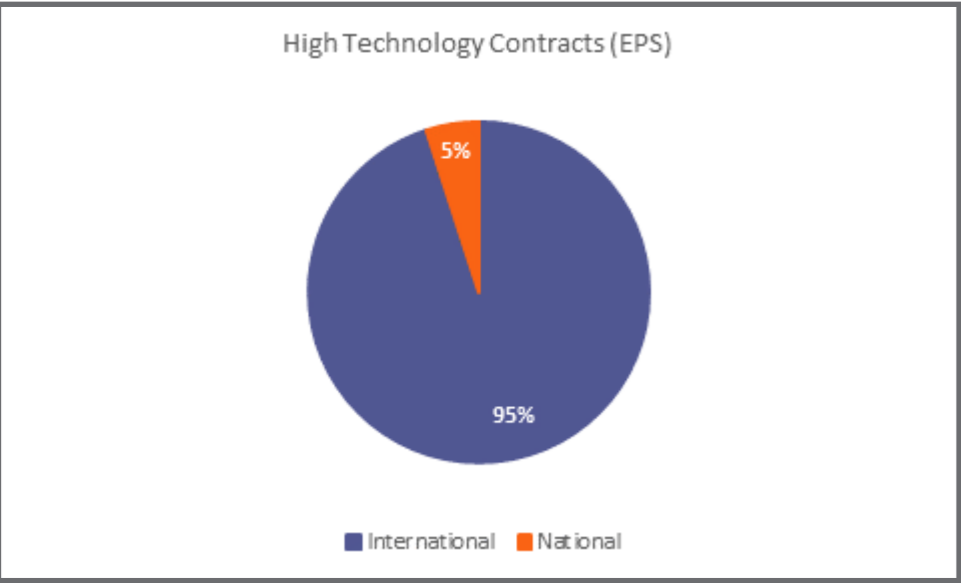
the areas closer to the project: SRPG, Puesteros, SAC and the rest of the Puna, Salta city and then the rest of the province.



Percentages were calculated based on the value of the contracts.



Percentages were calculated based on the value of the contracts.



Percentages were calculated based on the value of the contracts.

Contracts	Contractor's Origin
C001 – Civil Works	Salta
C002 – Construction of the Pilot Plant building	Buenos Aires
C003 - Fencing	Salta
C005 – Equipment installation	Salta
C006 - Architecture	Salta
C021 - Drillings	Salta
C032 – Land works	Salta
C035 – Provision and set-up of construction camp and permanent camp	Buenos Aires
C036 – Provision and set-up of dining area	Buenos Aires
C039 – Bidding ancillary services	San Juan
C050 – Optic fiber in bidding process	Córdoba
C051 – Electrical installation, instrumentation and control for Pilot Plant	Salta
C052 – Recreation building	Buenos Aires
C053 – Fresh water piping	San Juan
C054 - Concrete	Mendoza
C067 – Warehouse construction	Buenos Aires
C074 – Concrete temporary plant	Jujuy
S055 – Topographical survey control	Santa Fe

GLOSSARY

SRPG: Santa Rosa de los Pastos Grandes  
SAC: San Antonio de los Cobres  
CSR: Corporate Social Responsibility  
DIA: Environmental Impact Statement  
SMS: Salta Mining Secretariat  
INTA: National Institute of Agricultural Technology  
IPAF: Provincial Institute of Family Farming  
INTI: National Institute of Industrial Technology  
UCASAL: Catholic University of Salta  
U.N.Sa.: National University of Salta  
SDG: Sustainable Development Goals  
NOA: Argentine Northwest  
TSM: Towards Sustainable Mining  
CAPEMISA: Chamber of Suppliers of Mining Companies of Salta  
CAPROSEMIPT: Chamber of Mining and Tourist Services Providers of La Puna Argentina  
HSE: Health Safety Environment  
KPI: Key Performance Indicator  
UOCRA: Construction Workers Union of the Argentine Republic  
AOMA: Argentine Mining Workers Association  
CPR: Cardiopulmonary Resuscitation  
PPE: Elements of Personal Protection  
HAZOP: Hazard and Operability Study  
TFI: Frequency Index  
LTIR: Lost Time Incidents Rate  
TF2: Global Frequency Index  
TRIR: Total Recordable Incidents Rate  
TG: Severity Index  
UNDP: United Nations Development Program  
SIPAP: Provincial System of Protected Areas  
IUCN: International Union for Conservation of Nature  
CITES: Convention on International Trade in Endangered Species of Wild Fauna and Flora  
PlanEAR: Endemic Plants of Argentina  
UNGP: United Nations Guiding Principles  
EPCM: Engineering, Procurement, Construction Management  
EPS: Engineering, Procurement, Services

INDEX

102-55 GRI Content Index			
General Disclosures		UN Global Compact	Page
Organization Profile			
102-1	Name of the organization	Transparency and reporting standards	12
102-2	Activities, brands, products, and services	Transparency and reporting standards	12
102-3	Location of headquarters	Transparency and reporting standards	12
102-4	Location of operations	Transparency and reporting standards	12
102-5	Ownership and legal form	Transparency and reporting standards	12
102-7	Scale of the organization	Transparency and reporting standards	13
102-8	Information on employees and other workers	Transparency and reporting standards	47, 87
102-9	Supply Chain	Transparency and reporting standards	87
102-10	Significant changes to the organization and its supply chain	Transparency and reporting standards	87
102-11	Precautionary principle or approach	Principle 7	79
102-12	External Initiatives	Principles 1 to 10	13
102-13	Membership of associations	Non-specific requirement of a COP	16
Strategy			
102-14	Statement from senior decision makers	General Manager’s commitment and leadership	4
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Principle 10	32
Governance			
102-18	Governance structure	Implementation in corporate functions and business units	47
Stakeholder engagement			
102-40	List of stakeholder groups	Stakeholder involvement	31

102-41	Collective bargaining agreements	Principle 3. Transparency and reporting standards	55
102-42	Identifying and selecting stakeholders	Stakeholder involvement	31, 66
102-43	Approach to stakeholder engagement	Stakeholder involvement	26, 65
102-44	Key topics and concerns raised	Stakeholder involvement	28
<b>Practices for the preparation of reports</b>			
102-45	Entities included in the consolidated financial statements	Non-specific requirement of a COP	17
102-46	Defining report content and topic boundaries	Transparency and reporting standards. Stakeholder involvement	17
102-47	List of material topics	Transparency and reporting standards Stakeholder involvement	18
102-49	Changes in reporting	Non-specific requirement of a COP	25
102-50	Reporting period	COP is annual	25
102-51	Date of most recent report	COP is annual	25
102-52	Reporting cycle	COP is annual	25
102-53	Contact point for questions regarding the report	Non-specific requirement of a COP	25
102-54	Claims of reporting in accordance with the GRI Standards	Non-specific requirement of a COP	25
102-55	GRI content index	Non-specific requirement of a COP	95
102-56	External assurance	Non-specific requirement of a COP	25
103-3	Evaluation of the management approach of each material topic		25
<b>ECONOMIC</b>			
<b>GRI 201:</b>	<b>Economic performance</b>		
103-1; 103-2	Management approach		12
201-1	Direct economic value generated and distributed	Non-specific requirement of a COP	12
201-4	Financial assistance received from government (VAT)	Non-specific requirement of a COP	13
<b>GRI 202:</b>	<b>Market presence</b>		
103-1; 103-2	Management approach		42
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Principle 1	53

202-2	Proportion of senior management hired from the local community	Principle 6	51
<b>GRI 203:</b>	<b>Indirect economic impacts</b>		
103-1; 103-2	Management approach		64
203-1	Investments in infrastructure and services supported	Non-specific requirement of a COP	78
203-2	Significant indirect economic impacts	Non-specific requirement of a COP	76
<b>GRI 204:</b>	<b>Procurement practices</b>		
103-1; 103-2	Management approach		88
204-1	Proportion of spending on local suppliers	Non-specific requirement of a COP	91
<b>GRI 205:</b>	<b>Anti-corruption</b>		
103-1; 103-2	Management approach		32
205-2	Communication and training about anti-corruption policies and procedures		36
<b>GRI 206:</b>	<b>Unfair competition</b>		
103-1; 103-2	Management approach		32
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Principle 10	37
<b>ENVIRONMENT</b>			
<b>GRI 302:</b>	<b>Energy</b>		
103-1; 103-2	Management approach		79
302-1	Energy consumption within the organization	Principle 7	82
<b>GRI 303:</b>	<b>Water</b>		
103-1; 103-2	Management approach		79
303-1	Interactions with water as a shared resource	Principle 7	82
303-3	Water withdrawal	Principle 7	82
303-4	Water discharge	Principle 7	83
303-5	Water consumption	Principle 7	83
<b>GRI 304:</b>	<b>Biodiversity</b>		
103-1; 103-2	Management approach		79
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Principle 7	83
304-2	Significant impacts of activities, products, and services on biodiversity	Principle 7	84

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Principle 7	84
<b>GRI 306:</b>	<b>Effluents and waste</b>		
103-1; 103-2	Management approach		79
306-2	Waste by type and disposal method	Principle 7	80
306-3	Significant spills	Principle 7	81
<b>GRI 307:</b>	<b>Environmental compliance</b>		
103-1; 103-2	Management approach		79
307-1	Non-compliance with environmental laws and regulations	Principle 8	79
<b>SOCIAL</b>			
<b>GRI 401:</b>	<b>Employment</b>		
103-1; 103-2	Management approach		42
401-1	New employee hires and employee turnover	Principle 8	52
103-1; 103-2	Management approach		52
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Non-specific requirement of a COP	52
103-1; 103-2	Management approach		52
401-3	Parental leave	Principles 1 & 2	53
<b>GRI 402:</b>	<b>Labor-management relations</b>		
103-1; 103-2	Management approach		52
402-1	Minimum notice periods regarding operational changes	Principle 3	53
<b>GRI 403:</b>	<b>Occupational health and safety</b>		
103-1; 103-2	Management approach		56
403-1	Occupational health and safety management system	Principles 1 & 2	56
403-2	Hazard identification, risk assessment, and incident investigation	Principles 1 & 2	58
403-3	Occupational health services	Principles 1 & 2	61
403-4	Worker participation, consultation, and communication on occupational health and safety	Principle 1	61
403-5	Worker training on occupational health and safety	Principle 1	58
403-8	Workers covered by an occupational health and safety management system	Principle 1	56
403-9	Work-related injuries	Principle 1	58

403-10	Work-related ill health	Principle 1	61
<b>GRI 404:</b>	<b>Education and training</b>		
103-1; 103-2	Management approach		42
404-1	Average hours of training per year per employee	Non-specific requirement of a COP	46
103-1; 103-2	Management approach		42
404-2	Programs for upgrading employee skills and transition assistance programs	Non-specific requirement of a COP	45
103-1; 103-2	Management approach		42
404-3	Percentage of employees receiving regular performance and career development reviews	Non-specific requirement of a COP	47
<b>GRI 405:</b>	<b>Diversity and equal opportunity</b>		
103-1; 103-2	Management approach		52
405-1	Diversity of governance bodies and employees	Principles 1 & 6	54
103-1; 103-2	Management approach		52
405-2	Ratio of basic salary and remuneration of women to men	Principles 1 & 6	54
<b>GRI 406:</b>	<b>Non-discrimination</b>		
103-1; 103-2	Management approach		39
406-1	Incidents of discrimination and corrective actions taken	Principles 1, 2 & 6	41, 53
<b>GRI 407:</b>	<b>Freedom of Association and Collective Bargaining</b>		
103-1; 103-2	Management approach		39, 88
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Principles 1, 2 & 3	41
<b>GRI 408:</b>	<b>Child labor</b>		
103-1; 103-2	Management approach		39
408-1	Operations and suppliers at significant risk for incidents of child labor.	Principles 1, 2 & 5	41, 50
<b>GRI 412:</b>	<b>Human Rights assessment</b>		
103-1; 103-2	Management approach		39
412-2	Employee training on human rights policies or procedures	Principles 1 to 6	41
<b>GRI 413:</b>	<b>Local communities</b>		
103-1; 103-2	Management approach		64

413-1	Operations with local community engagement, impact assessments, and development programs	Principle 1	67
103-1; 103-2	Management approach		64, 79
413-2	Operations with significant actual and potential negative impacts on local communities	Principle 1	84
103-1; 103-2	Management approach		32
415-1	Prohibition of donations and contributions to political parties	Principle 10	37
<b>GRI 419:</b>	<b>Socioeconomic compliance</b>		
103-1; 103-2	Management approach		12
419-1	Non-compliance with laws and regulations in the social and economic area	Non-specific requirement of a COP	13