



# 2020 SUSTAINABILITY REPORT

## ERAMINE SUDAMERICA S.A.





# Framework

## CSR ROAD MAP 2018 - 2023



### Committed to women and men

- 1 Ensure the health and safety of our employees and subcontractors.
- 2 Enhance skills, promote talent and career development.
- 3 Strengthen the commitment of our employees.
- 4 Integrate and promote the richness of diversity.
- 5 Be a respected and contributive partner for our host communities.



### A responsible economic player

- 6 Be a leader in metals for the energy transition.
- 7 Actively contribute to the development of circular economy.
- 8 Set the standards in human rights in our field of activity.
- 9 Be an ethical business partner of choice.
- 10 Be the go-to responsible business in mining and metallurgy.

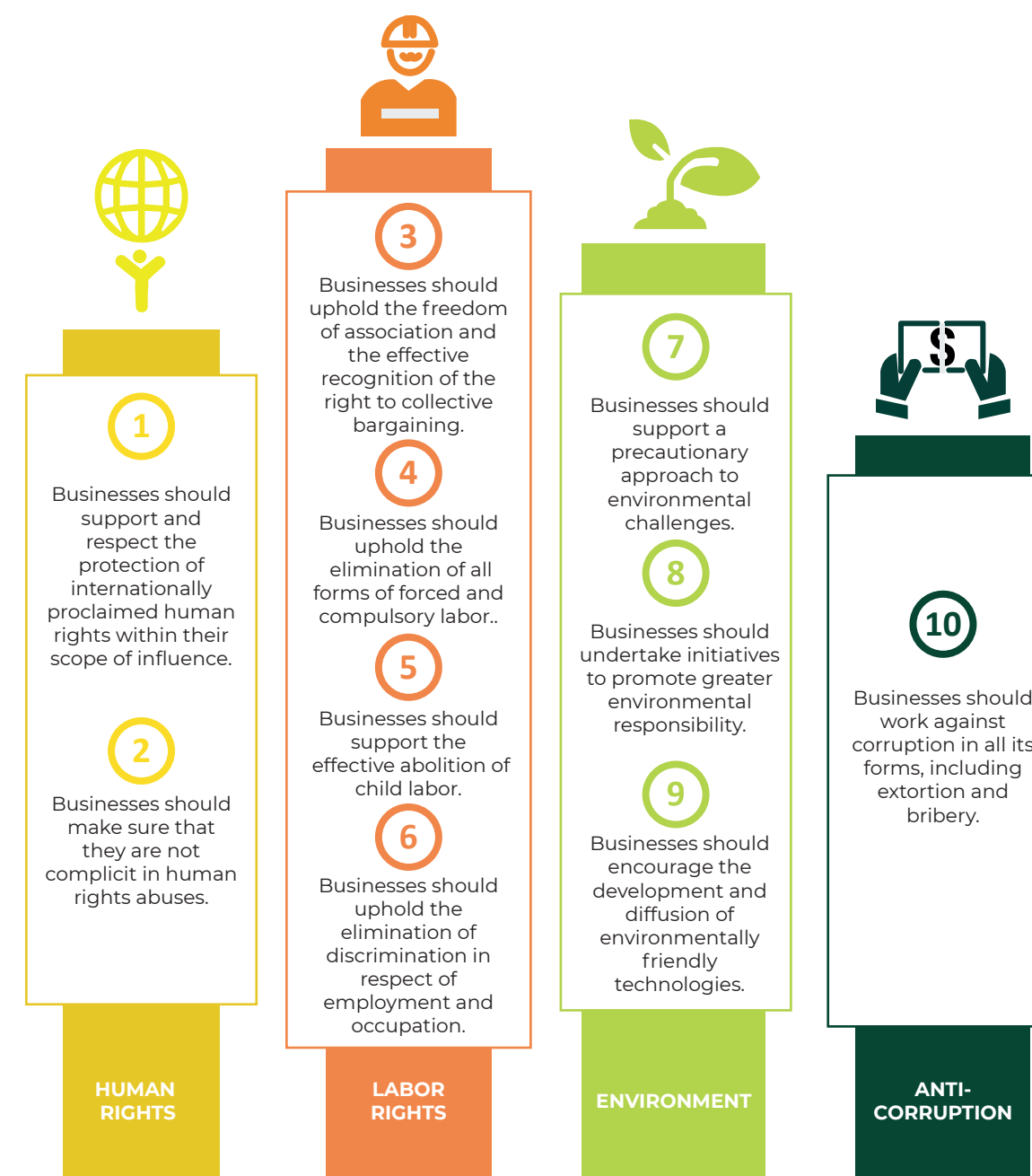


### Committed to our planet

- 11 Reduce our air emissions.
- 12 Preserve the water resource and accelerate the rehabilitation of our mining sites promoting biodiversity.
- 13 Reduce our energy and climate footprint.



## 10 PRINCIPLES- UN GLOBAL COMPACT



# Summary

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# I. Statement from the CEO

GRI 102-14



We share with you the ERAMINE SUDAMERICA S.A.'s IV Sustainability Report, in which you will find information about the social, environmental, and economic performance of our Centenario-Ratones Project in the province of Salta.

The health emergency situation due to the Covid-19 pandemic, since the beginning of 2020, and the decision to carry out a negotiated stop of our Project in April, led us to an early and almost daily introspection at a personal, family and work level in order to respond to the impacts and the uncertainty generated by this storm we face. All this made the year 2020 a challenging journey, which we shared with our stakeholders: people and the internal community of Eramine, contractors, provincial and municipal governments, communities in the area of the Project and other stakeholders.

**From July 24, 2020, our Centenario-Ratones Project entered a new stage in its development, which aims at keeping the pilot plant operational and safe, and maintaining our social, legal, and environmental licenses.** For this reason, our work teams redirected their actions to ensure compliance with the new organizational challenges, reinforcing our Organizational Sustainability Strategy based on a Commitment Plan with all our Stakeholders, to allow us to align our processes with international standards in order to lay the cornerstone of an efficient and transparent organization for a future production stage in ERAMINE.

This commitment has been implemented since the first weeks of March 2020, before the Argentine Government (Decree 260/2020) and the Government in Salta (DNU 250) declared the Health Emergency, implementing key actions in Eramine Sudamérica:

1. Crisis Committee
2. First 14 Preventive Measures

These short-term measures were followed by engagement actions:

- a. Internal Communications

- b. Minimum Emergency Operation Program (POME)
- c. Implementation of Support and Communication Programs
- d. Our 10 Citizen Commitments
- e. Logistics Operating Committee.

We have identified the following indicators:

- % participation in informal integrated activities: YTD 87%
- % of continuous personnel transfer YTD: 100%
- % of employee attendance at on site-shifts: YTD: 96%
- Negativity Rate in PCR Testing: YTD: 97.7%.
- Accidents in mobilization of logistic transportation: YTD: 0%

### 2020 - A dizzying year

We are proud of what we have done so far and what we have all learnt together about management of emotions and crises, opportunities of improvement, learning ability and adaptation, highlighting the commitment of all our personnel in both individual and family levels. The operational continuity of our pilot plant was always guaranteed, as was the health and safety of the Eramine Community, the following being our key milestones for the year:

- ILO Convention 169: Signing of the agreement with the Community and "Puesteros".
- Implementation of the "Covid-19" Monitoring and Control Prevention Plan.
- Negotiated stop.
- Emotion Management Program: "Isolated/ Distanced but Connected".
- Members of the Board of Directors of Global Compact Network in Argentina.
- Diversity & Inclusion Day.
- Building our Organizational Culture Together.
- Members of the Board of Directors of the Mining Chamber of Salta.
- Organizational Structure adapted to new challenges.
- Participation in: Lithium Latin America Congress & International Lithium Seminar.
- Process of digital transformation - Human Resources management.



- Members of “Women in Mining Argentina”.
- 1,977 days without a lost-time accident until December 2020.
- 88% satisfaction of our employees in different Development Programs.
- 100% participation of our employees in training sessions.
- 66 hrs. of training activities per employee; representing 3.2% of the annual work hours.

Community Outreach in Times of Pandemic: Donations and Community Assistance

- National and Provincial Ministry of Health.
- Emergency Operational Committee of Salta.
- Police of Salta.
- Public Maternity Hospital.
- San Antonio de los Cobres Hospital.
- Campo Quijano Hospital.
- Community of Santa Rosa de los Pastos Grandes.
- Puesters.
- High School N° 5193 SRPG.

For all the above reasons, the IV Sustainability Report is the result of the commitment of the whole Eramine team, together with all the company stakeholders, so they can have complete detailed information of our activity, with strategic focus on:

- » Engagement and Alignment with Organizational Challenges.
- » Work Team Integration.
- » Our Commitment with Individual and Social Responsibilities.
- » Sustainable Projects that promote Human, Local and Community Development.
- » Operational Excellence Culture.
- » Human Rights.
- » Diversity & Inclusion.

The project faced many different challenges in 2020, but the results obtained so far encourage us to continue working with a strategic approach on the integration and harmonization of the operational aspects and sustainability.

ERAMINE population pyramid pictures us as a committed organization with important challenges in strategic management, such

- as:
- 81% men and 19% women are part of the ERAMINE team.
  - 61% of ERAMINE people were born in Salta province.
  - 80% live in Salta.
  - 4 Generations working together, highlighting that 54% are “Millennials and Z” Generations.

Since 2019, we have participated actively of the UN Global Compact, Argentinian network. During the Assembly held on September 30, 2020, we were elected as part of the Board of Directors. Compliance with the 10 principles of the Global Compact in the fields of Human Rights, Labor Rights, Environmental Care and Fight against corruption are all mentioned throughout this report. These principles are part of the strategy and organizational culture that we strive to develop on a daily basis. We also present our contribution to the United Nations Sustainable Development Goals and the 2030 Agenda. Thus, this Report is also our Communication on Progress as a member of the UN Global Compact, renewing our commitment to the initiative and its principles.

We are confident that our ERAMINE Sudamérica operations and project teams, with the support of the ERAMET Group, will be able to face and transform all the challenges ahead, in line with the five organizational pillars that are the basis of our commitments. The sustainability of our daily actions is important, and we understand this is the only way to carry out responsible mining together.

“A dream... A path... A team”

Daniel Chávez Díaz

CEO ERAMINE SUDAMÉRICA S.A.  
February 2021

II. Who we are



II. Organization Profile

GRI 102-1; 102-2; 102-3; 102-4; 102-5- 102-6; 102-7; 102-12; 102-13

**Name:** Eramine Sudamérica S.A.  
**Activities, brands, products, and services:** Lithium carbonate production, pilot-scale plant.  
**Location of the head office:** 286 Del Golf Ave. – Tres Cerritos – Salta Capital – Argentina.  
**Project Location:** Centenario-Ratones Salar – Los Andes Department – Province of Salta – Argentina.  
**Property and legal status:** Corporation, registered under Argentine legislation.  
**Market served:** production of lithium carbonate from a pilot plant (training center). Without sales or exports in 2020.  
**Organization size:**

	Año 2020	Año 2019
Number of Employees	83	140
Number of Operations	1	1
Capitalization (Debt)	\$337,026,640	\$2,625,828,414
Capitalization (Equity)	\$6,496,610,984	\$7,673,247,345
Total assets	\$6,833,637,624	\$10,299,075,759

Note:

- The amounts are in ARS \$.
- The values for 2019 are adjusted for inflation in order to be comparative with those of 2020.

External Initiatives:

Voluntary Participation:

- Global Compact Network Argentina: Active member since October 2019. In the Board of Directors since September 2020. Committed to the 2030 Agenda of the United Nations.
- TSM Program (Towards Sustainable Mining) of CAEM: active participation since 2018. Representative of the Civil Committee.
- WIM Argentina (Women in Mining): active participation since 2020. Participation in the book “Women of our land, women who inspire”.

Membership to associations:

- Argentine Chamber of Mining Entrepreneurs (CAEM): since December 2016. Participation in the Civil Committee and implementation of TSM Program.
- Mining Chamber of Salta (MCS): since 2014. Members of the Board of Directors since 2019. Participation in the Human Resources Committee.
- Industrial Union of Salta: since 2019.
- French-Argentine Chamber of Commerce and Industry: since January 2018.
- Argentine Global Compact Network: since October 2019; in the Board of Directors since September 2020.
- Women in Mining Argentina: since December 2020.

Honors and Awards received:

- **Eramet Safety Award 2020:** May 2020. Recognition received from the Eramet Group for reaching 1,000,000 hours without lost-time accidents.
- **Eramet CSR management awarded by the Wall Street Journal:** November 2020. <https://www.eramet.com/en/eramets-csr-management-awarded-wall-street-journal>
- **Public Maternity Hospital:** December 2020. Recognition by the Director of the Hospital, Ministry of Health, and the Governor of the Province for contributing to the purchase of a thermocycler for the Molecular and Cytogenetics Biology laboratory.
- **Acknowledgement by Santa Rosa de**



## Los Pastos Grandes Community for the donation of an ambulance.



## Project aligned with electromobility: clean and alternative energy sources.

Although the history of lithium industrial production goes back to the second half of the last century, the first applications were in traditional markets: glass, ceramics, grease, sanitizing agent, energy reducing agent in aluminum production and other uses as for example in medicine.

In the 1990s, lithium became a key element in the manufacture of cathodes used to build secondary lithium ion-batteries, whose main property is being rechargeable; in addition to the so-called primary batteries that are disposable and use laminated metallic lithium. Since then, the evolution and development of these batteries have considerably increased the lithium demand and its indirect relation with electromobility. The automotive industry took advantage of this development to build different types of electric and/or combined engines for buses, trucks, automobiles, motorcycles and scooters, which constitutes today the most important penetration of electric vehicles in all these types of transportation. Consequently, the most relevant use of lithium is in the energy industry, which also includes its use in Energy Storage Systems (ESS), and even in some nuclear reactors as temperature moderators.

The evolution of regulatory frameworks in the most developed countries, in line with sustainability, prohibits the use of combustion engines as of 2025 or 2030 or, in some cases, after those years, making the use of electric vehicles mandatory and favoring the promising future of lithium production, a key element for its physicochemical characteristics in the manufacture of the aforementioned batteries.

## Lithium

Lithium was discovered in 1817 by Johann Arfvedson.

It is the third element of the periodic system, and the first of alkaline metals, being the lightest of the solid elements.

It is abundant and distributed worldwide, especially in brines and pegmatites, so its production sources are located mainly in

South America and Australia.

Its primary production is carried out through lithium carbonate, lithium hydroxide and lithium chloride; while its secondary production is based on metallic lithium allowing, in this way, the production of organic and inorganic products in a portfolio with more than 70 products.

## Centenario – Ratones Salar

Argentina (northern), Bolivia and Chile -together referred to as the “Lithium Triangle”- hold more than 70% of the world’s supply beneath their brines.

Eramine explored the area for two years before choosing in 2012 the Centenario-Ratones Salar in the province of Salta. The total area of the deposit covers a surface of more than 500 square kilometers: it is an immense desert region located at 3,870 m.a.s.l.

After obtaining the concession and Mining rights in 2014, the mining license was granted in 2019 following the approval of the environmental and social impact study.

A team of professionals work in Salta to carry out the project, finding answers to different technological, construction and logistical issues.

## Production process

- The Eramet Group performs Research & Development through Eramet Ideas, a subsidiary located in Trappes, near Paris. Eramet Ideas in liaison with the French Institute of Petroleum (IFP Energies Nouvelles) developed a new process to extract lithium, different to the conventional method.
- This process captures the lithium contained in the brine, which is then released by using a Li solution to obtain a pure product. Purification processes are then conducted (nanofiltration, reverse osmosis and solvent extraction) until a pure solution of lithium chloride is obtained, which precipitates with soda ash to achieve lithium carbonate.
- Once filtered and washed, it is dried in a rotary kiln, achieving the final product with battery grade quality.
- The most remarkable aspects of the process, among others, is the recovery

of lithium from the incoming brine, at levels equal to or greater than 90% in line with our commitment to sustainability.

- This technology, used in Eramet Ideas France, has been used in our premises in Salar de Ratones since December 2019.
- The Pilot Plant installed in Ratones uses the adsorption columns used in France as the main core of the process but has the rest of the processing plant entirely on site, simulating the future industrial plant.
- The production of Lithium Carbonate Battery Grade in 2020 was 1,354 kg, with much success in the on-site testing of the expected performance of the new technology.

## Eramet

We are part of Eramet, a Mining and Metallurgical Group with operations in 5 continents, with leading positions in manganese, nickel, and alloys. Eramet is also the world’s 4th largest producer of zirconium and the 5th producer of titanium raw materials.

This productive integration is very solid for the Group, and the Project in Salta is aligned with the business portfolio and its diversification strategy. Electromobility, current and future, is its main driving force.





## III. Our values

### Values, principles, standards, and code of conduct.

GRI 102-16

*The Development of a solid organizational culture, based on people and values, is essential to fulfill the organizational challenges. Thus, it is important to build a working environment where values become culture.*

#### Our main values are:

- Ethics, integrity, and anti-corruption
- Respect of the Human Rights
- Sustainability (see Chapter IV)
- Zero occupational and environmental accidents

#### a- Ethics, integrity, and anti-corruption

*As a committed and contributing corporate citizen, Eramet ensures that its activities are carried out in an ethical, sustainable, and responsible way. Therefore, corruption is not tolerated in any of its forms.*

Principles 1 and 10 of the UN Global Compact

#### Ethics Charter:

- » Updated in December 2019, this Charter is to form a set of rules and principles for actions and conducts that apply to all the entities of the Group, as well as those impacted by Group actions.
- » Responsibility, civic duty, and people's integrity are important, according to the Group's fundamental values:

- Customer and stakeholder orientation,
- Sustainable performance,
- Initiative and team spirit,
- Respect and people development,
- Integrity and courage.
- 100% of our internal community participated in training activities and signed the Ethics Charter.
- According to our induction process, the Ethics Charter will be given to every new employee of the Group at

the time they sign their employment contract.

- An ethics clause is included in the "general terms and conditions of purchase" of all the goods and services acquired by Eramine (Purchasing section I – p15), considering the principles of environmental care, health, safety, social responsibility, and ethics.

#### Anti-corruption Code of Conduct:

- » Applicable to all Eramet employees.
- » Reaffirms its zero tolerance towards corruption and explains the expectations not only for its employees but also for its business partners.
- » Includes topics such as: facilitation payments; gifts and invitations; donations and sponsorships; conflicts of interest; inappropriate political activities; manipulation of the tendering process; risks related to intermediaries, service providers, partners, agents, or business providers; business suppliers, partners, agents, or facilitator, among others.
- » Communication and Training about anti-corruption policies and procedures. GRI 205-2
- » - Training session of Global Compact: 13 participants from Eramine's internal and external community.
- » - Training: Gifts and invitation policy of the company, for all Eramine internal community in December 2020.
- » Confirmed cases of corruption and measures taken. GRI 205-3
- » One case categorized as an aggravated conflict of interest (January 2020).
- » As a result, trainings were enhanced, and the annual signing of the Ethics Charter and the declaration of conflicts of interests was activated.

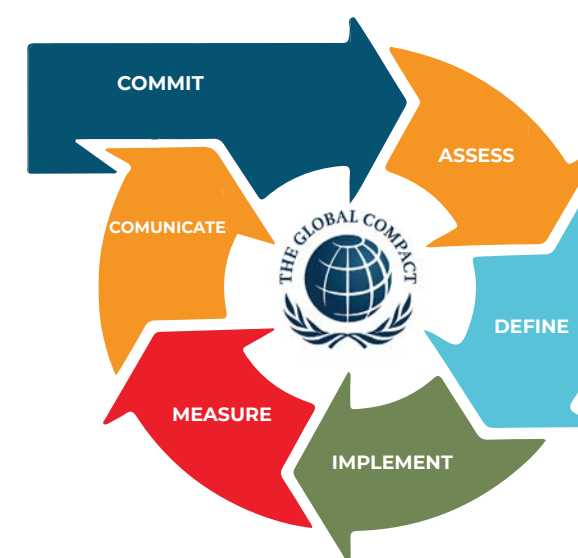
#### b- Respect to Human Rights

Management approach

GRI 103-1; 103-2

Principles 1, 2, 3, 4, 5, 6 of the UN Global Compact

*"Being a model in terms of respect for Human Rights within our activities" is one of the pillars in the CSR Roadmap of the Eramet Group.*



#### Human Rights Policy:

- Published in October 2019.
- The Group is committed to promote and protect universal Human Rights, especially those defined by the International Charter of Human Rights, the Conventions of the International Labor Organization, following the recommendations of the Guiding Principles on Business and Human Rights.
- It is in line with the Group's strategic vision and its Due Diligence approach.
- It is implemented both in terms of the Group's management and in its operations as well as in its relationship

with stakeholders. Mainly the following:

#### Commitment to employees:

- Preventive and protection actions to create a safe and healthy working environment in all sites.
- Respectful working conditions that are in line with the applicable local laws.
- Prohibition of forced labor and child labor.
- Prohibition of harassment and violence.
- Equal opportunities and no-discrimination.
- Fair and honest labor relations and free exercise of union rights, freedom of association and collective bargain rights.
- Privacy and data confidentiality.

#### Commitment to commercial partners

- Eramet believes that all its commercial partners must share the same principles and values.
- Commitment to promoting and communicating this policy, applicable to all clients, service providers, contractors, and partners.

#### Commitment to local communities

- Dialogue and complaint resolution.
- Avoid resettlements, and wherever it is unavoidable, Eramet shall comply with the local legislation and with the standards of the International Finance Corporation.
- Environmental and climate impacts: responsible use of natural resources.
- Prevention of risks in local communities.

#### Governance

- Adhesion to international legislation and local legal requirements.
- Communication and training sessions to all the Group employees and stakeholders.
- Whistleblowing system: any person who is a witness or victim of a Human Rights violation in relation with Eramet activities can report such conduct at the following email address: [Deontogue-Eramet@eramet.com](mailto:Deontogue-Eramet@eramet.com)

### Eramet's Whistleblowing System: Integrity Line

- Since June 2020, Eramet has a new whistleblowing system: Integrity line.
- Allows all employees and also external stakeholders – victims or direct witnesses – to alert the Group about any violations to our Ethics Charter.
- It also makes it possible to report violations to Human Rights, to Health and Safety or to the Environment as a consequence of activities by Eramet and its subsidiaries.
- This system ensures transparency, confidentiality, and protection for whistleblowers as the service is outsourced and certified by ISO 27001.
- Available in 13 languages (including Spanish)
- Click on the following link to access the site: <https://eramet.integrityline.org/>

### Discrimination cases and corrective actions. GRI 406-1

No discrimination complaints were received in 2020.

### Operations and suppliers whose rights to freedom of association and collective bargain may be at risk GRI 407-1

No operations or suppliers were identified with these types of risks.

### Operations and suppliers with significant risk of child labor. GRI 408-1

#### Principle 5 of the UN Global Compact

All ERAMINE and contractor personnel are at least 18 years old.

Operations and contractors at risk of child labor or youth exposed to hazardous work were not identified. Our control records confirm this.

### Operations and suppliers with significant risk of cases of forced and compulsory labor. GRI 409-1

#### Principle 4 of the UN Global Compact

No operations and contractors with risk of forced or compulsory labor were identified.

### Training of employees on human rights policies or procedures. GRI 412-2

- **100% of Eramine internal community** participated in the “Building Eramine’s Culture” workshops.
- **Video** about Human Rights Policy.
- **Constant training of the HR & Sustainability Team in these topics** (UN Global Compact, Great Place To Work, etc.)
- **Global Compact:** Training in sustainability, business, and human rights for 13 people from Eramine internal and external community: 195 hrs.
- External Stakeholders: President of the Kolla Community of Santa Rosa de los Pastos Grandes; community Delegate; Principal of the Rural Itinerant High School 5193; Deputy of Los Andes Department; Local Supplier “Transport Soriano”; Representative of the Chamber of the Puna; Secretary of Environment of San Antonio de los Cobres.
- Eramine Internal Community: HR & Sustainability Business Partner; Environment Supervisor; Site Service Supervisor; Financial Supervisor & Ethics Ambassador; Accounting Chief; CSR Chief.

### Diversity & Inclusion:

- In 2019, in the Eramet Group the Women network was created, composed by men and women, to promote diversity. Its mission is to foster cultural change and make diversity an advantage of the Eramet Group, helping to change the way people see our Mining and Metallurgy sectors.
- In September 2020, all the Group subsidiaries celebrated the International Diversity & Inclusion Day.
- Eramine organized a virtual event, with expert representatives of the Global Compact Network Argentina, the United Nations Development Program and Korn Ferry Consulting.
- The goals were:

- » Understand the concepts of diversity & inclusion (D&I).
- » Include in the agenda D&I issues as a good opportunity to reinforce our personal and organizational commitment.

### Thoughts & reflections of the participants (Eramine Internal community):

*“It is an important effort for a company to be the promoter of a positive integral change for the society where it operates or functions. It requires a very comprehensive and transversal look in all its processes”.*

*“Gender inequality represents stagnation in social progress because girls and women make up half of the world's population, that is, they are half of the potential for the advancement of society”.*

*“Diversity is part of our rights: we must “make it culture” and from the top down it should be lived as culture”.*

- In December, the Diversity Charter was signed in the Eramet Group. “It aims to promote equal opportunities and diversity in all the areas”, understanding diversity as “the basis of an economically and socially successful society”.
- An end-of-year spot was made together with the NGO Cascos Verdes, which has an Environmental Education Program for people with intellectual disability.
- We formally joined Women in Mining Argentina.



### d-Zero occupational and environmental accidents (Safety)

**Management approach: Management system of Health and Safety at work**  
GRI 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 critical value and a priority of our organizational culture.*

We have developed a Safety Manual that contains 8 chapters with the main topics in Safety and from which all the procedures of our Safety Management System are derived. This master document was prepared based on International standards, Eramet’s Essential Requirements and 26 good practices in Health and Safety, as follows:

1. Policy, Commitment, Accountability
2. Compliance with SH Regulations
3. Annual Action Plans
4. Safety, Health and Staff Resources
5. Performance Monitoring
6. Training, Job Skills and Proficiency
7. Employee Roles and Involvement
8. On-Site Hazards Management
9. Off-Site Hazards Management
10. Communications
11. Standard Operating Procedures
12. Behavioral Based Safety Management
13. Inspection, Preventative Maintenance
14. Industrial Hygiene
15. Occupational Health
16. Incident Investigation
17. Contractor Safety & Health Programs
18. Management of Change (MOC)
19. Safe Work Practices/Safety Rules
20. Emergency Response
21. Internal Audits and Inspections
22. Process Safety Information
23. PSRP and PHAS
24. Recordkeeping Assessments
25. Site Security
26. Personal Protective Equipment

### Health and Safety Management: Corporate strategies

The Essential Safety Requirements establish the mandatory rules and requirements



that must be complied with to perform critical activities. For each activity, the minimum prevention measures required are determined; they are divided into: training and skills of the employees; risk management and preventive measures; and equipment condition.

- Law 19,587: Health and Safety at Work.
- Law 24,557: Labor Risks.
- Decree 351/79: Health and Safety at Work.
- Decree 249/07: Health and Safety Regulations for Mining Activities.
- Decree 911/96: Regulations for the Construction Industry.

*The Safety, Health and Environment Management ensures that these requirements are identified, and the necessary actions taken to comply with them.*

### Main actions of Occupational Health and Safety

1. Conduction of daily trainings, aimed at 100% of employees, in order to build and strengthen a culture of safety.
2. Identification of hazards and risk assessment in the activities.
3. Development of plans and objectives for the elimination, mitigation and control of risks in order to prevent accidents and occupational diseases.
4. Design and development of procedures that allow the execution of tasks in a way that is accessible to all employees.
5. Conduction of inspections, measurements and safety audits.
6. Incident investigation and report.
7. Implementation of Emergency Response Plans and drills.

*These actions show the values in which we frame all of our operations, and respond to the strengthening of a culture of safety.*

### Hazard identification, risk analysis and incident investigation.

GRI 403-2; 403-9

**Internal Procedure** for identification of hazards at work and assessment of the resulting risks:

- » Multidisciplinary, conducted annually.
- » Participation of all the areas involved with the support of HSE.

- » Potential diseases are also considered.
- » On this basis, we draw up and action plan aimed at reducing and monitoring risks according to this control hierarchy:



*The procedures and processes of the health and safety management system also receive continuous feedback from the results of the Hazard identification and risk assessment.*


Some of the tools used for risk assessment are:

- **Operational risk assessment HAZOP (Hazard and Operability Study):** is a systematic methodology for analyzing certain parameters and detecting design deviations or flaws that could lead to Hazard or operational problems.
- **Take Five:** is a risk assessment tool (in 5 steps) performed individually in order to work safely. In case any of the steps are not followed, the task will not be executed.
- **Job Safety Analysis (JSA):** facilitates the identification of hazards, assessing risks prior to the execution of a task, ensuring that all the necessary control measures are taken in order to perform them safely. It is carried out by all the Work team and signed by the supervisor.

*Throughout 2020, trainings and campaigns were carried out to promote the use of these tools; they had good results that help us to promote collaborative commitment and participation among all the organization members, in order to take care of each other.*

We have a **procedure for incident reporting and investigation**. This process involves reporting of the incident by any person implicated, the evaluation of the risk, an investigation of the root cause by an interdisciplinary team and the determination of the actions to be taken to prevent the event from recurring. All of this process happens with the support of the HSE area. In addition, in the event that lessons are learned, they are shared with all levels of the organization.

One of the preventive tools that ERAMINE uses to work on the behavior of the organization members are the **Security Interactions**, which make it possible to reinforce safe behaviors and to commit to safer conducts that prevent harm to themselves or to others. It also helps to motivate employees and promote a culture of safety.

 *In Eramine, all people are authorized to stop a task that is not performed safely.*

### Health Service at Work.

GRI 403-3

The on-site medical service is integrated into Eramine's emergency plan.

- Allows for the control and prevention of Eramine employees, contractors, and visitors to the Project.
- Works together with the existing remote medical care: this enables to have medical care via teleconference by specialists/professionals who are permanently on-call.
- Doctors and professional nurses are on active and passive calls on-site.
- The infirmary received new equipment.
- Mobile Intensive Care Unit Ambulance

### Mitigation measures implemented in response to the health crisis by Covid-19.



Observance and compliance with all national and provincial regulations, working together with local authorities.



Implementation of Covid-19's Integrated Biosafety Program.




*In 2021 we will implement the corporate IT tool "SAFE" for Safety and Environmental Management, which will modernize and centralize our data collecting methods, event reporting and dashboard management even though Eramine has all its activities including HSE, centralized in TeamWork.*





### Legal requirements related to Safety.


Strict compliance with the legal requirements applicable to our activities, specially:





- 


Development of Biosafety Protocols for each of Eramine sites.
- 


POME (Minimum Emergency Operation Plan): protocols communicated and validated by the Mining Office of Salta, in coordination with the Ministry of Safety and Health.
- 


Protocols referenced and consistent with CAEM's General Biosafety Protocol.
- 


PCR and serological tests for both Eramine employees and contractors going in and off site:  
Negative rate for PCR test: 97.7 %
- 


Extension of on-site work shifts (14 X 14) and restriction of off-cycle movements.
- 


Provision of biosafety supplies: facemasks, gloves, alcohol gel, sanitizing rugs, infrared thermometer, etc.
- 

Regular preventive medical check-ups on site, and in the office.
- 

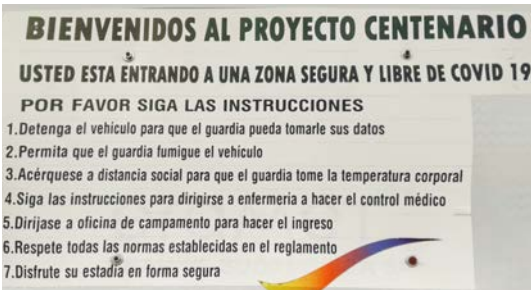
Regular training sessions on biosafety protocols for all Eramine employees, families, and contractors.
- 

Teleworking status according to the general situation of the health emergency.
- 

Talks about responsible caring of people, both during their work activities and in their resting time.
- 

Implementation of cleaning and disinfection rounds in all facilities.
- 

Implementation of distancing measures in common areas, fostering the use of digital tools and avoiding face-to-face meetings.



**Workers’ participation; enquiries and communication on Health and Safety at Work.**  
*GRI 403-4*

**Health and Safety Committees**

- Monthly basis.
- Participation of representatives of the working groups.
- Approach to risk prevention programs, management indicators, relevant incidents, etc.
- Development of the action plan, making a record of it (in compliance with the applicable legislation and good practices).

**Interdepartmental cross-audits**  
*GRI 403-4; 403-8*

- External training “Training for Internal Auditors of Occupational Safety and Health Management System according to ISO 45001:2018” in February 2020.
- 23 people from different areas in Eramine participated with the purpose of being trained as internal auditors.
- The audits allow members from different areas of the organization to proactively learn safety issues and collaborate in the continuous improvement of our Management System.
- 5 interdepartmental audits were conducted in 2020.

Month	Auditing Sector	Audited Sector
July	Safety	Production/ Laboratory
August	Production/ Laboratory	Field Operations
September	Maintenance	Geology
October	Field Operations	Maintenance
November	Utilities	HSE

**Training in Health and Safety at Work.**  
*GRI 403-5*

*To show how important is people's safety for ERAMINE, trainings and campaigns are carried out in accordance with the Annual HSE Plan.*

**1,904 man-hours of training** on Health and Safety issues in 2020. Some of the main topics:

**Safety and risk prevention**

Some of the topics developed:

- Hands care
- Chemical spills
- Emergencies and evacuation
- Incident reporting and management
- Electric risk
- Others.

**Promote Health**

- Awareness campaign on ultraviolet radiation care.
- Personal hygiene, hand washing and prevention of disease transmission.
- Hypothermia and thermal stress due to cold.
- Prevention of acute mountain sickness (apunamiento).

**External certifications**

External training sessions were held to train operators in handling heavy equipment:

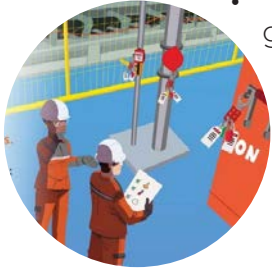
- Manual lifting of loads
- Safe forklift operation
- Safe handler operation
- Safe grader operation
- Safe backhoe loader operation
- Safe telescopic handler operation

**Hand Care Campaing (December 2020)**



**World Safety Day**

- In October, the World Safety Day was held. It was organized by the Eramet Group and aimed to promote learning and reinforcement of the key safety concepts in a fun and entertaining way.
- “Equipment Lockout and guarding” was proposed as the main topic of the day.
- Eramine HSE Management organized a virtual leisure activity: a Q&A game through an interactive platform.



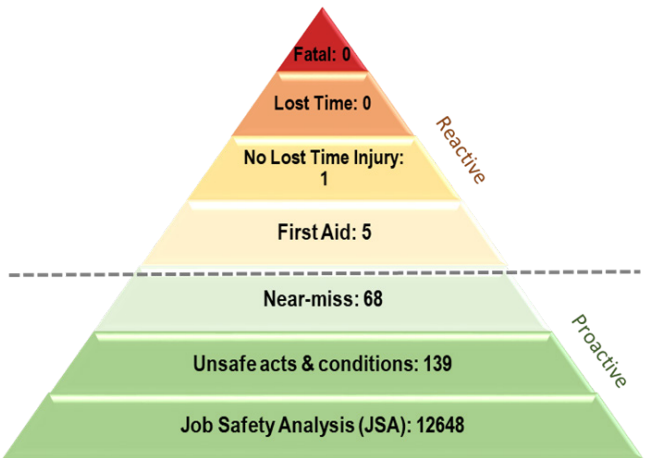
**Emergency brigade and equipment**

- The **Emergency Plan** sets out the guidelines of how to act in case of contingencies at the mining sites.
- The **Emergency Brigade** is made up of volunteers (Project site and Salta office).
- **4 periodic drills and practices** were performed in 2020 to test the emergency system.
- We have **Firefighters Station and emergency equipment**.
- **Mobile fire pump:** acquired in 2020.



Work-related injuries and occupational diseases and illnesses.  
GRI 403-9; 403-10

The defined Key Performance Indicators (KPIs) include measurable indicators that help us manage our safety performance and serve to monitor our progress towards the proposed target and also to define our prevention strategies.



Accident Frequency rate

	2019	2020
TF1 (LTIFR)	0,0	0,0
TF2 (TRIFR)	0,0	1,7
TF3 (AIFR)	9,2	10,3

References:

- Disease rate is zero.
- The indicators refer to Eramine employees and contractors.
- The TF1 (LTIFR) Frequency Rate is the number of accidents with lost time per million of hours worked.
- The TF2 (TRIFR) Frequency Rate is the number of recordable accidents (requiring medical treatment) with and without lost time per million of hours worked.
- The TF3 (AIFR) Frequency Rate represents any type of accident with injury (including First Aid) per million of hours worked.

On August 3, 2020, we reached 5 years without LTI accidents, achieving 1,977 days without lost-time accidents as of December 2020.

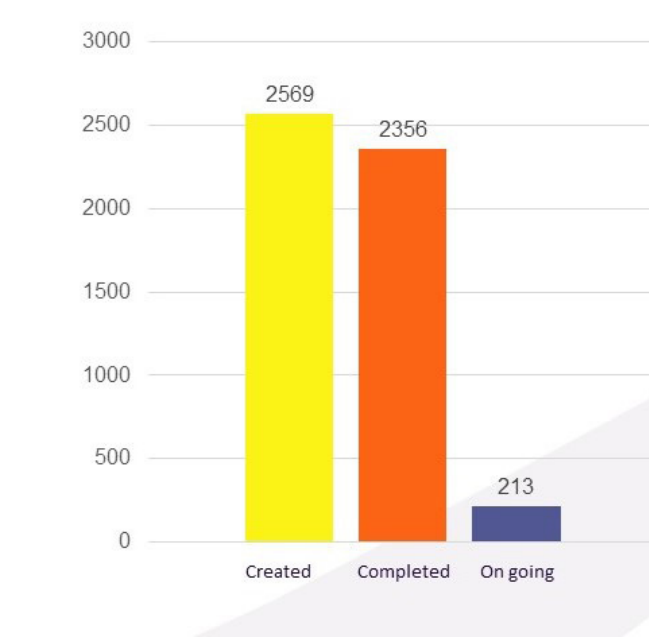
Eramet Safety Award 2020: In May 2020, ERAMINE was recognized by the Eramet Group for reaching 1,000,000 hours without lost-time accidents. A virtual ceremony was held where the top managers of the Group and of the Mining & Metals Division gave their message of recognition to the ERAMINE team for the achievement.

Follow – up of our Action Plans.

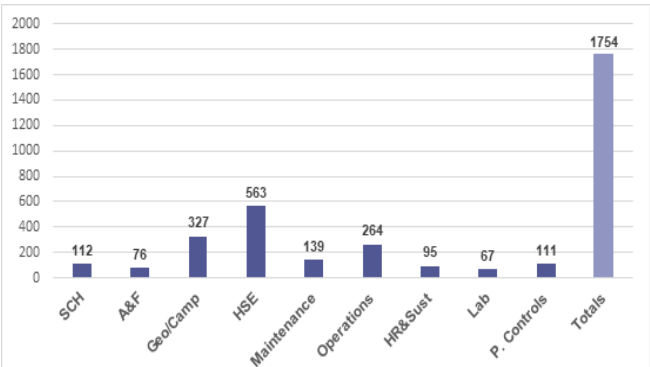
In Eramine we have a computer tool, “TeamWork”, that enables us to monitor the actions arising from the work plans of the different areas and of the preventive tools implemented (incident report, inspections, audits, risk analysis assessments, interactions, MOCs\*, etc.). During the monthly meeting with all Eramine’s areas, activities that are overdue or not completed are controlled. This system allows us to monitor compliance and performance indicators as in the examples shown in the following graphs:

\*Microsoft’s Communications Server

Tasks until Dec 31, 2020.



Completed tasks for area, 2020.





## IV. Sustainable Management

### CSR Management Approach

GRI 103-1; 103-2

- Corporate Social Responsibility at Eramine has the commitment of the senior management.
- 100% of our internal community participated in 2020 in the presentation **"CSR in the center of our strategic vision"**.
- Economic, social, and environmental performance is managed and measured in a process of continuous improvement.
- Our strategy, based on the alignment, involvement and commitment of our internal community and our stakeholders, and on the permanent

dialogue with all of them, is called **Stakeholders Engagement Strategy**.

- Annually, key issues of the company and stakeholder's expectations are identified.
- In 2020, in the context of the pandemic, 9 virtual meetings were held with stakeholders to reinforce communication, commitment, and joint work.
- 100% of our internal community receives training in our **Social, Safety, Environment, Quality and Reliability Policy**. The policy was published in 2019, approved at the highest corporate level and aligned with the Eramet Group as well as with the international standards and regulations.

- Focusing on our people,
- Fostering teamwork,
- Keeping our site a reliable and safe place to work,
- Ensuring open, honest and transparent discussions,
- Protecting our environment,
- Involving our communities,
- And being responsible, creative and innovative, developing our people.

"A dream... a journey... a team..."

*CSR is part of the business vision; therefore, it is part of the organizational culture. Thus, the people who work in the company develop their activities in a working environment in which values, ethics, and respect transcend.*

*All these contribute to a very good organizational environment as we feel identified with the company and committed with its projects and objectives.*

December 2019. We expect to complete the third one in March 2021.

- Every 3 years, an external self-assessment is carried out, supervised by an interdisciplinary, independent, and voluntary advisory panel, composed of members from different sectors of the civil society including academic, environmental, and religious organizations, NGOs, trade unions, investors and community representatives, among others, which ensures transparency.

*We implement TSM as a tool that applies international standards to position ourselves and fulfill our commitment to our stakeholders, with leadership and good environmental and social practices.*



### MINING & METAL DIVISION VISION

- Be among the best in class in mining, metal extraction and transformation.
- Maximizing shareholders' value.
- With sustainable development and zero accidents.
- Being appreciated in the places where we operate.
- Attracting and retaining the best talents

- Without any accident and applying the best environmental practices
- Focused on the success of our people, attracting and retaining the best talents.
- Committed to the development of the communities where we are.
- Creating value for our shareholders.

### ERAMINE SUDAMÉRICA'S MISSION

To be one of the worldwide low cost producers of lithium primary products, delivering them always on time and satisfying our customers' requirements.

We will turn our mission a tangible reality:

### LITHIUM BUSINESS UNIT VISION

- Be one of the 5 key actors of the Li Industry.
- With an operating cost in the first decile of the cost curve of the industry.

### TSM – Towards Sustainable Mining

Mining is a segment of the industry that still generates controversy. These controversies give us the opportunity to show the path to responsibility, transparency, and reliability through actions. In order to do this, we developed a stakeholder engagement strategy and apply a variety of tools, including the TSM Program.

- Created by the Mining Association of Canada in 2004, Argentina was the first country to join the initiative in 2017.
- Eramine adhered to its implementation as CAEM member in 2018.
- It consists of 8 protocols (health and safety, community relations, crisis and communication management, biodiversity preservation, management of energy use and greenhouse gas emissions, water, and others) and a total of 23 indicators.
- In 2020, we participated in all virtual training sessions in all the protocols organized by CAEM.
- We conducted an annual self-assessment: the first one was in September 2018 and the second in

## Contributions to the SDGs


**SDG 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.**


- Support Quewar Cooperative, in the sustainable cultivation of quinoa; training of producers; organic certification; technological transfer; promote self-consumption, positive impact on the

communities allowing the population to have access to healthy and sufficient food.

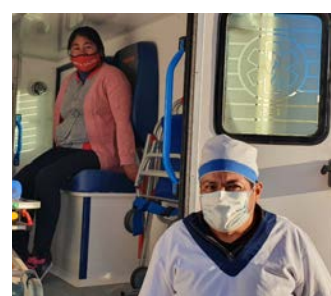
- Support high-altitude stockbreeding performed by the “puesteros” near the project site: trainings and delivery of supplementary food.
- Nutrition program for employees and contractors on site, promoting a varied diet and healthy and nutritious food provided by a qualified nutrition professional.
- Training sessions for people who work

on site about quinoa benefits. Delivery of quinoa packages to all trainees and sharing of recipes.

- Provide lunch and fruit to the employees in Salta office.
- Responsible water consumption.

**SDG 3. Ensure healthy lives and promote well-being for all at all ages.**

- Contribute to the access to basic health service for the SRPG Community and “puesteros”, with the donation of an ambulance.
- Health care rounds for “puesteros” (February 2020).
- A zero-tolerance policy towards alcohol in the company.
- Defensive driving. Preventing traffic accidents by reducing the number of vehicles from and to site and by travelling during the day. New vehicles. Logistics contractor control.
- Integrated occupational safety and health program for employees and



contractors. Permanent training.

- Management of Covid-19 pandemic, both internally and by caring for local communities. Preventive culture in the management of Covid-19 and dengue. Dissemination of good practices. Signing of citizen commitments with the company employees and stakeholders.
- Internal and community volunteering in the manufacturing of facemasks.
- Annual periodic medical check-ups.

**SDG 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.**

- Continuous training and learning opportunities for the people in the company to improve their competencies.
- Training for all people about sustainability, including topics like human rights, transparency, introduction to the SDGs, etc.
- High School completion program for the people in the company.
- Training program with High School No. 5,193 (with Junior Achievement Foundation) and donation of board games and school kits for the isolation/social distancing stage.
- Promote training in all community projects (circular economy, quinoa, high-altitude stockbreeding, etc.)
- Training in Global Compact with the participation of key community stakeholders.
- Training given by professors from the National University of Salta to the SRPG community and other neighboring communities on topics related to Participatory Environmental Monitoring.

**SDG 5. Achieve gender equality and empower all women and girls.**

- Organization of the First Diversity & Inclusion Day in Eramine, with a training session for the entire internal community given by representatives of Global Compact Network Argentina (Global Compact), UNDP\* and Korn Ferry Consulting.
- Membership to the Argentine Network of WIM – Women in Mining and

nomination of 8 women (from Eramine internal and external community) to be part of the book “Women of our land, women who inspire” [https://www.dropbox.com/s/ct4lwsh2qq4fo91/WIM\\_LIBRO\\_2020.pdf?dl=0](https://www.dropbox.com/s/ct4lwsh2qq4fo91/WIM_LIBRO_2020.pdf?dl=0)

- Salary policies that ensure equal pay for equal work, regardless of gender or other discriminatory conditions.
- Recruitment policies based strictly on competencies and skills.
- Organizational culture that promotes equality and integration of women.
- Promote a healthy and harmonious working environment, with zero tolerance towards violence in all its forms.
- Diffusion of the Human Rights Policy to all people in the company, through the workshops “Building Eramine’s Culture”.
- 6 women hold medium and senior management positions.
- Active participation of community women in community meetings of SRPG and “puesteros”.

United Nations Development Program

**SDG 6. Ensure availability and sustainable management of water and sanitation for all.**

- Sustainable water management in mining operations, camp, and offices. Water management protocol at TSM.
- Access to bottled drinking water for Eramine personnel and contractors, both in the office and in the camp.
- Appropriate spaces for personal hygiene in the facilities.
- Monthly donation of mineral water to “puesteros” during the pandemic.
- Keeping a sustainable water balance in the lithium Project site.
- High standards of constant improvement including water consumption, among others.

**SDG 7. Ensure access to affordable, reliable, sustainable, and modern energy for all.**

- The lithium industry has a great potential to increase the renewable energy, promoting energy efficiency.
- In all the feasibility studies of the Project,

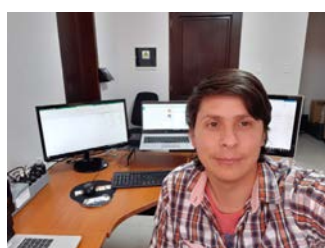


we prioritized the use of clean energy sources as natural gas and solar panels.

### **SDG 8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.**

- Decent labor conditions for all people working in the company.
- On-site evaluation of contractors to ensure that they have dignified working conditions (payment of social security contributions, social security, ART, etc.).
- Professional and personal development opportunities for everyone in the company.
- Promotion of an organizational culture in the company, through the dissemination of Human Rights Policy and the Social, Safety, Environmental, Quality and Reliability Policy.
- Support to the local economy and culture where the company works, providing equal contract conditions to local suppliers and respecting and supporting local culture.
- Practice of non-discrimination in company contracts.
- Training that promotes entrepreneurship, especially trainings on circular economy in the community, and community radio with the High School of SRPG.
- Participation of the local Purchasing Management in the preparation of the list of bidders in all bidding processes, seeking to include local suppliers.
- Employability Mapping of our project neighbors ("puesteros", local community), and constant monitoring of the percentage of these people that we will be able to employ once the Project is in operation.

### **SDG 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.**



• We promote an industry under sustainable criteria, adopting clean and environmentally responsible technologies and industrial processes

with state-of-the-art technology, innovation, and investigation. Promote the use of renewable energies.

- Access to Information and Communication Technology (ICT) for all Eramine personnel and contractors on site.
- Following corporate instructions, one of our strategic objectives is digitalization. Consequently, we have most of the processes entirely automated and connected at the highest level.

### **SDG 10. Reduce inequality within and among countries.**

- Decent labor conditions and salaries for people working in the company and their encouragement throughout all the supply chain.
- Internal process of transparency to avoid corruption and tax evasion that have a direct impact on inequality.
- Skills enhancement and training for all people in the company, so they can develop and grow professionally.
- Promote local economy where the company works by generating equal conditions for local service providers.
- Promote sustainable projects in the communities of the area of influence.

### **SDG 11. Make cities and human settlements inclusive, safe, resilient, and sustainable.**

- Safeguard the cultural and natural heritage on the Project site, in accordance with the national and international legislation and the Environmental Impact Assessment issued by the Mining Office.
- No direct or indirect impact on UNESCO World Heritage Sites and protected natural areas.
- Raising awareness among the company employees about cultural diversity and the preservation of local culture, in particular through the presentation of "RSC al centro de nuestra visión estratégica" ("CSR at the heart of our strategic vision").
- Reduce the use of paper by the digital transformation process (Your Pay stub).
- Recycling of cardboard, plastic bottles and caps donated to foundations in the city of Salta.
- Contingency measures and programs

focused on emergency management.

- Final disposal of hazardous waste by authorized companies and issue of the final disposal certificate.

### **SDG 12. Ensure sustainable consumption and production patterns.**

- Management for an efficient use of energy and natural resources in all the process stages.
- Implementation of the Environmental management system.
- Optimization of water use and promotion of water reuse in the company production model.
- Management to reduce atmospheric, water, soil, and noise pollution in the process and to promote clean production.
- Training in good practices and guidelines for sustainable production to people of the SRPG community through circular economy courses. Develop new habits in favor of Environmental care in the 100% of participants.
- Active participation in the Round Table of circular economy of the Global Compact Network Argentina, and contribution to the publication of: "El camino hacia la Economía Circular y los ODS" (The Road to Circular Economy and the SDG) <http://pactoglobal.org.ar/wp-content/uploads/2020/09/HojaderutaECFINAL.pdf>
- Communication of progress and sustainability report, and their dissemination among stakeholders. Constant improvement in the measurement of indicators.
- Participation in workshops and training sessions to acquire good practices in circular economy, reportability, etc.

### **SDG 13. Take urgent action to combat climate change and its impacts.**

- Lithium industry has a great potential for increasing renewable energy and fighting climate change.
- Implementation of the environmental management system approved in the EIA\* by the enforcement authority.
- Respect ecosystems and biodiversity to avoid negative impacts on the Project area of influence.
- Commitment to the continuous

measurement of CO2 and the search for solutions to achieve its gradual and sustained reduction.

\*Environmental Impact Assessment

### **SDG 15. Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.**

- Production process to avoid desertification and land degradation, by adopting measures to preserve the biodiversity, protecting animal species and endangered plants, and performing quarterly environmental monitoring.
- No relevant impact on terrestrial ecosystems and habitats in the company's operations, respecting current environmental regulations and integrating biodiversity conservation into the business strategy.
- Implementation of an environmental management system that prevents and reduces the impact of the company activities on terrestrial ecosystems and biodiversity.
- Sustainable management of natural resources (air, land, water, etc.) in the company.
- Database monitoring of the total number of species in the project area of influence, which are on national lists and on the International Union for Conservation of Nature (IUCN) red list of threatened species.
- Participatory environmental community-based monitoring.
- Environmental Impact Assessment.
- Compliance with the Environment Impact Assessment of the Mining Office of Salta.
- Compliance with the Environmental legislation in force.
- Hunting and fishing prohibition.

### **SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build efficient, accountable, and inclusive institutions at all levels.**

- Strict compliance with the national and international legislation on Human Rights.

- Promote a peaceful working environment with the community.
- Annual signing of the Ethics Charter and the Anticorruption Policy by 100% of company members. A whistleblower channel is available for cases of non-compliance.
- Diffusion and training on the Gift Policy to all company personnel by the Ethics ambassador.
- Set an enquiry and complaint mechanism for the “puesteros” nearby the project site and for SRPG community.
- Participation of 13 people from Eramine community (internal and external) in the training session of the Global Compact, learning about sustainability, business, and human rights.
- Transparent relationship with national, provincial, and municipal governments in accordance with international legislation to prevent any act of corruption or bribery.
- Participation of the Human Resources & Sustainability team in many virtual events that promote respect to human rights and due diligence by business sector.

### SDG 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.



- Beginning of the process of aligning the social responsibility strategy with the Sustainable Development Goals (SDGs), integrating them into the company culture.
- Inclusion of SDGs in the Sustainability Report and in the Communication on Progress of UN Global Compact, underlining the company contributions to sustainable development.
- Organization of the first webinar “Contribution of Salta Mining sector to the SDGs”, with the participation of Global Compact Network Argentina.
- Active participation in activities organized by CAEM for the implementation of the TSM (Towards

Sustainable Mining) Program, searching for specific ways to contribute to the SDGs.

- Participation in public- private alliances (INTA, INTI\*).
- Participation in virtual conferences and events to share good practices in the contribution to the SDGs.

\*National Institute of Technological Agriculture.

\*National Institute of Industrial Technology.

### 5 “Ps” of the 2030 Agenda



**People:** enhance the values, capabilities development, training, entrepreneurship, both in the internal community and with all our stakeholders.

**Planet:** measuring and management of the triple impact: social, economic, and environmental.

**Peace:** in permanent dialogue with the communities and all the stakeholders. We have an enquiry and complaint mechanism, based on dialogue. We are an active part of the dialogue round tables in northern Argentina and in the mining cluster.

**Prosperity:** focused on a positive contribution to people and society. Specially in the Puna, promoting the development of sustainable projects, recognizing that mining can co-exist with other activities, such as agriculture, stockbreeding and tourism.

**Partnerships:** we promote and participate in multiple alliances and coordinate our activities as much as possible with other actors.

## V. Economic Performance

### Management of sustainable purchasing - Relevance of sustainability throughout the value chain

#### Management approach

GRI 103-1; 103-2

- As part of the Eramet Group, our goal is to ensure that 100 % of the suppliers and contractors are aligned with the company’s CSR and ethics commitments. Every contractor receives the Ethics Charter as an annex to the agreement.
- We understand that working together with our contractors and suppliers is important for the region development and for the economic growth of local businesses and their families. We strive to create a long-term relationship with them that enhances their technical and professional development and their sustainable economic growth.
- We show our commitment to development with the neighboring communities, making them key participants as one of the bases of social excellence.
- We have a Sustainable Purchasing Policy in line with the Eramet Group, committed to human rights, health and safety, labor law, environmental care, and ethics.
- There is a “commitment” for which, under equal conditions (technical and economic), the company gives priority to local suppliers in the selection process, in a constant effort to add local suppliers and contribute to their development. Since August 2020, the key challenges for the “Supply Chain” team are as follows:

**1. Operational Dimension:** Implement the review and continuous improvement of supply processes as a standard practice, with a strong focus on customer satisfaction (internal customer, suppliers, etc.) always pursuing the best cost-benefit ratio to ensure the continuity of the Pilot Plant operation and support areas.

**2. Legal Dimension:** Comply with and enforce the internal procedures in force, the Company’s Ethics Charter, and the commitment assumed with the province and business chambers (provincial and national) to promote local, community and regional

mining development.

- 3. Social Dimension:** Promote the development of local, provincial, and regional suppliers.

### Description of the Supply Chain and significant changes

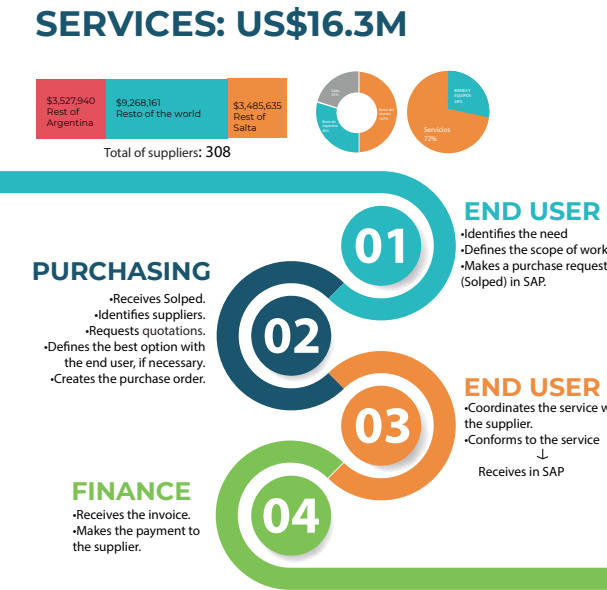
GRI 102-9

- The rescheduling of the Project Execution Agenda has had a significant impact on the supply chain and in the organization of the area.
- During the first semester of 2020, while the Eramine Purchasing team, located in Salta, provided support to the operation to ensure the continuity of the Pilot Plant, the Project Purchasing team (composed of Eramine and M3 Argentina SRL) started a process of closing and/or renegotiation of open agreements and purchase orders to adjust them to the new reality of the Project.
- As of the second half of the year, the Project and M3 team began to demobilize, so the team located in Salta gradually absorbed the remaining activities of the Centenario Lithium Project, mainly related to the equipment storage manufactured by the main plant, which will remain stored at site for the long term until the Project restarts.
- Even in this context and aligned with the strategic pillars of the Eramet Group, relations with the different Chambers of the Province of Salta are maintained in order to prioritize local recruitment and that the largest number of companies in the province may participate in bidding processes on equal technical and economic conditions. Likewise, when the technical complexity or the magnitude of the works require the participation of the companies from other provinces, we request the recruitment of local personnel and, when possible, the hiring of subcontractors from the province.
- Eramine invites suppliers and contractors in general to make a bid and when analyzing to make an offer, pays particular attention to local suppliers but guarantees fairness and transparency in the bidding process based on strict compliance with the procedures in force.



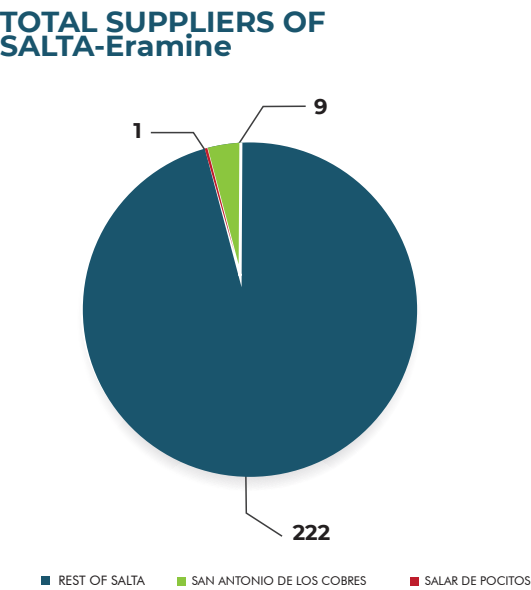
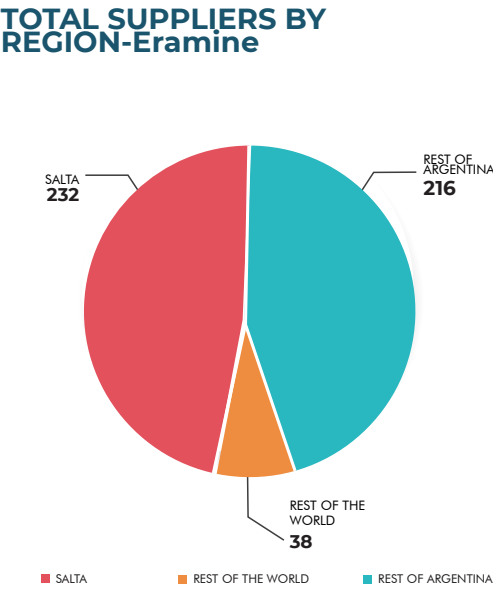
Proportion of spending on Local Suppliers  
GRI 204-1

Purchase management of goods and services is shown in the following outline:

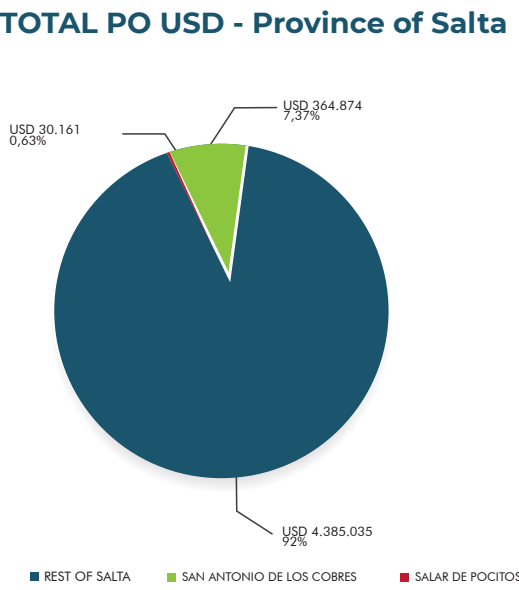
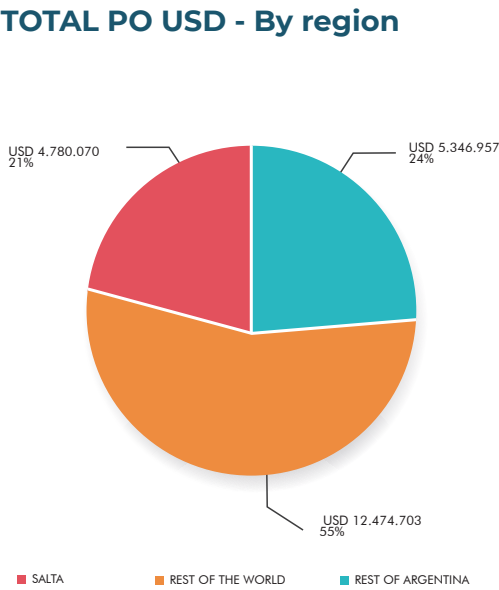


**Reference:**  
**SAP:** is an enterprise resource planning software that allows companies to manage their human, financial-accounting, productive, logistics and other resources.

232 are local suppliers (province of Salta):  
10 of the local suppliers are from the Puna:



In monetary terms, local suppliers account for 21% of total purchases of goods and services.

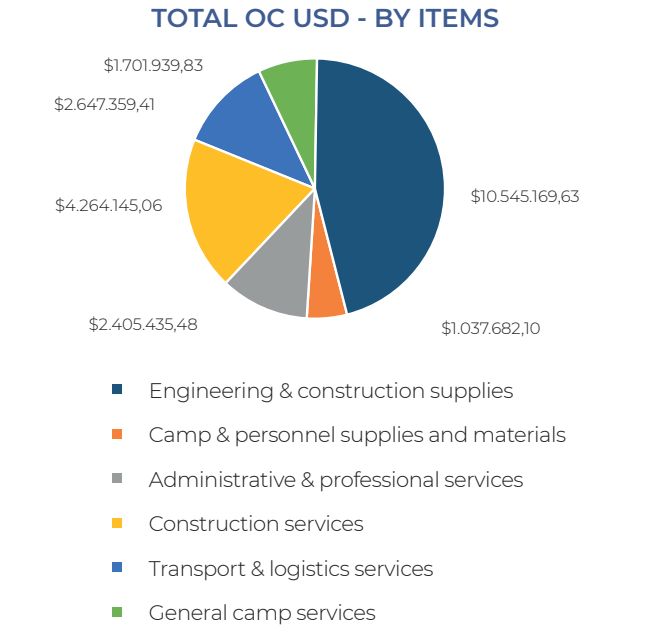


In general, suppliers can be subdivided into different categories, as in the following table:

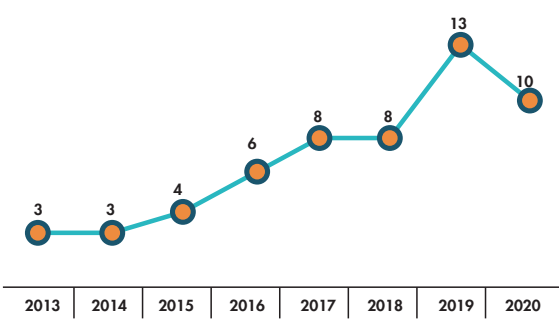
Sub-category by item	Details
Administrative & professional services	Lodging; office rentals; water consumption; general municipal services; professional fees; consulting; postal services; IT; etc.
Construction services	Suppliers of construction services; technical services; workforce; equipment rental; etc.
Transport & logistics services	General transportation; pickups rental; import and export service; air and ground transportation service; personnel transportation; etc.
General Camp Services	Cleaning service; catering; internet; gas; security; MDA services; communities training; etc.
Engineering & construction supplies	Maintenance; Pilot Plant; laboratory; geology supplies; etc.
Camp & personnel supplies and materials	Cleaning supplies; stationary; PPE 's; medical and IT supplies; workwear; etc.

The amounts invested by item in 2020 are shown in the following pie chart:

The graph below shows the evolution of the number of suppliers and contractors year by year, since 2013 (2020 is the year of the Negotiated Stop of the project)



SUPPLIERS OF THE PUNA



Employee – company relationship: Minimum notice periods regarding operational changes GRI 402-1

All suppliers related to the Project were timely notified of the *slowdown* (December 2019-January 2020), of the force majeure situation due to Covid-19 (March 2020) and finally of the suspension of the Project execution (Negotiated Stop, April 2020). Based on the status of the execution progress of the Purchase Order, it was negotiated case-by-case:

- Reschedule the execution agenda and payments due dates to keep the payment orders open until the Project resumption (specially the rescheduling of major agreements).
- Early termination of the purchase order or agreement.

In all cases Eramine agreed to assume the costs as appropriate.

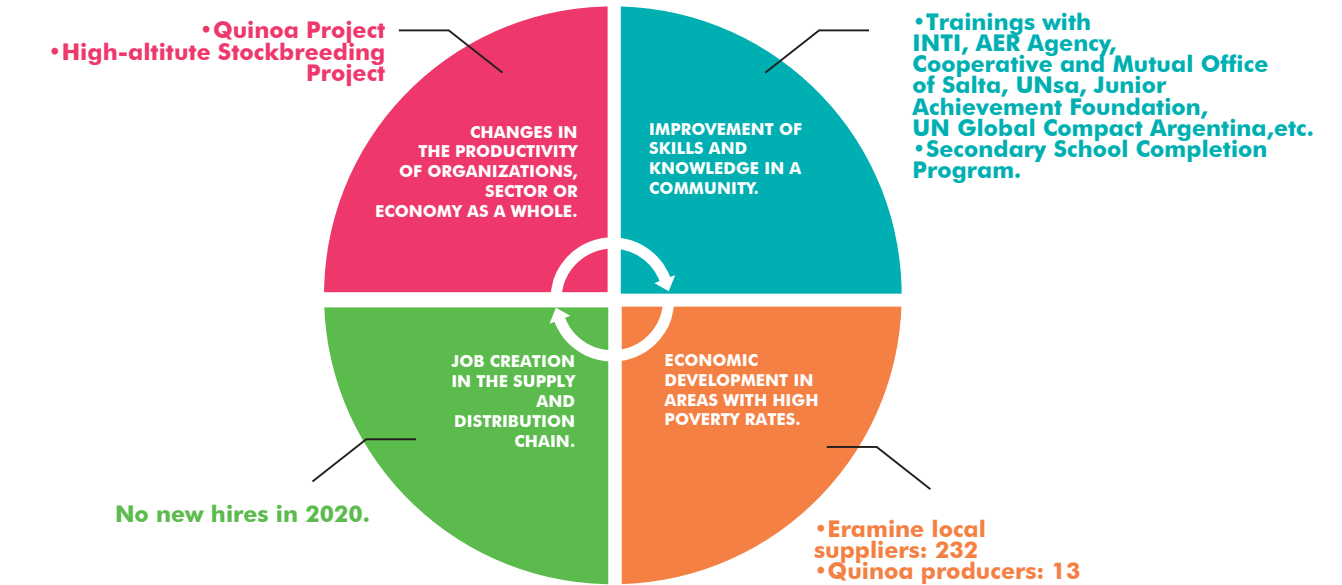
In addition, we worked with M3 (EPCM, Engineering, Procurement & Construction Management) to define the scope of new agreements (preferably with the same suppliers, except in case of underperformance) when the Project resumes, considering the progress status of those that were terminated early.

The negotiated stop (renegotiation of agreements with construction, engineering, and service companies) involved a cost of approximate USD 112 million, including those incurred in the negotiation and amendment of all agreements in force at the date of the decision and maintenance of all Project activities and most of operations.

Significant indirect economic impacts GRI 203-2

The negotiated stop of the Project implied a reduction in the scope of catering and hotel services at the project site that are provided by local suppliers, with the staff reduction being one of the most important impacts. For example, during March-April 2020, three people from the cleaning service terminated their contracts and six from the catering service.

Considering the impact of this measure, in collaboration with the Human Resources & Sustainability team, the representatives of the affected communities were called and the company explained the situation regarding the project and anticipated the impact. In addition to those mentioned, the following diagram shows some of the main indirect economic impacts of Eramine in 2020:



Our distribution of the Economic Value GRI 201-2

	2020	2019	PERCENTAGES OVER RENUEVE
A.Net sales	-	-	
B.Income from financial investments	\$10,574,096	\$1,182,341	72.43%
C.Income from sale of assets	\$4,024,189	\$555,679	27.57%
DIRECT ECONOMIC VALUE GENERATED: REVENUE	\$14,598,285	\$1,738,020	
A.Operating Costs	\$11,432,028,842	\$1,021,833,746	
B.Employee wages and benefits	\$11,498,089	\$531,343,400	0.96%
C. Payments to providers of capital	-	-	0.00%
D. Taxes	\$52,541,727	\$45,135,061	0.45%
E. Community investment	\$3,928,740	\$3,887,301	0.03%
TOTAL ECONOMIC VALUE DISTRIBUTED (EVD)	\$11,599,997,398	\$1,603,937,528	
ECONOMIC VALUE RETAINED (EVR)	-\$11,585,399,113	\$1,602,199,508	

- Note:
- The amounts are expressed in ARS \$.
  - A) Corresponds to interest earned in foreign banks and interest generated by the return of tax credit for exploration.
  - It also includes interest for late payment in refund of advance according to the agreement signed with the supplier Cartellone.
  - (B) Corresponds to the sale of office furniture in Buenos Aires and the sale of Peugeot automobiles.
  - 2019 values are adjusted for inflation to be comparative with 2020 values.



**Capital increase**  
*GRI 102-10*

During 2020 we have increased the social capital in ARS \$ 7,528,025,000.

**Financial support from the Government**  
*GRI 201-4*

In 2020 we had only tax credit refund for fixed assets, since VAT refund for exploration was not paid. The total amount refunded was ARS \$ 83,042,583. This amount consists of ARS \$72,592,272 capital and ARS \$ 10,450,311 interest.

**Non-Compliance with law and social and economic regulations**  
*GRI 419-1*

We have no fines for non-compliance with law or regulations.

**VI. Environmental Management**



**Management approach**  
*GRI 103-2*

*In Eramine, we are committed to prevent and minimize any environmental impact as well as to make an efficient use of the resources.*  
*“Being a Corporate and Committed Citizen” with people and the planet is one of the basis of the Eramet Group.*

The Group has developed several policies related to the environment: energy, biodiversity, climate change and sustainable development. We have systematized HSE processes that allow us to fulfill our environmental and safety goals.

**Inspections**

The Secretary of Environment of Salta

Province conducted a hazardous waste inspection. We had no observations since we follow the current national and provincial legislation. The Municipality of San Antonio de los Cobres visited the camp and granted the biannual authorization for the site.

**Waste by type and disposal method**  
*GRI 306-2*

All the facilities have duly authorized and well-equipped places for the temporary storage of hazardous and non-hazardous waste.

**Non-hazardous Waste**

Solid Urban Waste resulting from the operations and functioning of the camp sites we have in the Puna are disposed in the Sanitary Landfill (Resolution 042/2020).

Our personnel are continuously trained for the correct disposal of the waste generated according to its composition. Waste stations



are used to separate solid urban waste (glass, paper-cardboard, recyclable plastics) to be donated to institutions for reuse and/or recycling purposes. The following table refers to the generation and disposal of non-hazardous waste in 2020 (including on-site contractors)

Recycling Material	2020	Unit of measure	Institution
Paper and Cardboard	878	kg	Ceos Sol Foundation
PET bottles	1,474	kg	Ceos Sol Foundation / SaltaPlast

**Hazardous Waste Transport**  
*GRI 306-4*

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 2020, we renewed the registration for the period 2020/2021 as generator of hazardous waste according to National Law 24,051. The following is a detail of the information aforementioned:

Type	Category	Unit	Total
Clinical waste	Y01	Kg	37.5
Common batteries	Y31	U	20
Acid batteries	Y34	U	0
Waste from derivation of paints and varnish	Y12	Kg	170
Waste Mineral Oils	Y08	L	2,011
Hydrocarbons/ water mixtures	Y09	L	699
Soil contaminated with hydrocarbons	Y48	Kg	21,074
Others contaminated with hydrocarbons	Y48	Kg	958
Residues arising from industrial waste disposal operations	Y18	Kg	140
Fluorescent tubes	Y29	Kg	10

The following table shows the disposition of Hazardous Waste in 2020 (including those generated by our contractors on the Project):

Hazardous Waste	Quantity	Treatment or disposal methods	Authorized Operator
Used oil (Y8)	2011 L	Re-use	SaltaPetrol
Liquids contaminated with hydrocarbon (Y9)	699 L	Recycled	SaltaPetrol
Soil/ contaminated solids (Y48)	22032 Kg	Incineration	Ecological Habitat

The operator SaltaPetrol reuses used oil in the generation of modified *fuel oil*.

The treatment of these oils, in all cases, is carried out within the Province of Salta.

**Spills**  
*GRI 306-3*

Spills cause environmental impacts. We deal with them and report them to the Enforcement Authority. In 2020, they were as follows:

Location of the spill	Volume	Substance	Impacted area	Consequences
Camp – Gasoil loading area	100 L	Gasoil	Camp	Cleaning - remediation
Truck transfer yard	143 L	Gasoil	Camp	Cleaning - remediation
Camp	80 L	Hydraulic oil	Camp	Cleaning - remediation

**Training on environmental issues**

During the year we organized training on environmental issues for Eramine personnel, contractors, and visitors. We conducted training on waste management, sewage treatment, water use management, etc.

**Monitoring of all Environmental components**

They are carried out periodically in accordance with Environmental Impact Statement 61/19 to ascertain the environmental conditions of the surroundings and, if deviations are identified, to act accordingly to return the component to its conditions within the limits established by applicable environmental legislation.

For sampling and subsequent analysis,

the services of a laboratory with quality certification (IRAM 17025) were contracted, which ensure the reliability of the obtained results.

The components and monitored points were:

- **Surface water:** Filomena stream, Patito stream, Vega Tarón, Vega Copalayo, Vega Ratones Oeste and Pampa Ciénaga Lagoon.
- **Underground water:** Wells that supply Ratones camp.
- **Soil:** La Blanca and Ratones camp.
- **Air quality:** 4 sampling points in the Centenario- Ratones basin.
- **Environmental noises:** nearby Ratones Camp.
- **Sewage effluents:** Ratones Camp.

All values reported by the Environmental Laboratory are within the parameters established by Law 24.585.

**Participatory Environmental Monitoring**



- It was held from December 15 to 17, 2020, in compliance with Resolution 04/18 of the Mining Office of the Province of Salta.
- Due to the pandemic situation, in order to have a strict control of physical distances and to comply with all biosecurity protocols, only two environmental monitors were appointed: a representative of SRPG Community and a family representative of the *puesteros*.
- Both people from the community as from the Mining Office underwent the Covid-19 (PCR) test provided by the company.
- 25 people from the SRPG community and other neighboring communities participated in the virtual training

prior to the Participatory Monitoring conducted by teachers from the National University of Salta. It was certified by the University.

**Water sources. Water interaction as shared resource.**  
*GRI 303-1; 303-3*

*In Eramine, there is no consumption of any surface water source in the Centenario-Ratones Salar basin. Water for industrial use is taken from underground aquifers and features with the required permits requested by the Enforcement Authority (Secretary of Water Resources of Salta Province).*

A simulation model which shows the hydrogeology basin behavior determines the optimal resource per well reducing its effects on the aquifers to the minimum possible, and allowing a rational use of the resource.

Eramine has a hydric basin model that is fed back through monitoring and raw data that comes from the brine and water production wells drilling. This is the key data to understand the involved variables and thereby, the aquifer recharge values can be confirmed. Among the systematic data collected, we can mention:


- Meteorological data through two automated weather stations.
- Pluviometry measurements through rain gauges located at different elevations and in several sub-basins.
- Water table level measured in hundred monitoring wells and evaporation studies.

The meteorological data collection is performed on a monthly basis, whereas the water table levels are measured every two months.

Water for mining use is not suitable for human consumption, and with some restrictions, for animal consumption and irrigation. Water for human consumption is bottled water purchased in San Antonio de los Cobres or in the city of Salta.



2020 WATER AND ENERGY CONSUMPTION IN THE TRAINING CENTER




**WATER WITHDRAWAL BY SOURCE.....GRI 303-3**

The only water source for the Training Center is the DW17 well.  
A total of 9488 M3 of raw water.

**RECYCLED AND RE-USED WATER**  
0 M3

**WATER DISCHARGES..... GRI 303-4**  
5870 M3

**WATER CONSUMPTION**  
Raw water 9488 M3  
Purified water: 3618 m3



**ENERGY CONSUMPTION.....GRI 302-1**  
3212 MWH  
\*2020 was the first year of the Pilot Plant operations that should be used as reference\*

Climate change mitigation and adaptation: gas emissions

The main sources of atmospheric emissions are associated with internal combustion vehicles and power generators. At the end of 2020, we began measuring the emissions from the company's own vehicles.

Protection of the environment, biodiversity, and restoration of natural habitat: location of the Project with respect to the protected areas

Identification of Protected Areas

In the Province of Salta, Law N° 7.107 created the "Provincial System for Protected Areas" (SIPAP for its Spanish acronym) in 2000, generating a legal framework with the necessary conditions for the sustainable administration, management, and protection of the natural and cultural resources of the

provincial territory.

"Los Andes" Provincial Reserve

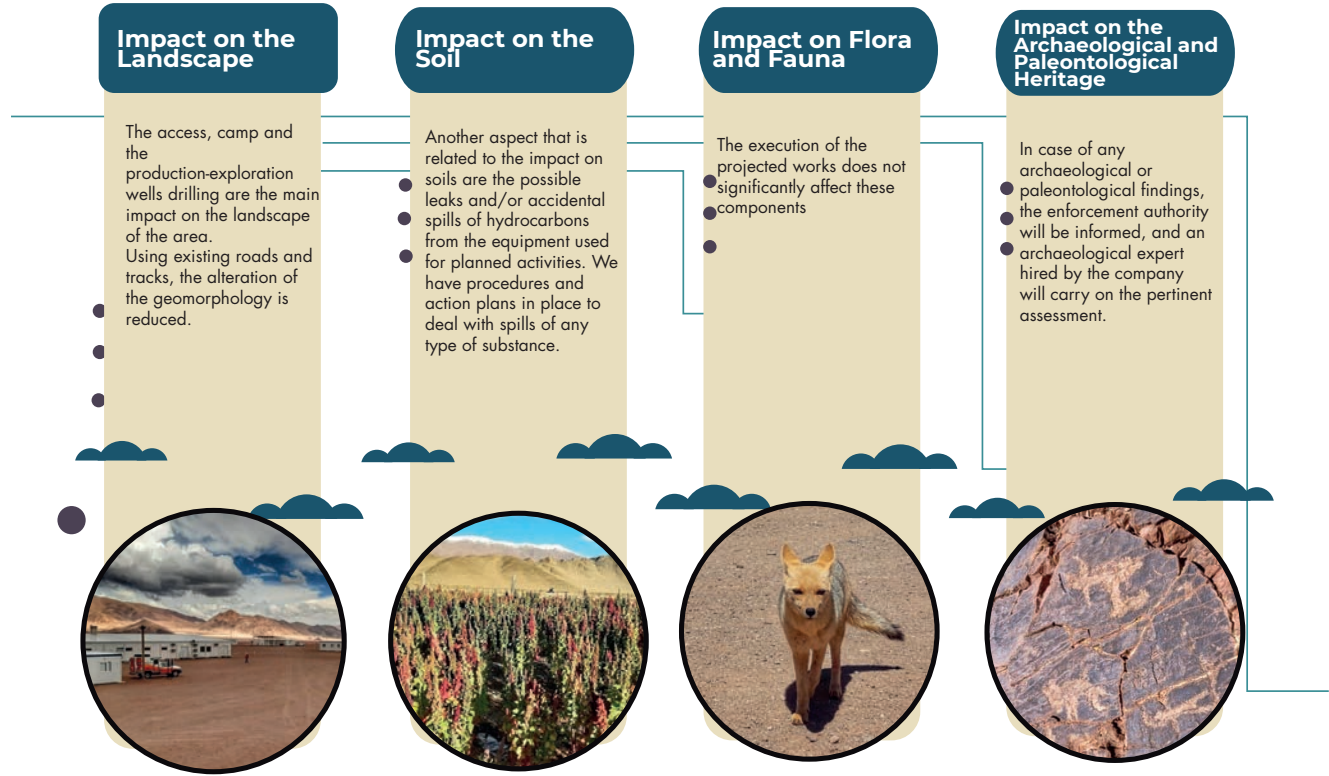
It occupies an area of 1,440,000 hectares, covering almost all Los Andes Department (Salta). It was created for the conservation of wildlife resources, particularly the vicuna (Vicugna Vicugna), and flora and soil resources. The reserve is in IUCN (International Union for Conservation of Nature, 2009), Management Category of Protected Area with Managed Resources (VI), which allows the conservation associated with productive/ extractive activities.

Reserve Area of the Vicuna

Centenario project area is located within the vicuna reserve area of the province of Salta, which seeks to protect the species by prohibiting hunting, possession, trading and industrialization of its products and sub products.

Operations with impacts on the communities and biodiversity

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



Species included in the IUCN Red List of Threatened Species and in national conservation lists

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

The conservation status of the animal species identified is listed by the International Union for Conservation of Nature (IUCN, 2011):

Critically endangered:

- Short-tailed chinchilla - *chinchilla brevicaudata*

Potentially vulnerable:

- Andean Dwarf Cavy- *microcavia shiptoni*

Least concern:

- White-bellied fat-tailed mouse - *thylamys pallidior*
- Desert cavy - *microcavia australis*
- White-bellied grass mouse- *akodon albiventer*
- Andean grass mouse - *abrothrix andinus*
- Andean mouse- *andinomys edax*
- Andean leaf-eared mouse - *auliscomys sublimis*
- Yellow-rumped leaf-eared mouse - *phyllotis xanthopygus*
- Andean gerbil mouse- *eligmodontia puerulus*
- Andean vesper mouse - *calomys lepidus*
- Common mountain chinchilla- *lagidium viscacia*
- Highland tuco tuco - *ctenomys opimus*
- Brush-tailed vizcacha rat -

- octodontomys gliroides*
- Ashy chinchilla rat- *abrocoma cinérea*
- Brazilian free-tailed bat- *tadarida brasiliensis*

Regarding the herpetofauna (reptiles), *liolaemus andinus* and *liolaemus vulcanus* are not included in the IUCN conservation status. And the *Andean toad rhinella spinulosa*, which is found in areas close to streams and alluvial soils, is in the category of 'least concern'.

Of these, none is listed in CITES (Convention on International Trade in Endangered Species of Fauna and Flora).



Pair of adult *liolaemus* (cf. multicolor).

**Precautionary Principle**  
*GRI 102-11*

“In order to protect the environment, the precautionary principle shall be widely applied by the States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation”.  
Rio Declaration on Environment and Development of the United Nations.

Eramine takes this principle into account in the development of its activities from a preventive approach, which is why environmental monitoring and biodiversity studies are carried out periodically. This creates a solid database that allows us to know the evolution and status of the environment in the project area.

**Non-Compliance with environmental laws and regulations**  
*GRI 307-1*

We have no fines or sanctions for non-compliance in environmental matters.

VII. Social performance

*Eramine internal community*

Eramine’s strategy focuses on the *Stakeholders Engagement Strategy*, with the object of achieving operational excellence and developing the organizational culture, with values such as safety, respect for people and the communities, and environmental caring.

This is based on three dimensions:

- Alignment** with Eramine and Eramet values.
- Integration** of the teamwork.
- Commitment** with the standards, ideals, and corporative objectives.

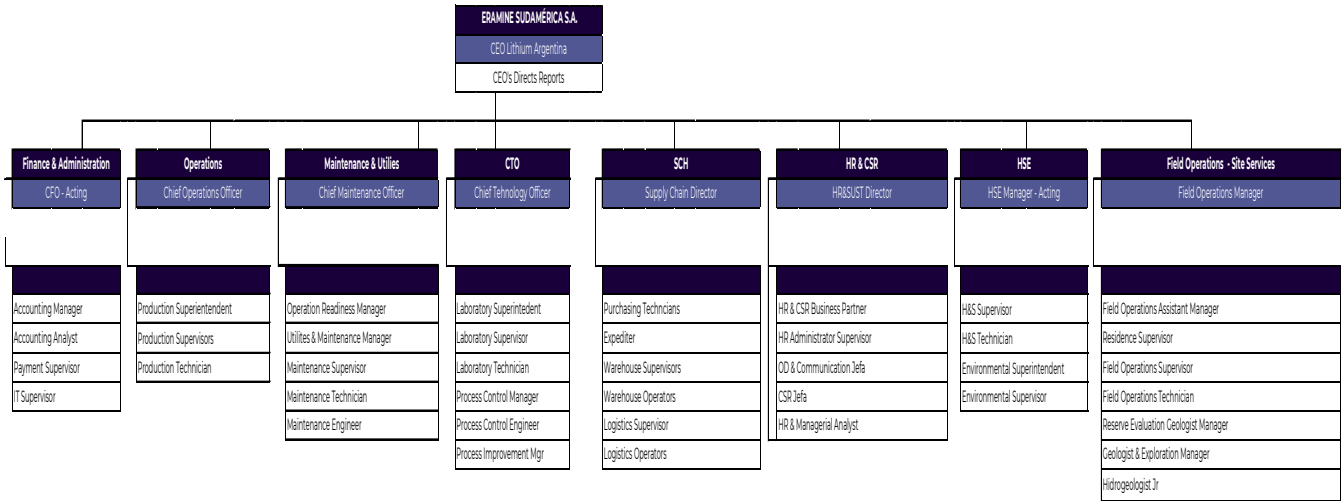
the following:

- » Turnover rate of key and potential people (high potential).
- » Attraction rate.
- » Number of internal promotions.
- » Hours of training.
- » % Satisfaction in work environment survey.
- » Safety indicators.
- » APA Ratio -*Appraisal Performance Assessment*-.

**Information about employees and other workers**  
*GRI 102-8; 102-18*

This is Eramine’s organizational chart 2020:

For that, some of the most relevant KPIs are





- The total payroll includes 4 project employees and 79 operating employees (permanent, full-time contract).
- Temporary employees and/or certain services such as cleaning, gardening and security are external contractors integrated into the organization.

Number of employees in this situation at the end of 2020: 13.

Below, the total number of people in Eramine by place of birth, gender, and age (expressed in percentages):

#### By place of birth:

Communities	7%
Rest of Salta	61%
Other provinces	27%
Other countries	5%

#### By gender:



2020	81%	19%
2019	76%	24%

#### By age:



2020	11%	35%	52%	2%
2019	15%	32%	51%	2%

#### Collective bargaining agreements GRI 102-41

Percentage of people within the agreement (AOMA): 7 %.  
Unionized workers: 0.

#### Ratio of standard entry level salary by gender vs. local minimum salary GRI 202-1

As of December 2020, ERAMINE minimum salary was 179% higher than AOMA's and 340% higher than the SMVM (Minimum Living Salary).

#### Proportion of senior management hired from the local community GRI 202-2

29% of the total number of people belonging to the local community (province of Salta) hold a position of manager, superintendent, chief or supervisor.

#### New hirings and employee turnover GRI 401-1

##### Hirings

Gender: 69% men, 31% women.  
Age: 8% baby boomer, 22% generation X, 62% millennials, 8% generation Z.  
Origin: 69% Salta, 31% other provinces.

##### Terminations

Gender: 70% men, 30% women.  
Age: 17% baby boomers, 26% generation X, 54% millennials, 3% generation Z.  
Origin: 61% Salta, 20% other provinces, 19% another country.

**Internal promotions:** 9.  
5 women and 4 men.

#### Benefits for full-time employees not given to part-time or temporary employees GRI 401-2

Eramine and temporary agency people are covered by the same benefits:

- Salaries aligned with the Argentine Mining market.
- Quarterly salary increases, adjusted for inflation.
- Life insurance benefits, social security, disability insurance, maternity or paternity leave, retirement.

#### Maternity and paternity leave GRI 401-3

In accordance with Argentine Labor Law.

- 0 maternity leaves in 2020.
- 3 paternity leaves in 2020.

Return to work/retention rate: 100%.

#### Average hours of training per year per employee GRI 404-1

100% of Eramine employees received training. 66 average annual hours of training per person.

3.2% is the impact of annual training hours in the total average working hours per year.

6,940 hrs. of training.

- Regular / Compulsory Trainings: 3,701 hrs.
- Incorporations: 39 hrs.
- Management: 104 hrs.
- HSE: 1,355 hrs.
- Ethics and Compliance: 31 hrs.
- Business / Digital: 1,632 hrs.
- Diversity & Inclusion: 78 hrs.

#### Programs to improve employee skills and transition assistance GRI 404-2

- Internal training courses: biosafety, digital transformation, ethics, coaching (how to deal with a context of crises and distancing), technical training, etc.
- Financial support for external training or education: Agile, UN Global Compact Chair, language (English), Great Place to Work, etc.
- 6 months extension of social security for employees who were left out of the organizational structure due to the Negotiated Stop.

#### Percentage of employees receiving Performance Appraisals GRI 404-3

- Performance Appraisals are the basis of our Talent Development Policy and are in line with the Eramet Group, with a system that aims to provide consistent,

shared, and up-to-date management of all the people working in the Group.

- It consists of motivating people, making them the protagonists of company's challenges, evaluate the work done during the year and setting new challenges for the following year, with constant feedback. Dialogue is the key success factor.
- In 2020 it reached 100% of managers, superintendents, chiefs, and supervisors with at least six months' seniority in the company: 44 are men and 12 women.

#### Diversity in governance bodies and employees GRI 405-1

##### By gender:



Year 2020			
Category	Men	Women	Total
Managers	11	1	12
Front Line Managers (FLM)	26	5	31
Analysts/ Technicians/ Adm.	22	8	30
Operational	8	2	10
Total	67	16	83
Total %	81%	19%	100%

Year 2019			
Category	Men	Women	Total
Managers	17	3	20
Front Line Managers (FLM)	33	9	42
Analysts/ Technicians/ Adm.	35	17	52
Operational	22	4	26
Total	107	33	140
Total %	76%	24%	100%

By age:



Year 2020					
Category	Z	Y	X	Baby Boom	Total
Managers	0	2	4	6	12
Front Line Managers (FLM)	0	16	14	1	31
Analysts/ Technicians/ Adm.	2	17	9	2	30
Operational	0	8	2	0	10
Total	2	43	29	9	83

Year 2019					
Category	Z	Y	X	Baby Boom	Total
Managers	0	1	8	11	20
Front Line Managers (FLM)	0	22	15	5	42
Analysts/ Technicians/ Adm.	2	34	12	4	52
Operational	1	15	8	2	26
Total	3	72	43	22	140

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

Remuneration, compensation, and benefits are assigned based on given responsibilities and professional expertise; there is no discrimination in determining compensation based on gender. Eramine participates annually in Compensation and Benefits Surveys in the Mining Market, where salaries scales are defined based on positions analyzed with a methodology that assigns points based on *Knowing – Thinking – Acting*.

Identification and selection of stakeholders  
GRI 102-42

Eramine external stakeholders  
Our neighbors, the Puesteros of Centenario-Ratones Salar:

- Permanent dialogue.
- Transparent and timely information.
- Respect for their culture and

- idiosyncrasy.
- Use of existing “mining footprints”.
- Participation in Environmental Monitoring.
- Management of queries and claims (3 claims in 2020, responded 100% in a timely manner).
- Donation of firewood in the winter season.
- Donations of water, food, and cleaning stuff in the context of pandemic.
- Compliance with all current regulations.

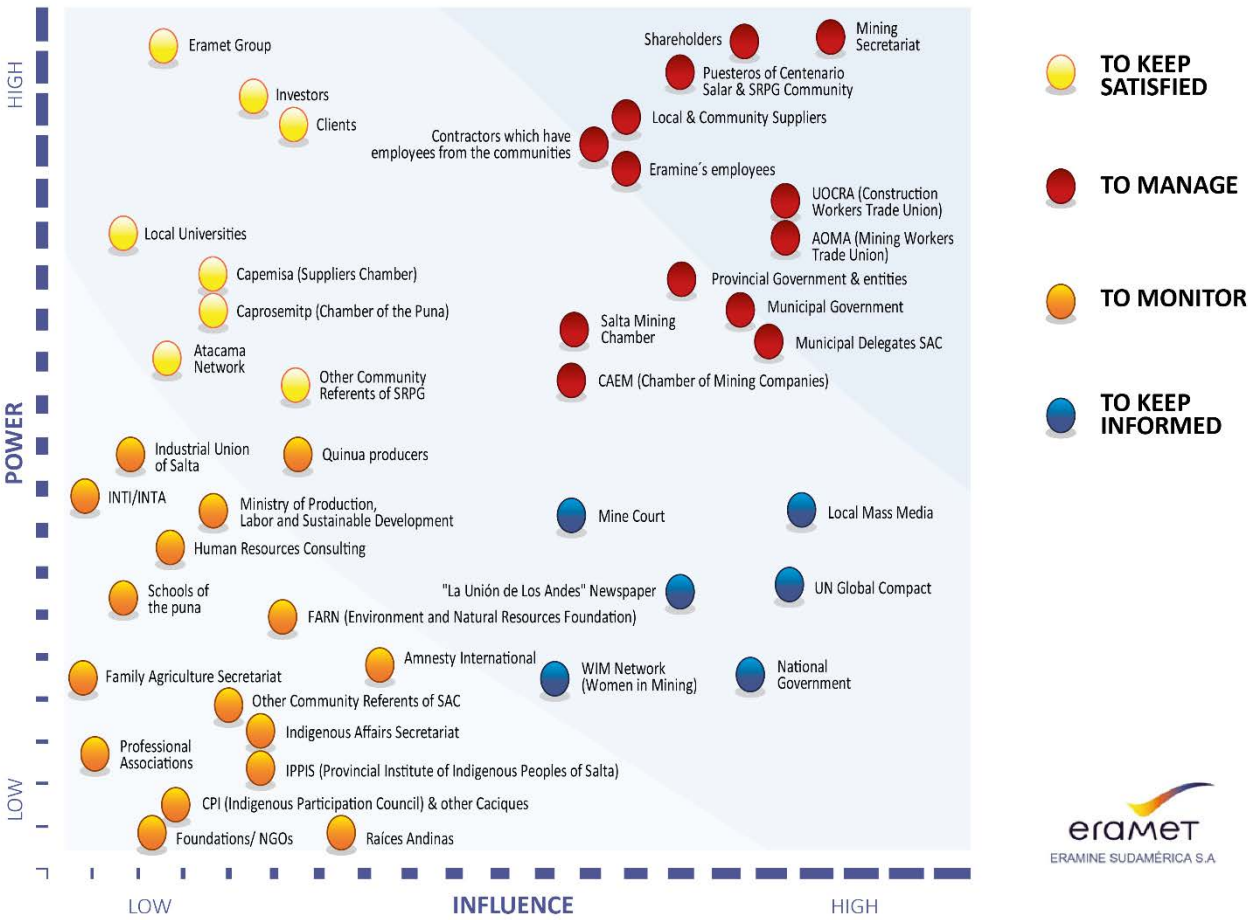


Kolla Andina Community of Santa Rosa de los Pastos Grandes:

- Located 65 km before arriving to the Project.
- 297 people.
- 1 Primary School with 49 children.
- 1 Itinerant Rural High School with 24 adolescents.
- 1 Health Center.



Other key stakeholders:



“Isolated but connected” Program

On March 20, 2020 “Isolated but Connected” Program was launched, in which we carried out supporting actions for all Eramine employees and their families; and generated solidarity actions with the people of the communities with whom we have close ties: Santa Rosa de los Pastos Grandes and *puesteros*.

At the beginning of the new stage of “social distancing”, the Program continued with a new name: “Distanced but Connected”.

With our internal community, some of the main actions carried out were:

- Inter-area coffee meetings with recreational activities.
- Virtual training sessions and workshops.
- Healthy eating talks.

- Responsible care assistance: monitoring of all Eramine employees by a “contact point” of the HR& Sustainability team.
- Coaching and emotion management talks.
- Family meetings.
- Survey about “Safe-return-to-office experience”.
- Reinforcement of prevention actions.
- Internal volunteering: making of 203 face masks.
- Signing of “10 commitments of responsible citizens”.

With Stakeholders:

- Education & Culture: “The Little Prince” Challenge > Primary School P. Antonio Mallea, SRPG.
- Community volunteering: making of 975 face masks.
- Virtual meetings with stakeholders > 9.
- Signing of the “5 commitments of



responsible citizens”.

- Virtual assemblies with SRPG Community & Puesteros. > 3.

#### Donations to health and other institutions in the context of pandemic:

- **Police of Salta:** half masks; goggles; overalls; face shields; alcohol gels; mini breathing equipment.
- **Ministry of Health, Argentina / CAEM:** purchase of COVID-19-I reagent kits.
- **Emergency Committee of Salta:** purchase of hospital equipment.
- **Public Maternity Hospital:** contribution for purchasing a thermocycler.
- **San Antonio de los Cobres Hospital:** X-ray equipment.
- **Hospital of Campo Quijano:** oxygen tube; manometer; nebulizer.
- **Provincial Ministry of Health:** stethoscopes; blood pressure monitor; digital thermometers; beds.



#### Donations to Santa Rosa de los Pastos Grandes Community & Puesteros:

- **Kolla Andina Community in Santa Rosa de los Pastos Grandes:** a new ambulance.
- **SRPG community:** goods, mineral water, cleaning kit (April 2020) 40 families.
- **Puesteros from the basin of Centenario- Ratonés Salar:** goods, mineral water, cleaning kit (monthly) and firewood (winter season).
- **Secondary School 5193:** school kits, board games.



#### Development Programs and Impact Assessments GRI 413-1

*Sustainable projects:  
In Eramine, the Corporate Social Responsibility is at the core of our strategic vision. Therefore, we confirm our commitment to the implementation of sustainable projects, and to working together with all our stakeholders.*

- 4 are the main programs of community development based on the needs of local communities.
- The projects are in different stages but all of them aimed to sustainability.
- Stakeholders are invited to take part, according to the stakeholders mapping of the company.
- No program or project begins without prior needs assessment and the community consensus.

## Circular Economy in SRPG

“Act actively for the development of the circular economy” is one of the Corporate Social Responsibility pillars of Eramet's Roadmap 2018-2023.

Based on the Framework agreement signed with INTI (National Industrial Technology Institute) in 2019.

The area of the company that is carrying out the Project is Human Resources & Sustainability, with the support of the Environment area.

#### Approach:

*Environmental care - Participation of families and community – Potential of triple-impact*

#### Objectives:

- Foster awareness of environmental care.
- Promote household waste separation.
- Promote compost production in the community.
- Foster the development of local business from waste.
- Create networks among different actors to enhance sustainability.

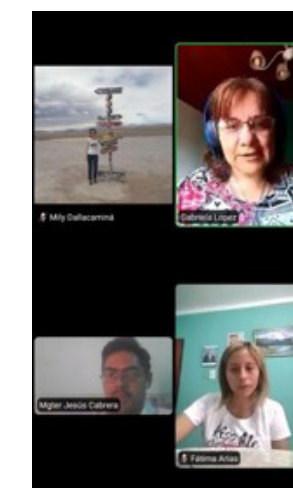
#### KPIs:

- N° of trainings / N° of participants.
- N° of families that separate and recycle household waste.
- N° of projects / ventures (annual).
- N° of alliances with other organizations (annual).

#### Results 2020:

- Development of the Program “Caring for the Pachamama: Circular Economy in the Puna Salteña”.
- 12 people virtually trained on circular economy and introduction to plastic, with INTI certification.
- 12 people virtually trained on natural resources and composting, with technical staff from Eramine, who shared the experience of the on-site field recycling Project, so it could be implemented in the community.
- 10 people virtually trained on sorting of urban solid waste.
- Opening up the use of new technologies to people who were deprived of access.

- Changes in habits in favor of environmental care, in 100% of the participants according to the survey conducted at the end of the modules.
- Public/private articulation for the circular economy Project.
- Development of progress indicators for virtual activities.
- Sustaining Project activities despite the pandemic situation.
- Involvement of new actors and satisfaction with the progress achieved.
- Composting by 4 families.
- Selection to participate in the UN Global Compact publication: “Good Business Practices in the Integration of the Circular Economy to the Sustainability Strategy”.



“Caring for the Pachamama: circular economy in the Puna of Salta”.



## Quewar Cooperative

**2017:** Grow and development of producers in the productive management of quinoa.

**2018:** Extension of the project and creation of the Quewar Cooperative.

**2019:** Legal incorporation of the Quewar Cooperative and completion of the construction of the Collection and Value-Added Center (CAVA) in SAC. Training with the Cooperative and Mutual Office of Salta.

**2020:** Accompaniment, training and remote advice. Stage of self-management of producers. Beginning of technology transfer process.

### Approach:

*Andean agriculture: recovering an ancestral harvest - Self-consumption – Cooperativism – Challenges: growth and technology.*

### Objectives 2020:

- Promote sustainability.
- Promotes self-management (production, post-harvest, and trading).
- Technology transfer.

### KPIs:

- N° of producers / cultivated areas per hectare (annual).
- N° of meetings / trainings.
- Yield kg / hectare (annual).
- Certification of organic quinoa (annual).

### Results:

- 778 kg is the crop yield for 2020.
- 13 active quinoa producers.
- 8 fields sown for 2020-2021 campaign.
- Remote support and advice during the Covid-19 pandemic. Beginning of the self-management stage and formal commitment of producers.
- 15 virtual training sessions conducted by Eramine team and the Office of Cooperatives and Mutuels of Salta.
- Beginning of the technology transfer process: purchase of a quinoa grain scarifying machine and deliver of the registration to the Cooperative by the Ministry of Production and Sustainable Development.
- Annual inspection and Audit (virtual) of the properties with organic certification of Food Safety.

### Key Stakeholders:

Quewar Cooperative - Eramine- Cooperative and Mutual Office Salta.



### Poem written by Prof. Avelino Arjona (Secretary of the Quewar Cooperative) Quewar Quinoa

Mother of all grains  
legacy of an ancestral crop,  
origin of a millenary craft  
rooted in the masterful puna.

Its nutritional virtues  
in its composition and dimension,  
open unimaginable markets  
in the richness of nourishment.

Our men and women  
with decision, labor and courage,  
rescue this knowledge,  
to strengthen the cooperative.

We want a sustainable development  
for our future generations,  
and this is completely possible  
with our work and culture.

We have the fundamental support  
of Eramine and all its people,  
they provide us with the essentials  
to grow our minds.

With a certified seed  
commercial strategy is improved,  
because our main task  
is very well endorsed.

Knowing agricultural good practices  
to obtain a good yield,  
training, motivation, preparation  
will transform you.

Preparation of the areas  
where you want to grow,  
a vocation of service  
for a better life.

The mystery and anxiety  
sometimes make you stumble,  
management of situations  
in our native hearts.

With humility and confidence  
tilling our blessed soils,  
saving the upbringing  
of our dear grandparents.

Quinoa, grain of God  
with your energetic richness,  
you strengthen our nourishment  
with a great blessing.

## Livestock Project

### Objectives:

- Promote practices to support livestock farming activities.
- Improve the welfare and quality of life of livestock Puesteros.
- Build institutional alliances to improve productive and quality aspects.

### KPIs:

N° of meetings / trainings.

### Results:

- First Virtual Workshop on Animal Health, in coordination with Rural Extension Agency of INTA- San Antonio de los Cobres. Participation of 4 people.
- Delivery of food supplements for Puesteros livestock.

### Key stakeholders:

Rural Extension Agency of INTA, San Antonio de los Cobres – Eramine - Puesteros.





## Communication & Radio Program

### Key stakeholders:

Junior Achievement Foundation – High School 5193.

### Objectives:

That students:

- Develop soft skills, such as teamwork and effective communication.
- Incorporate new digital skills.
- Reflect on their own identity and the value of word.
- Learn about the importance to take risks and take decisions.

### Modality:

Theoretical-practical virtual workshops, with recreational activities for the development of the contents (radio program format).

### KPIs:

- N° of meetings/ trainings.
- N° of radio programs.

### Results:

- 6 virtual meetings with students.
- Active participation, leadership, and support of the school principal.
- First radio program (in video mode) presented at the end of the year.

### Challenges and opportunities

- Enhance the commitment of the adolescents who had difficulties in participating due to lack of connectivity; lack of quick adaptation to the new communication modality (virtual); overlapping with end-of-year exams; voluntary participation.
- Work also with the teachers who have a multiplier effect on students.
- Adaptation to the academic calendar in the puna (School year from August to May – teachers' itinerary in Santa Rosa de los Pastos Grandes and Olacapato, which generates challenges in the continuity of the process).



"In Junior Achievement we believe in the boundless potential of young people."

*Sustainable actions for a sustainable future.*

### Compliance with legal requirements & others:

- Constant information to *Puesteros* and the SRPG community on well measures, rain gauges, etc.
- Quarterly Assemblies with the Secretary of Mining, Community and *Puesteros* (February, May, and December 2020).
- Signing of ILO 169 Convention with Kolla Community of Santa Rosa de los Pastos Grandes and nearby *Puesteros* on February 18, 2020.
- 2019 Sustainability Report (published in March 2020).
- Resolution 87/18 on social and economic impacts of the company: updated information on local workforce, locally purchases and services, contributions and inputs, Corporate Social Responsibility programs and actions and Training Programs (every 6 months, in February and August 2020).
- Resolution 04/18 on Participatory Environmental Monitoring.
- Submission of reports required by the EIA (Environmental Impact Assessment) by Resolution 60/19 and 61/19.

### MESSAGES FROM KEY PEOPLE & STAKEHOLDERS

#### Eng. GABRIELA LÓPEZ INTI

"Eramine understands local development as a tool for social transformation that allows to reach sustainable achievements and that is why they have worked and continue to do so-empowering communities to design and choose the projects they want to focus on, within the concept of circular economy.

It is essential to maintain a mutually beneficial relationship between the community and Eramine, as it generates opportunities to think about and design long-term solutions to the community's current needs.

Joining the community in the process of sustainability is to accompany it in its growth of new ideas, skills and talents of the inhabitants, creating opportunities for their development and improvement in the quality of life".

#### JORGELINA BELLACAMBA Director of Institutional Affairs, Administrative Coordination of the Governor's Office

"I would like to highlight one of the Sustainable Development Goals (number 17): partnerships to achieve the goals. For us, the Government of the Province, it is fundamental to work in this type of alliances. And we see the importance of Eramine, how they foster sustainability in each project they undertake in the puna. When we talk about true social inclusion, we talk about work, because true social inclusion is done through work, because through it, a wide range of opportunities and development open up".

#### Prof. AVELINO ARJONA Secretary of Quewar Cooperative

"Eramine means a company committed to sustainability of the inhabitants of Los Andes Department. For the community it is a company that gave us the Quinoa Project. I consider this one of the most relevant actions the company carries out, and the training, commitment, logistical support and now, for example, it provides us with the scarifier machine and later other machines".

#### LILIANA DELGADO Local Supplier, Huayra Huasi

"For us, Eramine is a great opportunity for growth, as local suppliers, and also as part of a community, with jobs, training and wishes for improvement".

#### Ms. MARÍA DIONICIA RODRÍGUEZ ALCÓCER President of the Kolla Andina Community of Santa Rosa de los Pastos Grandes

"Eramine provides the best labor and quality standards that it has been able to reach as an international company in our area, in our towns. This is shown through all human and labor values that they have applied".

Eramine in the media - 2020

<https://www.tribuno.com/salta/nota/2020-5-31-0-0-0-empleados-de-eramine-sudamerica-sa-estan-finalizando-la-educacion-secundaria>  
<https://www.tribuno.com/salta/nota/2020-3-15-0-0-0-la-mineria-y-su-compromiso-con-la-salud>  
<https://www.tribuno.com/salta/nota/2020-3-1-0-0-0-una-quinua-de-mayor-calidad>  
<https://www.tribuno.com/salta/nota/2020-5-24-0-0-0-aislados-pero-conectado>  
<https://www.tribuno.com/salta/nota/2020-6-14-0-0-0-el-principito-desde-la-mirada-de-los-ninos-de-la-puna-concurso-de-dibujos>  
<https://camaraminerasj.com.ar/empresa-minera-reafirma-su-compromiso-social-en-santa-rosa-de-los-pastos-grandes/>  
<https://panorama-minero.com/noticias/eramine-realizo-donaciones-a-la-comunidad-de-santa-rosa-de-los-pastos-grandes/>  
<http://huellaminera.com/2020/09/eramine-y-el-compromiso-con-los-productores-de-quinua-en-tiempos-de-covid/>  
<http://www.concienciaminera.com.ar/2020/07/eramine-economia-circular-en-santa-rosa-de-los-pastos-grandes/>  
<http://www.cmsalta.com.ar/index.php/2016-05-25-20-28-09/litio/111-importante-aval-de-las-comunidades-para-eramine-sudamerica.html>  
<https://lu17.com/columnistas/mineras-donan-kits-para-mas-de-200-000-testeos-de-coronavirus>  
<http://www.salta.gov.ar/prensa/noticias/empresa-minera-reafirma-su-compromiso-social-con-la-comunidad-de-santa-rosa-de-los-pastos-grandes/70238>  
<https://app.tribuno.info/salta/nota/2020-7-11-23-13-0-encuentro-virtual-con-grupos-de-relacionamiento-poesia-diversidad-e-inclusion>  
<http://www.concienciaminera.com.ar/2020/08/voluntariado-eramine-comunidad-de-santa-rosa-de-los-pastos-grandes/>  
<https://www.tribuno.com/salta/nota/2020-8-15-22-38-0-voluntariado-eramine-comunidad-de-santa-rosa-de-los-pastos-grandes>  
<https://www.tribuno.com/salta/nota/2020-9-1-16-59-0-la-minera-eramine-dono-una-ambulancia-a-la-comunidad-kolla-de-la-puna>  
<https://www.tribuno.com/salta/nota/2020-9-5-17-37-0-licencia-social-para-operar-estrategia-de-relacionamiento>  
<https://www.tribuno.com/salta/nota/2020-11-14-14-46-0-eramine-sudamerica-nuestra-realidad-y-compromisos>  
<http://www.concienciaminera.com.ar/2020/11/la-contribucion-de-la-mineria-saltena-a-los-ods/>  
<http://www.prensageominera.com.ar/noticia.php?id=1109>

<https://www.salta.gov.ar/prensa/noticias/salta-tiene-11-nuevas-cooperativas-de-trabajo-en-funcionamiento-73513>  
<https://panorama-minero.com/noticias/la-aprobacion-de-la-denominada-fase-0-implicaria-una-reactivacion-parcial-de-centenario-ratones-para-2021/>

Licencia social para operar: estrategia de relacionamiento

5 DE SEPTIEMBRE 2020 · 17:40 Detalles del amplio trabajo que realiza Eramine en la Puna salteña.



Eramine es una empresa minera subsidiaria del grupo Eramet y desde el inicio de su actividad en la Puna salteña ha establecido relaciones con las comunidades cercanas al

Salta: La minera Eramine donó una ambulancia a la comunidad Kolla de la Puna

2 septiembre, 2020



La donación se concretará en el día de Santa Rosa de Lima, Patrona de la Comunidad de Santa Rosa de los Pastos Grandes.

En una videoconferencia, se realizó días atrás la formalmente la donación de una ambulancia totalmente equipada por parte de la empresa minera Eramine Sudamérica SA a la Comunidad Kolla Andina de Santa Rosa de los Pastos Grandes (Departamento Los Andes). De la reunión virtual participaron el CEO de

VIII. About the report

Claims of reporting in accordance with the GRI Standards  
GRI 102-54

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

Also, it follows the guidelines for the CoP (Communication on Progress) of UN Global Compact.

Practices for the preparation of the Report  
Entities included in the consolidated financial statements  
GRI 102-45

Eramine Sudamérica does not have consolidated financial statements as it does not have any entity under its control.

Definition of the report contents and scope of the topics  
GRI 102-46

Due to the status change of the Project during 2020 and to the global and local health crisis context, the process of defining contents was performed again.

- **Identification:** the interviewees listed key stakeholders and main issues, KPI's, management approaches, quality standards, expectations of information and links with SDGs. > **sustainability context.**
- **Prioritization:** the interviewees prioritized the issues in a materiality matrix (level of assessment and decision) according to importance of the social, economic, or environmental impacts and other issues relevant to make decisions. > **principle of materiality.**
- **Validation:** the interviewees indicated why they consider each subject as material (relevant), defining scope of the topics. (Presented in the GRI Contents Index) > **principle of completeness.**
- **Revision:** as with RS 2019, all the stakeholder groups will receive the report once published > **stakeholders' engagement.**

Report quality principles:

- **Comparability:** data allows a comparison with previous reports and with other organizations.

- **Balance:** positive and negative impacts and opportunities of enhancement are presented.
- **Clarity:** graphs, tables and images are included to facilitate the information.
- **Accuracy:** precise and detailed information, both quantitative and qualitative.
- **Reliability:** all the backup information is properly documented.
- **Timeliness:** presentation in March 2021, in time for decision making.

Stakeholder's engagement approach  
GRI 102-40; 102-42; 102-43

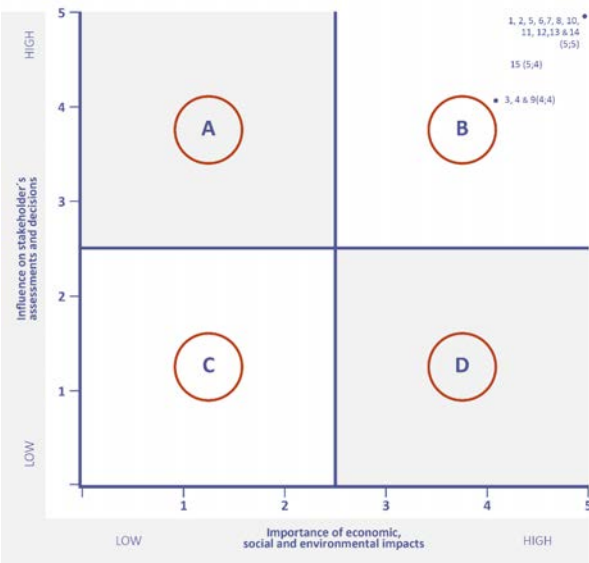
Interviews, internal community of Eramine	Interviews, external community of Eramine
<ul style="list-style-type: none"><li>• CEO</li><li>• Chief Financial Officer</li><li>• Chief Technology Officer</li><li>• HR &amp; Sustainability Director</li><li>• Supply Chain Director</li><li>• Field Operations Manager</li><li>• HSE Manager</li><li>• Environmental Engineer</li></ul>	<ul style="list-style-type: none"><li>• President of the Santa Rosa de los Pastos Grandes Kolla Community</li><li>• Representative of the Mining Office</li><li>• Local supplier representative</li></ul>
<b>Selection criteria:</b> all the Managers and Directors, including the CEO and the Environmental engineer.	<b>Selection criteria:</b> 3 key main stakeholders, with special focus on the local context.

List of Material Topics  
GRI 102-47; 102-46; 103-1

1. Safe and sustainable lithium project.
2. Social, legal, and operational license.
3. Integration, engagement, and alignment of Eramine's teams.
4. Project in line with the electro-mobility: clean and alternative energy sources.
5. Compliance with applicable legislation and Corporate requirements.
6. Occupational health and safety.
7. Professional and personal development of the Eramine employees. Skills development. Organizational culture.
8. Preservation and caring of the environment.
9. Development and prioritization of purchase from local suppliers.
10. Open and fluent relations with the stakeholders.
11. Local employment and training in communities.
12. Sustainable projects shared with the communities.
13. Negotiated stop: committed contracts.



- 14. Management of Covid-19 pandemic and adaptation to the new context.
- 15. Human Rights. Diversity & Inclusion.



**Importance of material aspects**  
*GRI 103-1*

**Importance of topic 10:** Open and fluent relations with stakeholders.

“Ermine’s management takes the needs of the community as if they were their own. They know us and they know what the needs and priorities of the community are, and they act accordingly”.

Ms. María Dionicia Rodríguez Alcócer- SRPG Kolla Community.

“It is the actual realization of our DNA. This is where we show our strategy in action, applied in the community. Our goal is to have a triple positive impact (social, economic and environmental) on the communities.”

Ricardo Rodríguez- HR & Sustainability Director.

**Importance of topic 3:** Integration, engagement, and alignment of Eramine’s work teams.

“It is essential to ensure that our work teams have the competencies and commitment necessary to meet the challenges: operational continuity and social, legal and operational license”.

Ricardo Rodríguez- HR & Sustainability Director.  
**Changes in the report’s preparation**  
*GRI 102-49; 102-48*

There are no significant changes respect to the previous year. No restatement of information from previous years.

**Reporting period**  
*GRI 102-50; 102-51; 102-52*

Annual cycle, from January 1st to December 31st, 2020.

**Contact point for questions about the report**  
*GRI 102-53*

Human Resources and Sustainability Director: [ricardo.rodriguez@eramet.com](mailto:ricardo.rodriguez@eramet.com)

**External assurance**  
*GRI 102-56*

No external verification was performed in 2020.

**Evaluation of management approach for each material issue**  
*GRI 103-3*

At Eramine, the sustainable development approach is embedded at all levels of the company. It is managed through policies, processes and economic, social and environmental performance indicators that provide feedback about the lessons learned, thus contributing to our continuous, working together with all our stakeholders.

# Glossary

- SRPG: Santa Rosa de los Pastos Grandes
- SAC: San Antonio de los Cobres
- RSE / RSC: Corporate Social Responsibility
- DIA: Environmental Impact Statement
- SMS: Mining Office of Salta
- INTI: National Institute of Industrial Technology
- INTA: National Institute of Agricultural Technology
- UCASAL: Catholic University of Salta
- UNSa.: National University of Salta
- ODS / SDGs: Sustainable Development Goals
- D&I: Diversity & Inclusion
- NOA: Argentine Northwest
- HMS: Towards Sustainable Mining
- CAPEMISA: Chamber of Suppliers of Mining Companies of Salta
- CAPROSEMITP: Chamber of Mining and Tourist Services Providers of La Puna Argentina
- DDHH: Human Rights
- OC: Purchase Order
- HSE: Health Safety Environment
- KPI: Key Performance Indicator
- UOCRA: Construction Workers Union of the Argentine Republic
- AOMA: Argentine Mining Workers Association
- CCT: Collective Labor Agreement
- EPP: Elements of Personal Protection
- HAZOP: Hazard and Operability Study
- TF1: Frequency Rate
- LTIR: Lost Time Incidents Rate
- TF2: Global Frequency Rate
- TRIR: Total Recordable Incidents Rate

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GRI 201: 2016	Economic performance			
103-1; 103-2	Management approach			27
201-2	Direct economic value generated and distributed	Puna in Salta, Salta, Buenos Aires, Argentina. Direct involvement.	Non-specific requirement of a COP	31
201-4	Financial assistance received from government (VAT)	Puna in Salta, Salta, Buenos Aires, Argentina. Direct involvement.	Non-specific requirement of a COP	32
GRI 202: 2016	Market presence			
103-1; 103-2	Management approach			27
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Puna in Salta, Salta, Argentina. Direct involvement.	Principle 1	40
202-2	Proportion of senior management hired from the local community	Puna in Salta, Salta, Buenos Aires, Argentina. Direct involvement.	Principle 6	40
GRI 203: 2016	Indirect economic impacts			
103-1; 103-2	Management approach			27 & 31
203-2	Significant indirect economic impacts	Puna in Salta and Salta. Direct involvement. Internal and external community of Eramine.	Non-specific requirement of a COP	31
GRI 204: 2016	Procurement practices			
103-1; 103-2	Management approach			27
204-1	Proportion of spending on local suppliers	Puna in Salta and Salta. Direct involvement.	Non-specific requirement of a COP	28 to 30
GRI 205: 2016	Anti-corruption			
103-1; 103-2	Management approach			10
205-2	Communication and training about anti-corruption policies and procedures	Puna in Salta, Salta, Buenos Aires, Argentina. Internal and external community of Eramine.	Principle 10	10
205-3	Confirmed incidents of corruption and actions taken	Puna in Salta, Salta, Buenos Aires, Argentina. Internal and external community of Eramine.	Principle 10	10
ENVIRONMENT				
GRI 302: 2016	Energy			
103-1; 103-2	Management approach			33
302-1	Energy consumption within the organization	Puna in Salta. Direct involvement.	Principle 7	36
GRI 303: 2018	Water			
103-1; 103-2	Management approach			35
303-1	Interactions with water as a shared resource	Basin Centenario (Training Center). Direct involvement.	Principle 7	35 & 36
303-3	Water withdrawal	Basin Centenario (Training Center). Direct involvement.	Principle 7	36
303-4	Water discharge	Basin Centenario (Training Center). Direct involvement.	Principle 7	36



303-5	Water consumption	Basin Centenario (Training Center). Direct involvement.	Principle 7	36
GRI 304: 2016	Biodiversity			
103-1; 103-2	Management approach			33 & 37
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Salars Centenario- Ratones. Direct involvement.	Principle 7	36
304-2	Significant impacts of activities, products, and services on biodiversity	Salars Centenario- Ratones. Direct involvement.	Principle 7	37
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Salars Centenario- Ratones. Direct involvement.	Principle 7	37
GRI 306: 2016	Effluents and waste			
103-1; 103-2	Management approach			33
306-2	Waste band type and disposal method	Salars Centenario- Ratones. Direct involvement (Eramine). Indirect: contractors that carry out the transport and final disposal of the waste.	Principle 7	34
306-3	Significant spills	Salars Centenario- Ratones. Direct involvement (Eramine) and indirect (contrators).	Principle 7	34
306-4	Transport of hazardous waste	Salars Centenario- Ratones. Direct involvement (Eramine) and indirect (contrators).	Principle 7	34
GRI 307: 2016	Environmental compliance			
103-1; 103-2	Management approach			33 & 38
307-1	Non-compliance with environmental laws and regulations	Salars Centenario- Ratones, Salta. Direct involvement (Eramine) and indirect (contrators).	Principle 8	38
SOCIAL				
GRI 401: 2016	Employment			
103-1; 103-2	Management approach			20, 21, 39
401-1	New employee hires and employee turnover	Puna in Salta, Salta, rest of the country and abroad. Direct involvement (Eramine) and indirect (contrators).	Principle 8	40
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 involvement.	Non-specific requirement of a COP	40
401-3	Parental leave	Puna in Salta, Salta, rest of the country and abroad. Direct involvement.	Principles 1 & 2	41
GRI 402: 2016	Labor-management relations			
103-1; 103-2	Management approach			20 & 21
402-1	Minimum notice periods regarding operational changes	Puna in Salta, Salta, rest of the country and abroad. Direct involvement (Eramine) and indirect (contrators).	Principle 3	30
GRI 403: 2018	Occupational health and safety			
103-1; 103-2	Management approach			13
403-1	Occupational health and safety management system	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1 & 2	13
403-2	Hazard identification, risk assessment, and incident investigation	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1 & 2	15
403-3	Occupational health services	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1 & 2	16
403-4	Worker participation, consultation, and communication on occupational health and safety	Puna in Salta, Salta and Buenos Aires. Direct involvement.	Principle 1	17

403-5	Worker training on occupational health and safety	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principle 1	17 & 18
403-8	Workers covered by an occupational health and safety management system	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principle 1	13
403-9	Work-related injuries	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principle 1	18 & 19
403-10	Work-related ill health	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principle 1	18 & 19
GRI 404: 2016	Education and training			
103-1; 103-2	Management approach			20 & 21
404-1	Average hours of training per year per employee	Puna in Salta, Salta and Buenos Aires. Direct involvement.	Non-specific requirement of a COP	41
404-2	Programs for upgrading employee skills and transition assistance programs	Puna in Salta, Salta and Buenos Aires. Direct involvement.	Non-specific requirement of a COP	41
404-3	Percentage of employees receiving regular performance and career development reviews	Puna in Salta, Salta and Buenos Aires. Direct involvement: managers, area managers and middle management.	Non-specific requirement of a COP	41
GRI 405: 2016	Diversity and equal opportunities			
103-1; 103-2	Management approach			20, 21, 12, 13
405-1	Diversity of governance bodies and employees	Puna in Salta, Salta and Buenos Aires. Direct involvement.	Principles 1 & 6	41 & 42
405-2	Ratio of basic salary and remuneration of women to men	Puna in Salta, Salta and Buenos Aires. Direct involvement.	Principles 1 & 6	42
GRI 406: 2016	Non-discrimination			
103-1; 103-2	Management approach			10, 11
406-1	Incidents of discrimination and corrective actions taken	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1, 2 & 6	12
GRI 407: 2016	Freedom of Association and Collective Bargaining			
103-1; 103-2	Management approach			12, 20 & 21
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1, 2 & 3	12
GRI 408: 2016	Child labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1, 2 & 5	12
GRI 409: 2016	Forced or compulsory labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principle 4	12
GRI 412: 2016	Human Rights assessment			
103-1; 103-2	Management approach			10 to 13
412-2	Employee training on human rights policies or procedures	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contrators).	Principles 1 to 6	12 & 13
GRI 413: 2016	Local communities			
103-1; 103-2	Management approach			20, 21, 42 to 45
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 involvement (Eramine).	Principle 1	44 to 50

413-2	Operations with significant actual and potential negative impacts on local communities	Salars Centenario- Ratones. Direct involvement.	Principle 1	37
GRI 419: 2016	Socioeconomic compliance			
103-1; 103-2	Management approach			27, 32
419-1	Non-compliance with laws and regulations in the social and economic area	Puna in Salta, Salta and Buenos Aires. Direct involvement (Eramine) and indirect (contractors).	Non-specific requirement of a COP	32
Notes:				
This index presents coverage of material topics (GRI 103-1) and it is part of the validation stage (GRI 102-4).				
A complete version of the Eramine's and the Eramet Group's policies can be found in the 2019 Sustainability Report (GRI 103-2).				



*“A dream... A path... A team”*