

SUSTAINABILITY REPORT 2017





Compañía Minera Antamina S.A

www.antamina.com

GRI 102-1

GRI 102-5

Lima Office - Av. El Derby 055, Torre I, Piso 8 - Santiago de Surco

Huaraz Office - Calle Celso Bambarén 1065 Plazuela Belén

San Marcos Office - Plaza de Armas s/n

Huarmey Office - Calle Alberto Reyes 249, Huarmey

GRI 102-3

To learn more details about this report and Antamina, you may write to:

Office of Corporate Communications

comunicaciones@antamina.com

GRI 102-53

This report was prepared by:

Avanza Sostenible

www.avanzasostenible.com

INDEX



04

LETTER FROM
THE PRESIDENT
& CEO



05

ANTAMINA IN
SHORT



19

COMPANY
ORGANIZATION



32

SOCIAL
MANAGEMENT



74

ENVIRONMENTAL
MANAGEMENT



91

SUSTAINABILITY
REPORT



1 LETTER FROM THE PRESIDENT & CEO

Dear friends:

I have the pleasure to present you our 2017 sustainability report, year in which we have reached our goals with hard work, efficiency and commitment. Although, nature set the hardest challenge: the Niño Costero natural phenomenon impacted significantly the people who live in our area of operative influence.

The ravage caused by this phenomenon of intense rain, tested our response and coordination capacities before the emergency along with national and regional authorities. With great satisfaction, we can say that our actions permitted timely support, welfare and calmness among our neighbors and employees, in the same way we eased the logistics for helping those more affected; specially in Huarmey, Fortaleza Valley and Callejon de Huaylas.

After the emergency response, which was supported also by our strategic partners in solidarity, we have continued our coordinated work with local stakeholders, so development management is continued, and the impacts of future phenomena are prevented. It should be noted that, despite the magnitude of the emergency, our response protocols allowed the continuous operation of our facilities in a safe and environmentally responsible way.

Internally, we have continued the promotion of our corporate values in the Antamina Family, seeking to keep their commitment with Excellence and Value Creation, by awarding the most innovative ideas and the performance of our employees; spreading them also to our strategic partners and suppliers, who also contributed with their own initiatives to the constant promotion of the values.

On environmental matters, we have developed and implemented in all operations an Environmental Management System based on ISO 14001:2004 international standard, that have been certified for the past seven years. We have put special attention to the monitoring of our legal and environmental commitments and obligations, our permits and licenses, and the significant environmental aspects of our operation. As a consequence, we have optimized our water and electric energy consumption, with the involvement of all our employees and strategic partners.

On social management, our multiactor approach for development has allowed us to work along with authorities and grassroots organizations of our operational area of influence, empowering their participation in the development of Ancash region, undertaking joint projects in agricultural production, irrigation infrastructure, and promoting local culture and tourism.

In the same way, our work with municipalities, regional government and ministries under the scheme of Public Works for Taxes, has permitted that this communities accelerate in their path to development, counting timely with the necessary infrastructure for public services of health, education and roads. Our work with all stakeholders is constant, so the capacities of each can be oriented to achieve a satisfactory quality of life.

We have the ambition to continue being seen as a world reference of responsible mining and I feel that I represent all the Antamina team by saying that we will continue to give our greatest efforts to keep this path.

Without further ado, I invite you with pride to read this new sustainability report.

Abraham Chahuan
Presidente & CEO
Compañía Minera Antamina S.A.

GRI 102-14



2



ANTAMINA IN SHORT

Organization Name	Compañía Minera Antamina S.A.		
Countries where we operate	Perú		
Shareholder Composition	Shareholder	Representative	%
	RAL Cayman Inc.	BHP Billiton	33.75
	Noranda Antamina, Ltd.	Glencore	33.75
	Teck Base Metals Ltd.	Teck	22.50
	Mitsubishi Corporation	Mitsubishi Corporation	10.00
Main Products	Production and sales of mineral concentrates: copper, zinc, molybdenum, lead/bismuth		
Net Sales 2017	US\$3,495,133,311.88		
Number of employees - 2017	762 Employees 1,997 operations workers		
Capitalization	Liabilities	Assets	
	US\$1,844,467,000.00	US\$5,556,451,403.00	

OUR PRODUCTIVE PROCESS STEP BY STEP

2. MINING

Once localized the presence of the mineral, mining and blasting is carried out to fragment the terrain and ease the work.

3. LOADING AND HAULING.

Fragmented rocks are transported to the primary crusher.

4. PRIMARY CRUSHER

In this process, the rocks' size is reduced to the size of a helmet.

5. CONCENTRATOR PLANT

Here we obtain the mineral concentrate after three steps: stacking, grinding and flotation.

6. PIPELINE

High tech facility with an internal monitoring system by optical fiber. It allows the transportation of copper and zinc concentrates.

4 Stations
with valves control the pressure and speed of concentrates.

HUARMEY FOREST

The water obtained during the filter out process is treated and reused for the irrigation of Huarmey forest that have 171 hectares, keeps almost 200 thousand trees and 40 animal life species.

We comply with the highest safety standards.

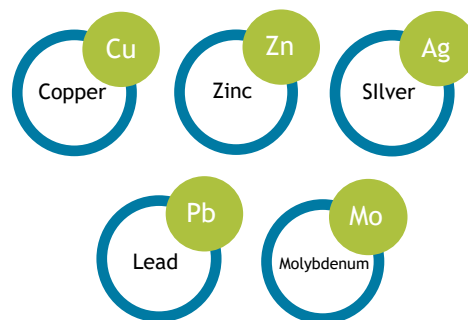
1. EXPLORATION AND PERFORATION.

Using high tech drills, we obtain rock samples that are analyzed in the laboratory to corroborate their metallic contents.

WHERE DO WE OPERATE?



WHAT DO WE PRODUCE?



7. FILTER OUT

The product comes with 65% of solids through the pipeline. After being filtered out, it remains with 9.5% of humidity, that guarantees a high quality product.

OUR PARTNERS

BHP Billiton

Glencore

Teck

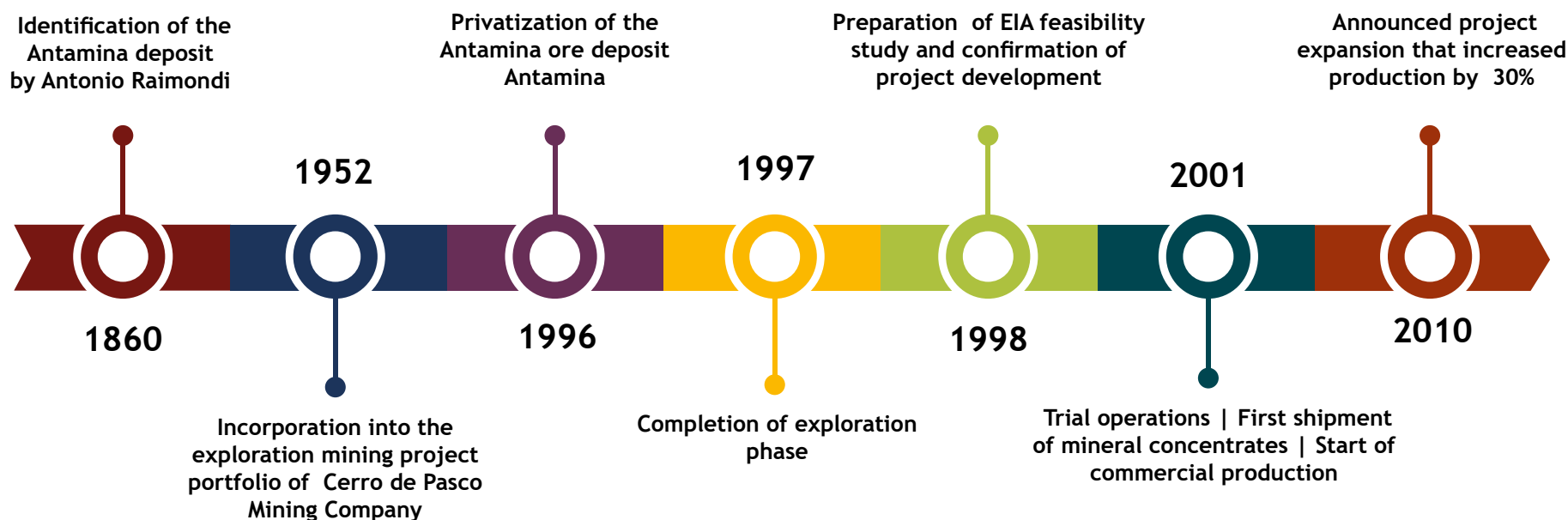
Mitsubishi Corporation

8. SHIPMENT

The concentrates are deposited in the hold of cargo ships using a modern loading system that guarantees safety during the process. Our minerals are traded all over the world.

We have made more than 1000 embarkments without the registration of incidents.

2.1 ANTAMINA IN HISTORY



The word «anta» means copper in Quechua and gave rise to the name “Antamina”, or copper mine. Since the time of the Chavín Civilization, the people of ancient Peru already knew about the properties of copper and they used it for religious purposes. Their skill in working with metals was utilized to convey their beliefs because the motifs were complex religious symbols.

In 1860, Italian scientist Antonio Raimondi documented the properties of the Antamina mineral deposit in his emblematic book entitled *El Peru*, published in six volumes between 1874 and 1913. The mine deposit remained forgotten for decades and it was not until 1952 when Antamina was included in the mining exploration project portfolio of Cerro de Pasco Mining

Company. In the 1970’s, Antamina passed into the Government’s hands where it remained until 1996. That year Canadian mining companies Rio Algom and Inmet purchased the ore deposit under a privatization process.

These companies began the formation of who we are today: Compañía Minera Antamina S.A. Thus, following a process of exploration and construction of the mining complex, we started preliminary trial operations on May 28, 2001. On October 01, 2001, we started commercially producing copper and zinc concentrates, and other byproducts.

2.2 2.2 FROM THE ANDES TO THE COAST AND THE WORLD



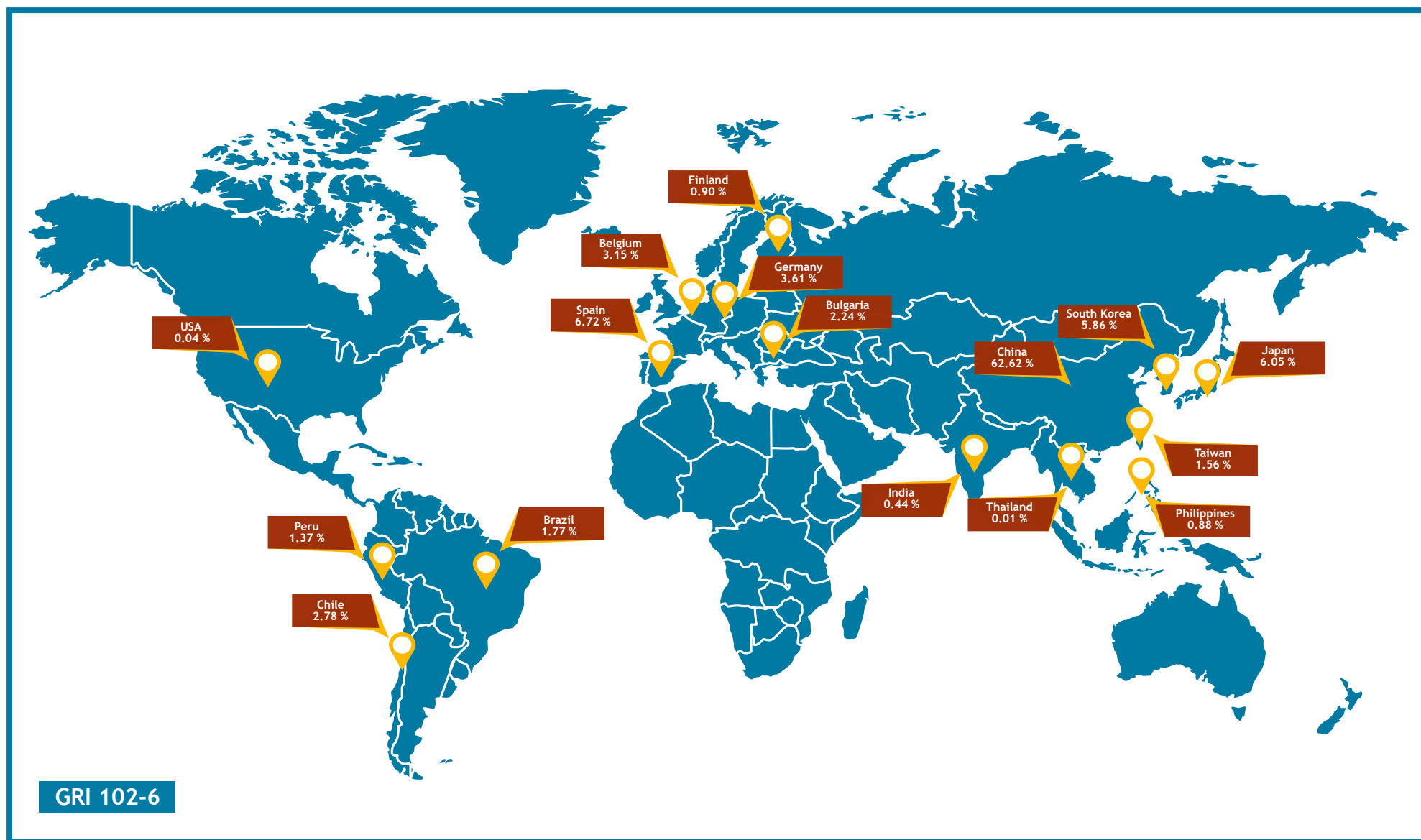
Antamina has long term contracts for the sale of copper and zinc concentrates with its four shareholders: Glencore International AG, BHP Billiton Marketing AG, and Teck Metals y Mitsubishi Corporation Rtm, International Pte Ltd., that entered into effect in January 2014. Since October 2017, it also has a long-term contract with these same four shareholders for molybdenum concentrates. **GRI 102-10**

Both contracts carry the commitment to deliver to each of them the produced material, equally in quantity and quality, in accordance with an annual delivery schedule for each of them,

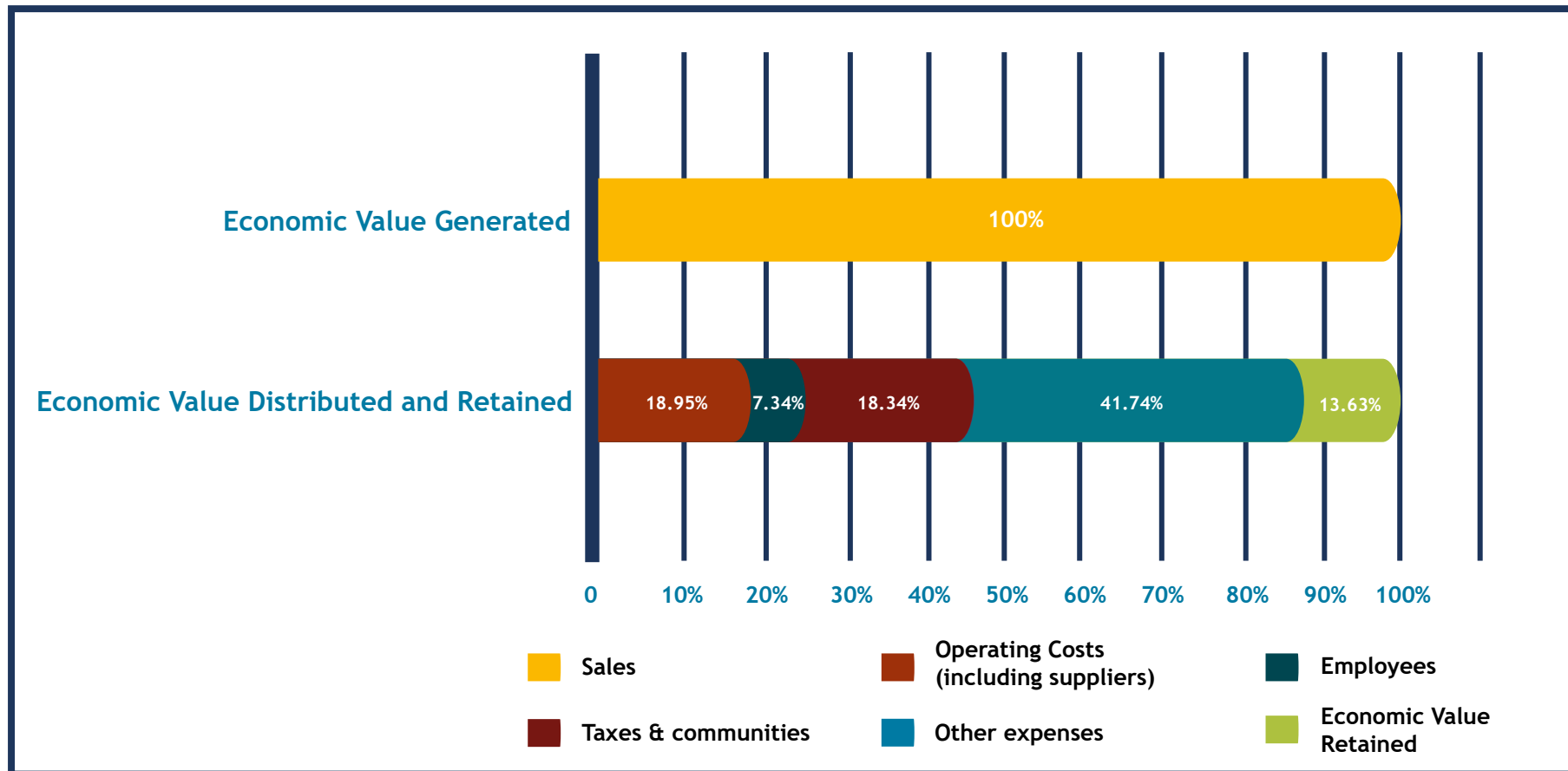
in the contracted price, and in proportion to their shareholder stake in Antamina.

As deposit excavation advances to new phases of the mine, the mineralogical configuration keeps changing and this becomes a challenge for managing the quality of the committed mineral concentrates, where the Commercial and Maritime Transport Management play a crucial role to service the quality and shipping schedule requirements, a job of constant coordination with the Port and the Mine areas.

COMPANY SALES BY DESTINATION



As mentioned previously, 2017 sales were US\$ 3,495,133,311.88. This has allowed us to distribute value among our different stakeholder groups.



GRI 201-1

It is worth noting that at the close of 2017, there were no significant changes in our operations that would merit being mentioned.

GRI 102-10



2.2.1 STRATEGIC FRAMEWORK

We have a Strategic Framework that follows a rigorous process. These strategic priorities are organized into the components Health and Safety, Sustainable Development, People Development, Operational Excellence and Value Creation. We want to convey the concept that we form part of a “virtuous circle” that enables us to use our tangible and intangible resources better to generate value responsibly.

The reputation that we have developed with our people and processes feeds back into the whole strategy, becoming a very valued characteristic. If we lose our reputation, we lose opportunities, people, strategic partners and capital.

OUR PROPOSAL FOR VALUE AND DIFFERENTIATION

Maximize value with positive results for all stakeholder groups.

OUR STRATEGIC PROCESSES

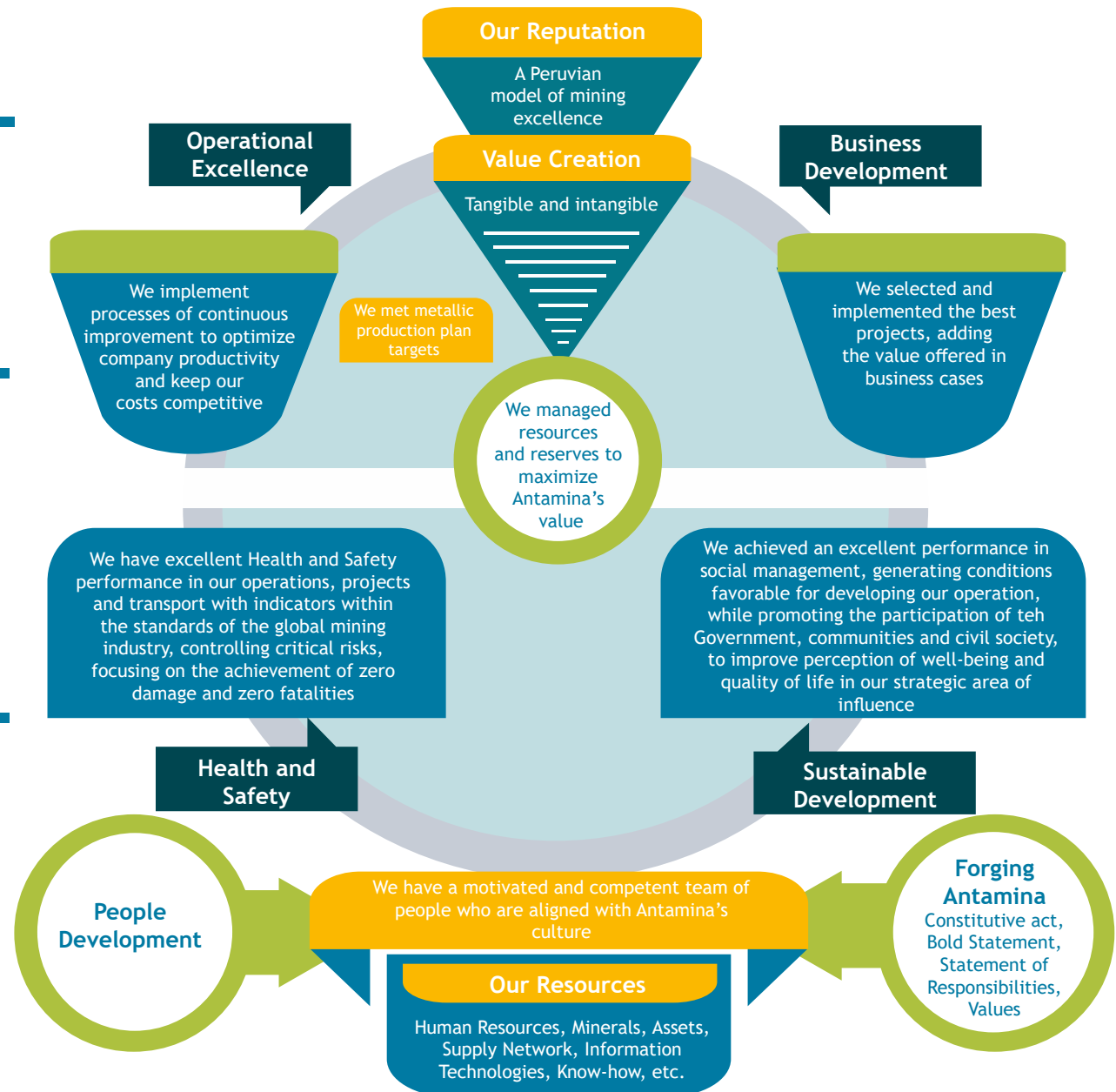
We achieve a high degree of efficiency showing continuous sustainable improvement, with global recognition.

OUR SOCIAL-ENVIRONMENTAL RESPONSIBILITY

We efficiently coordinate resources for communities living in our strategic area of influence promoting sustainable development. We proactively espouse health and safety protecting people and property.

OUR PEOPLE

We achieve extraordinary results in every area with the commitment, participation and leadership of our people.



Our mission

We achieve extraordinary and predictable results in health and safety, environment, community relations and efficiency, with the commitment, participation and leadership of our people.

Our vision

Be a Peruvian example of mining excellence in the world. Extraordinary leaders who transform challenges into successes. Working for tomorrow's development ... today!

Our values

Health and safety

We include health and safety in all of our actions and decisions, proactively protecting people and property.

Integrity

We are our word, honor our commitments and comply with legislation and corporate policies.

Responsibility

We are responsible for our actions and their consequences and for the efficient management of resources, operating with social and environmental responsibility, promoting sustainable development.

Respect and recognition

We recognize the achievements of every individual, respect their traditions, and we promote a culture where ideas and contributions are valued.

Continuous learning

We promote a culture of learning and continuous improvement for our team, strategic partners, customers and industry, by optimizing processes and the use of technology.

Antamina's Integrated Management System (IMS) has been certified by TUV Rheinland of Germany).



Our integrated management system

Antamina's Integrated Management System (IMS) has been certified by TUV Rheinland of Germany. They granted this certification because of the excellent work performed by our team in our operations at the Mine, Puerto Punto Lobitos (the port), Lima Office, pipeline and external transport.

This systems integration involves the process of continuous improvement and combining standards ISO 14001 and OHSAS 18001 (international standards implemented and certified individually since 2005 by the Occupational Health, Industrial Safety and Environment areas).

Our IMS improves our organizational performance, enables management to become more agile and it prevents us from duplicating procedures. This system has demonstrated itself to provide reliable performance through management of objectives, goals as well as the review of results by company Executive Management. Similarly, it enables us to respond to our stakeholders' expectations while our operations evidence steady improvement.

Furthermore, we won the ISO 17025 accreditation for our laboratories located at Punta Lobitos Port facilities and the Mine. We also conform to the Code of the Protection of Ships and Port Facilities (PBIP) granted by the National Port Authority (APN).

GRI 102-16

2.2.2 Risk Management

At Antamina, we use a strategy formulation tool known as a SWOT analysis, which is subjected to regular reviews and where we identify the company's current Strengths, Opportunities present in the market and the business environment, as well as the Weaknesses and Threats that could pose risks. We use this information to formulate corporate objectives that include the economic, environmental, and social impacts of our business activity.

We have a risk management system we call the Antamina Integrated Risk Management System (AIRMS or SIGRA in Spanish) that follows a strict process of identification, analysis and assessment on through to addressing risks, prioritizing resources to prevent or mitigate them, including continuous follow-up to ensure they remain under control. The AIRMS allows us to manage all critical risks in this way, seeking to prevent high impact accidents, setting up controls to minimize the probability of their occurrence while mitigating the consequences in the event they occur.

Shareholders review this process on a regular basis and a committee of shareholders audit risk management results. Both reviews were satisfactory during the past year, receiving good comments and scores for the progress and performance obtained in 2017.

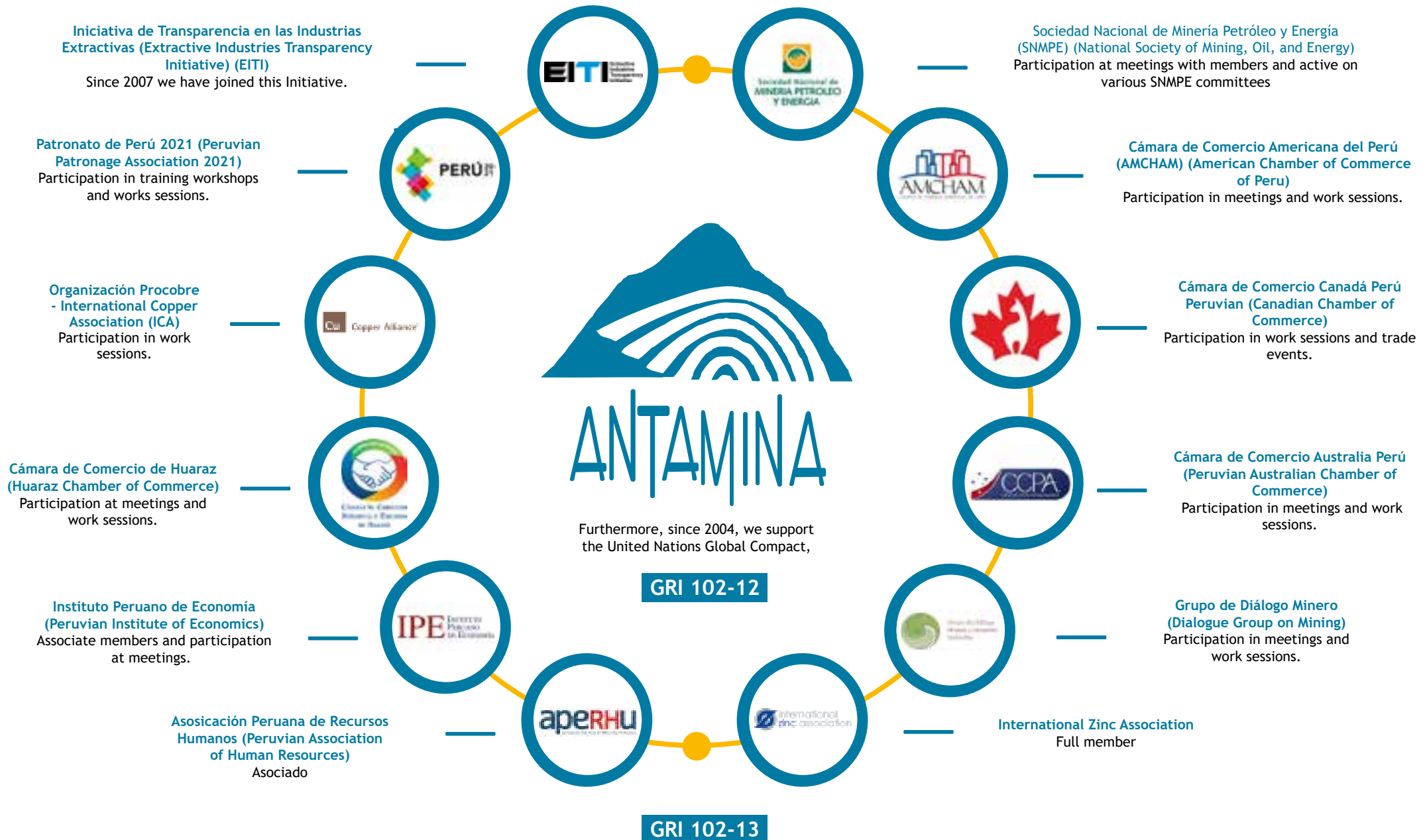
Given that risk management follows a process of continuous improvement, the AIRMS is constantly fed information about lessons learned in the operation and the industry. At year-end 2017, we have all identified critical risks under control.

GRI 102-15



2.2.3 Associations and initiatives

We belong to the following associations:



3



COMPANY ORGANIZATION

3 ORGANIZATION

The highest body of corporate governance of the company is the General Meeting of the Shareholders, which delegates company's strategic management to the Board of Directors.

BOARD OF DIRECTORS

Our Board has nine official members and nine alternate members, who represent each of our shareholders (Glencore International AG, Teck Metals, BHP Billiton Marketing AG and Mitsubishi Corporation RtM International Pte Ltd.). The position of Chairperson rotates annually.

The Board convenes on a quarterly basis. Periodic virtual board sessions are held when necessary to approve certain matters of an urgent nature before the next ordinary meeting on economic, social or environmental issues.



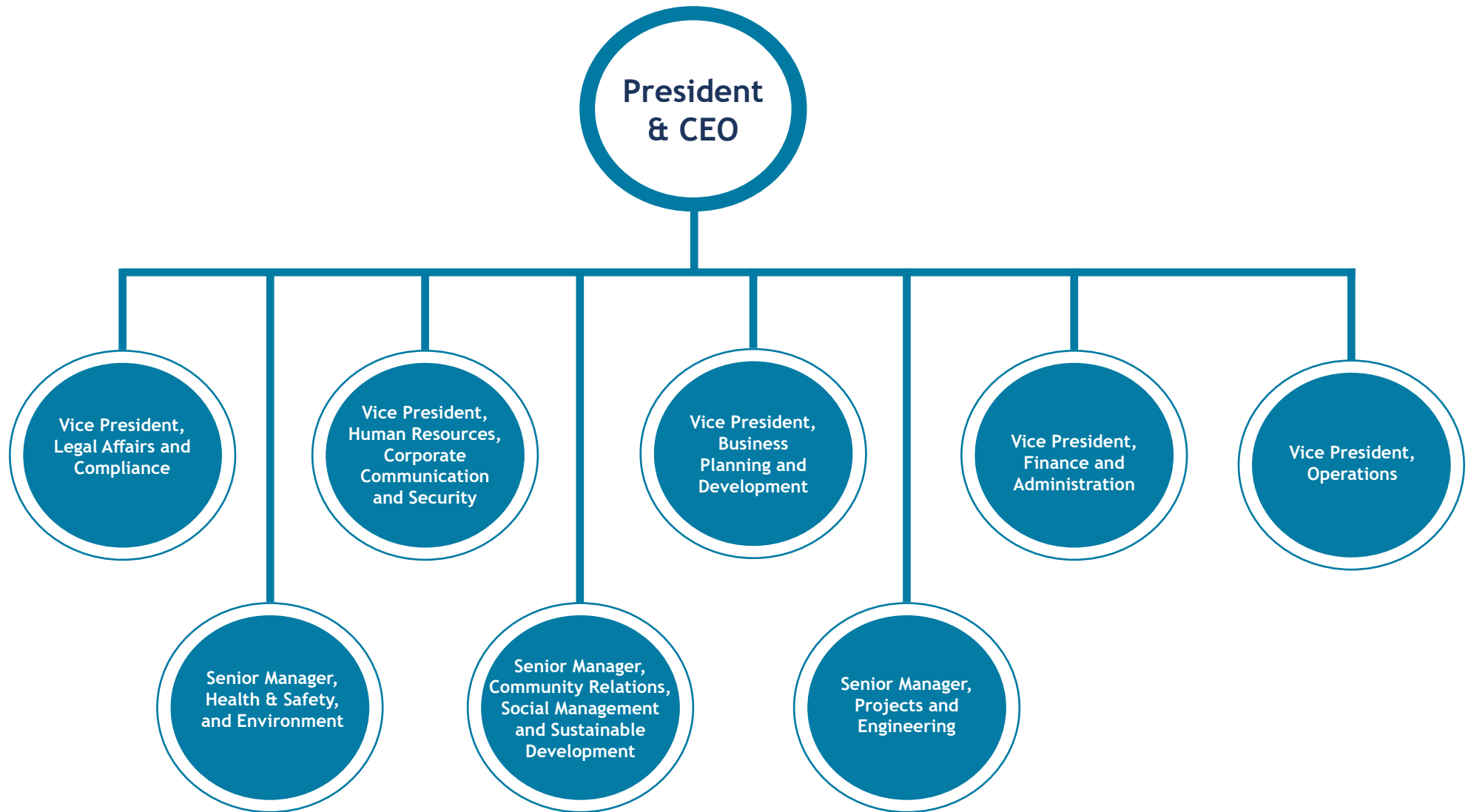
BOARD COMMITTEES

Currently, our Board of Directors has two committees, each chaired by one shareholder representative. These committees are the Strategic Business Planning Committee and the Audit and Finance Committee.

In addition, the Board has an Advisory Committee composed of shareholder representatives. This committee convenes quarterly, like the Board of Directors, to adopt decisions regarding the company's progress and make the necessary recommendations to Antamina's Board of Directors for approval. This Committee also instituted two other Committees, the Projects Steering Committee and the Environment and Community Steering Committee.



The executive organization is led by the President & CEO and has the following structure:



3.1 ETHICS AND INTEGRITY

We are an organization that operates within the highest standards and in compliance with Peruvian legislation.

Our Code of Conduct establishes the standards of behavior and rules regarding how we must work and relate with our fellow employees, suppliers and clients as well as with members of the community and other people connected with our company.

This Code is signed by everyone at orientation upon entering to work in our company as a sign of their commitment and compliance, and the Code content is strengthened through annual training seminars. In addition, we have a series of policies and procedures that develop in further detail those aspects associated with ethics, human rights, and the relations with external actors as shown on the following list:



Corporate Compliance Policy

Anti-bribery Policy

Procedure treating the Reception and Delivery of Gifts and Entertainment

Procedure for Hiring Third Parties

Procedures for Authorizing Expenses in Favor of Third Parties

Handbook for the Prevention and Detection of Money Laundering and the Financing of Terrorism

Our Code of Conduct is available to the public at www.antamina.com under the section “Corporate Governance”. Compliance with the guidelines contained in this document allows us to work with absolute integrity, maintain the same standard of behavior and a solid and enduring reputation.

The Code of Conduct includes a section about conflicts of interest. The Compliance Department maintains a centralized database of statements concerning possible conflicts of interest. The statements are studied by the Compliance Department and informs the declaring party whether there is a conflict of interest or not, and what actions should be taken in the event there was a conflict of interest. Complementing this, we conduct awareness building campaigns with messages about how to prevent conflicts of interest, along with classroom and virtual E-learning workshops for all personnel.



3.1.1 ETHICS HOTLINE



At Antamina, we set up an Ethics Hotline to receive all complaints regarding violations of this nature, illegal activities and matters associated with the organization's integrity. In addition, a complaint received through another channel, e.g. via email or telephone call to a Vice President, a manager or directly to the Compliance Department is treated the same way as a complaint received by the Ethics Hotline.

Currently, the Compliance Department, by way of a Compliance Specialist Officer, reviews all received complaints. It is worth noting that a third party hired by Antamina manages the Ethics Hotline and there is a Communication Protocol between the operator and Antamina.

The company has notified employees of the existence and use of the Ethics Hotline and other mechanisms available for filing complaints through and informational campaign (Email, brochures), in (face-to-face and E-Learning) training sessions and by providing information and links to the hotline on the corporate intranet and the Company Website.



The ethics hotline operates 24 hours a day everyday (voice mail, email and intranet web forms). If you wish to speak with a professional, office hours are Monday through Friday from 8:30 a.m. to 6:30 p.m. The informant is not obligated to identify him or herself when making a complaint. This may be done anonymously. The Code of Conduct expressly prohibits any form of retaliation or threats against a person who has submitted a complaint.

All complaints received by the Compliance Department are treated with complete confidentiality. Antamina has a Complaint Handling Procedure. All complaints are received and channeled by the Compliance Department. Depending on the violation, the Compliance Department can reroute the case to another department in Antamina. If the complaint is linked with:

1

A violation of the Discrimination and Harassment Policy, it goes to the Department of Human Resources and Security

2

A breach of Administrative policies or of Antamina Books and Records policies is sent to the Administration and Finance Department

3

Confidentiality of Information, Political Contributions, Corruption, Bribery or Conflict of Interest, triggers an investigation overseen by the Compliance Department.

4

Logbook entries for any investigations sent to other departments of Antamina will not be closed in the log until it is proven that the case has been investigated and that actions were taken or decisions made that permit the case to be closed.

CLAIMS ATTENDED

Year	Complaints received	Complaints investigated and closed	Main topic of the complaints
2015	14	14	<ul style="list-style-type: none"> • Possible internal corruption in bidding processes • Possible conflict of Interest • Possible violation of internal policies and procedures
2016	24	24	
2017	25	25	

Similarly, within our company's spirit of prevention, we conducted an analysis of all its operations and identified two material risks associated with ethical practices and integrity: bribery and connections with illegal groups.

In this regard, and as a component of the Compliance Program, all donations that Antamina makes must be reviewed by the Compliance Department seeking to prevent acts of corruption associated with any payments of monetary contributions, goods, or services in favor of third parties in compliance with current applicable Peruvian legislation and international standards in matters of anti-corruption.

GRI 205-1

The review includes a verification of the identity of person and entity to receive the donation to assess the risk concerning the donation and recipient. This review includes identifying whether the following entities or individuals are implicated: government entities, Politically Exposed Persons (PEPs), and persons with legal problems, among others.

Furthermore, the form of donation is also scrutinized to determine whether the disbursement complies with current policies regarding support and benefit in favor of Antamina's target population. This process requires the approval of the Compliance Specialist, the Vice President of the division involved, the Vice President of Administration and Finance and the Vice President of Legal Affairs and Compliance.





3.1.2 FIGHT AGAINST CORRUPTION

All employees and workers receive a copy of the Code of Conduct and given information about our anticorruption policies and procedures. In addition, all agreements with suppliers and strategic partners contain clauses that obligate them to respect this code and Antamina's Policies and Procedures on Ethics.

Antamina also includes one inter-annual face-to-face session on its training calendar for strategic partners who represent the company before third parties. Moreover, all suppliers and strategic partners subscribe ethical clauses that oblige them to comply Code of Conduct, as well as ur other ethical policies and procedures.

In 2017, we conducted 19 face-to-face training sessions about the anticorruption system. Over 165 staff members of Antamina participated in these sessions. Training took place in Lima, Huaraz, and Huarney or at the Mining Camp in Yanacancha.

E-Learning Program about the fight against corruption

Antamina implemented an E-Learning platform in June 2015. All staff workers must log in and complete a test on the platform. During 2017, 100% of the staff logged in and passed the test within the specified time limit.

GRI 205-2

	2015	2016	2017
Sessions discussing the Anticorruption system	61	33	19
Co-workers who attended the training sessions	413	175	165

4



OUR STAKEHOLDERS

4 GRUPOS DE INTERÉS

We identify our stakeholder groups during workshops before preparing our report. In our communication with each other, we make use of effective means that seek to strengthen our relationship for mutual benefit. The frequency of these communications often depends on the forum, such as round table discussions and development, community assemblies and meetings among others, which by their nature lack a specific frequency. **GRI 102-42**

Stakeholder group GRI 102-40	Means and methods of involvement GRI 102-43	Primary expectations GRI 102-44
Shareholders	<ul style="list-style-type: none"> • Quarterly and annual reports • Advisory Committee 	<ul style="list-style-type: none"> • Maintain an excellent reputation in the market • Reasonable return on investment
Community	<ul style="list-style-type: none"> • Round tables for discussion and development (strengthens Institutionalism) • Forums for cooperation • Environmental committees • Joint environmental monitoring activities • Community meetings • Community liaison processes under the multi-actor model • Guided visits to the Mine and Punta Lobitos Port. 	<ul style="list-style-type: none"> • Job creation • Contribution to local economy • Development projects
Environment	<ul style="list-style-type: none"> • Relationship building with stakeholders • Access to environmental information. • Technical visits to the mine and Huarmey port. • Mechanisms for conflict resolution and inquiries with the authorities • Environmental committees • Monitoring activities with community participation • Submission of environmental performance reports to local and regional authorities • Environmental quality reports for OEFA, DGAAM and ANA. 	<ul style="list-style-type: none"> • Environmental compliance • Supervision and control over potential environmental impacts. • Greenhouse Gas Emission Report (GEIs). • Reporting results.

Stakeholder group GRI 102-40	Means and methods of involvement GRI 102-43	Primary expectations GRI 102-44
Government	<ul style="list-style-type: none"> • Round tables for dialogue and development. • Coordination meetings and forums for cooperation 	<ul style="list-style-type: none"> • Maintain an excellent reputation in the market
Strategic Partners	<ul style="list-style-type: none"> • Transport Carrier Committee • Web Page • Monthly MASSC Committee Meetings (MASSC Spanish acronym for Environment, Health, Safety and Communities) • “Suppliers of Excellence” Program • “Exporting Ancash” Program • Annual performance assessment • Monthly Strategic Partner Committee meetings 	<ul style="list-style-type: none"> • Developing the skills and capacities of small suppliers • Recognition for good practices
Co-Workers	<ul style="list-style-type: none"> • Bimonthly magazine (published every two months) entitled “Forjando Antamina” • Intranet • Web Page • Digital Channel (instead of wall newspapers) • Digital bulletins • Corporate press releases and notices • Infographics • Caricature Drawings • Radio Yanacancha • Audiovisual Production 	<ul style="list-style-type: none"> • Recognition of performance • High standards in health, safety and well-being • Good workplace environment

5



SOCIAL MANAGEMENT



5.1 MANAGEMENT FOR SUSTAINABLE DEVELOPMENT

The sustainable development is one of the pillars of our value proposal, becoming one of our strategic objectives:

Our purpose

Achieve an outstanding social performance that generates favorable conditions for the participation of the Government, communities and civil society to improve the perception of welfare and life quality of the population living in our operational area of influence, thus easing the development of current and future operations.

Our mission for social management focus the efforts of Antamina to create value for every stakeholder, especially the Society. Thus, in alignment with our Sustainable Development objective, we attempt to ensure that our interaction with other key actors of development in our area of operational influence is that of a promotor under the multi-actor model.

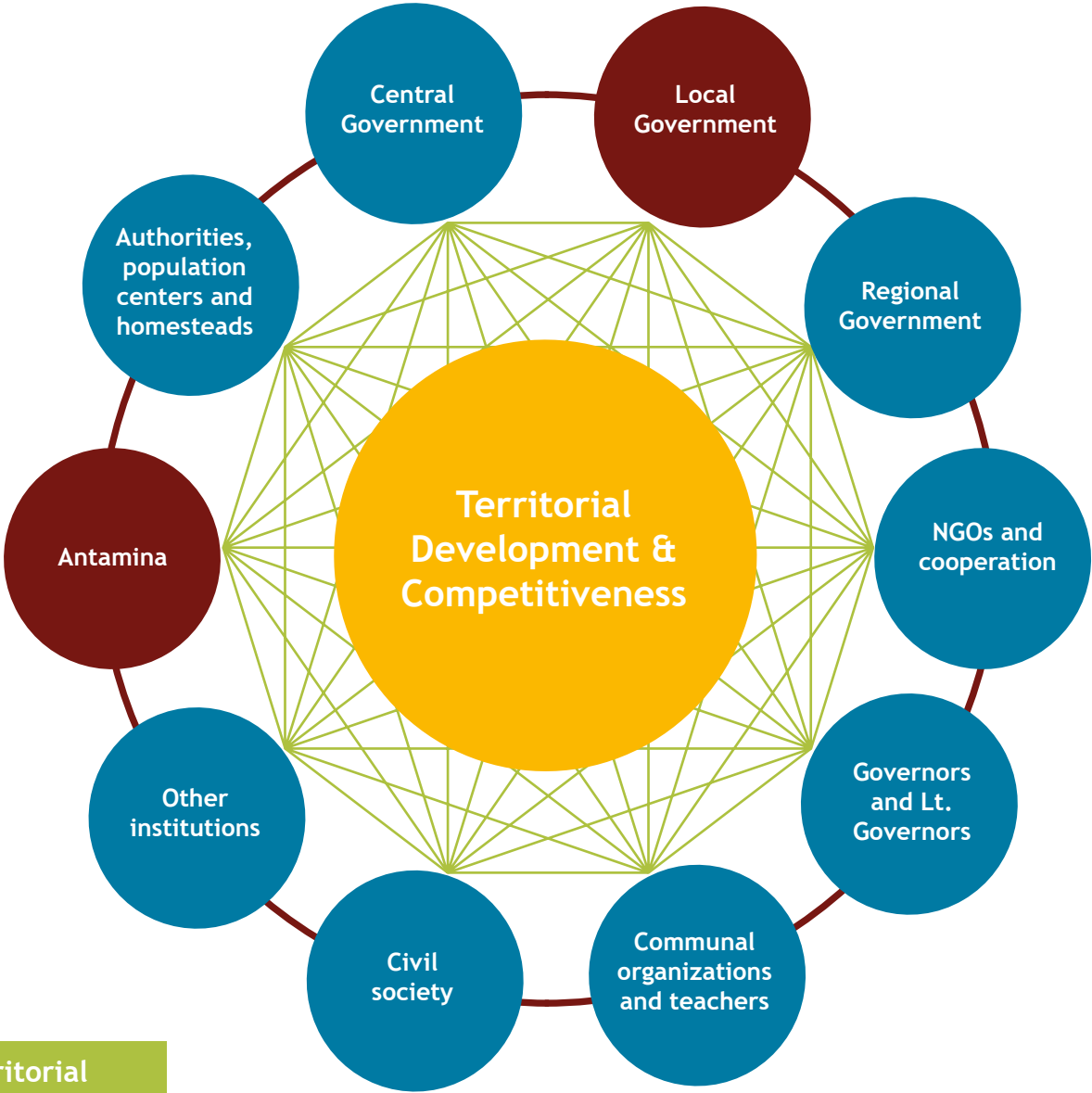
Our multi-actor model significantly changes the traditional bilateral relationship and places local development as protagonist; drives the coordinated work and equalizes the role of every participant in the search for the sustainable development of communities, also strengthening the capacities for territorial management.

This way, we become one more agent of development and a strategic ally of subnational governments for mobilizing resources that allow the execution of strategic projects of the concerted plans of territorial development.

The multi-actor approach requires dialogue and agreement between the local, regional and national actors on issues revolving around territorial development. For this reason, we organized our social management into Territorial Management Units (TMU). The TMUs has promoted the establishment of spaces for development, in which we can count: the Development Boards in San Marcos, the Tourism Board in Chavin, the Board of the Bolognesi province, the Board of Huallanca District, the Board of Llata, the Board of the Municipal Commonwealth of Fortaleza and Santa Valley and the Board of Catac.

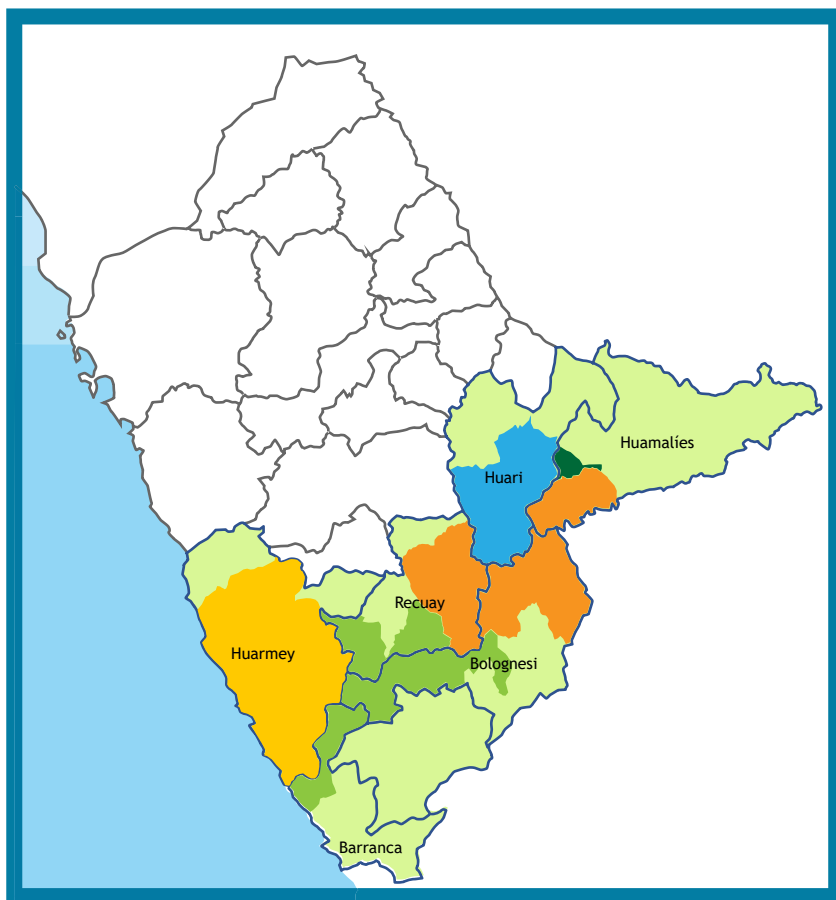
These spaces enable the articulation of ideas and coordination for establishing and strengthening respectful relationships, transparency and confidence with our stakeholders.

The multi-actor approach sets territorial development in the center, a common objective that involves and articulates the participation of local, regional and national stakeholders.



5.1.1 OPERATIONAL AREA OF INFLUENCE

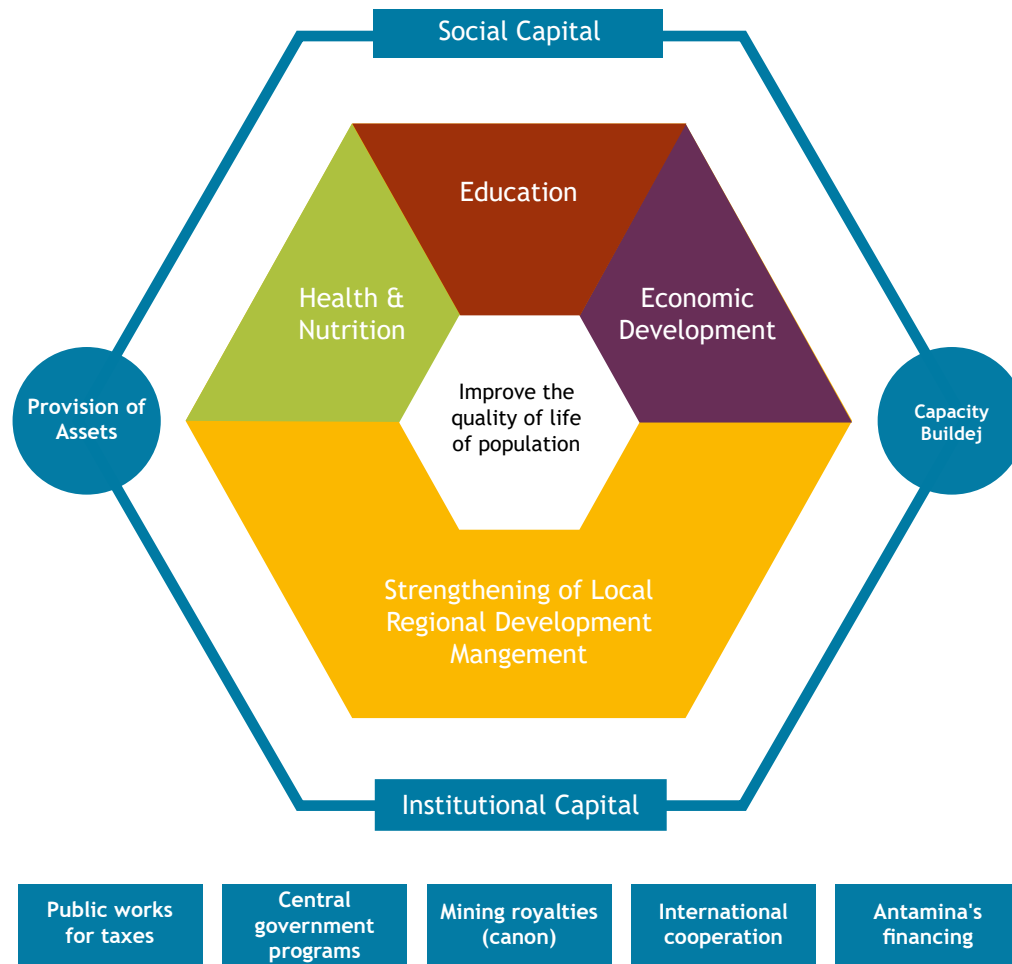
At Antamina we have decided to undertake an active role in managing the development of our Operational Area of Influence (OAI), which encompasses areas of 6 provinces and 20 districts, with a population of over 115,000 people.



GRI 413-1

Territorial Management Unit (TMU or UGT)	Provincias	Districts
UGT Mina San Marcos	Huari - Ancash	San Marcos Chavín de Huantar Huachis San Pedro de Chana
UGT Llata Puños	Huamaliés - Huánuco	Llata Puños
UGT Huallanca	Bolognesi	Huallanca Aquía Chiquián
UGT Valle del Fortaleza	Bolognesi	Cajacay Antonio Raimondi Colquioc Huayllacayán
	Recuay	Catac Pampas Chico Marca Llacllin Pararín
	Barranca - Lima	Paramonga (Zona Rural)
UGT Huarmey	Huarmey	Huarmey

5.1.2 INVESTMENT FOR DEVELOPMENT



Our intervention strategy seeks to strengthen the capacities for managing local development and increase the competitiveness of the territory, promoting projects and programs in coordination with public and private actors in the topics of Education, Health and Local Economic Development, strengthening the leadership of local governments that institutionalize the development processes.

The social intervention strategy also seeks to build institutionality in the territories to place the foundations of a development process with a intersectoral and multiannual vision, complementing the interventions focused on providing assets with capacity building. This articulation helps empowering the population to conduct their own development processes, strengthening the community's social capital and, therefore, their perception of wellbeing.

On the other hand, the multiactor approach defies us to improve the proactive capacity of the territories, with the objective of mobilizing resources from the National Government and international cooperation to finance priority projects considered in the local development plans. This enables the use of different modes for the private sector participation in the financing and execution of projects, of which we can highlight the Public Works for Taxes.

During 2017, Antamina has made a social investment of S/61 millions in development interventions and has mobilized S/69 millions for the executing irrigation projects, educative and road infrastructure using the Public Works for Taxes mechanism, agreements to promote technological innovation with the National Program of Agricultural Innovation (PNIA) and agreements with other private companies to improve educational quality.

Programmatic Approach	Investment priorities	Typology	N°	Status	Districts	Beneficiaries
Desarrollo económico	Productive development project	Projects	22	22 in process	Huarmey, Colquioc, Cajacay, Antonio Raimondi, Huallanca, Huayllacayán, Catac, San Pedro de Chaná, San Marcos	4,000 producers
		Support	64	64 concluded	Antonio Raimondi, Pararin, Pampas Chico, Marca, Huayllapampa, Colquioc, Paramonga, Canis, Cajacay, San Marcos, Huallanca	4,100 producers
	Road infrastructure	Project	1	1 in process	Chavín, San Marcos, Huari	125,904 habitants
		Support	2	2 in process	San Marcos	--
	Irrigation infrastructure	Projects	5	4 concluded 1 in process	Cajacay y San Marcos	767 families and 682.25 Ha
		Studies	26	16 concluded 10 in process	San Marcos, Antonio Raimondi	3,284 families and 2,686 Ha
		Support	6	6 concluded	Paramonga, Marca, Aquía y Antonio Raimondi	5,014 families and 3,139 Ha
	Tourism promotion	Projects	2	2 in process	Huarmey, Chavín de Huantar	--
		Support	5	5 in process	Provincia de Huarmey, Huarmey - Cuzcuz, Puerto Huarmey, San Marcos	30,756 habitants

Programmatic Approach	Investment priorities	Typology	N°	Status	Districts	Beneficiaries
Educación	Scholarships for higher and short education	Projects	9	9 in process	Huallanca, Huarmey, Catac, San Marcos	97 youngsters
	Educative infrastructure and equipment	Projects	4	4 in process	Catac, Pararin, Recuay, Huallanca	--
	Educative quality	Project	2	2 in process	San Marcos, Chavín de Huantar, Huachis, San Pedro de Chana	1,793 students 59 teachers
		Support	1	1 in process	San Marcos	2,745 students 231 teachers

Programmatic Approach	Investment priorities	Typology	N°	Status	Districts	Beneficiaries
Nutrition and health	Improvement of the resolute capacity of health entities	Studies	4	4 in process	Huarmey, Huari, Lata, Chiquián	193,473 habitants
	Sanitation infrastructure	Projects	1	1 in process 3 completed	San Pedro de Chaná Huachis	562 habitants
		Studies	7	2 in process 5 completed	Catac, San Marcos, Ponto, Pararin, Huarmey.	--
Strengthening of Local Management	Strengthening of Local Management	Project FOGEL	1	1 in process	Todo el AIO, 20 gobiernos locales	20 local governments
		Studies	1	1 completed	San Marcos, Chavín, San Pedro de Chaná, Huachis, Huallanca	--



Antamina's investment and the resources mobilized under the multiactor model have allowed to improve the access to better health and education services. In the economic development topic it has improved productivity and the articulation of producers with the markets.



- 97 youngsters with scholarships for university and technical studies that will allow them to develop capacities to improve their employability in the communities of AAHH Puerto Huarmey, AAHH 9 de Octubre, CC Santa Cruz de Pichiu, CC Ango Raju, Caserío de Juprog, CC de Ututupampa, CC de Llacuash, CC Catac, CC de Huaripampa and Canrash



- 1,793 students and 59 teachers benefited by projects for improving education quality and innovation in the districts of San Marcos, Chavin de Huantar, Huachis and San Pedro de Chana.



- 58 youngsters from Huallanca district with opportunities to access to technical studies at IST Senati in Huallanca, thanks to the joint cooperation with Huallanca Municipality to build and equip the technical careers of auto mechanics, maintenance mechanics, machinery operation and computer science and informatics.



- 225 students received improved education services thanks to the support with materials and equipment, such as construction materials for 5 school lunchrooms, in a joint effort with the educational community.





- 193,473 persons with access to health infrastructure with better resolute capacities thanks to the preparation of studies and the execution of infrastructure improvements in health facilities: Huarmey Hospital, Huari Hospital, Llata Hospital and Chiquian Health Center; under the Public Works for Taxes mechanism.



- 350 irrigation hectares improved that Benefit 380 producers of CC de Huambo, Huayllapampa, Yumpe y Marca. In the same way, 485 hectares and 437 families benefited thanks to the Tucu - Chiquian channel. In total, 1,240 families were favored with an increase of their monthly incomes after generating 31,890 working shifts.



- 2 women weavers' organizations introduced to high range export market of textiles.



- 4,000 producers with strengthen capacities that allowed them to improve the productivity of value chains of asparagus, avocado, peach, dairy, silvopastoral, ovine, bovine, guinea pigs and textiles. 8 producers' associations were formed that allow them competitive articulation with markets. In the same way, the net income per hectare has improved in products like peach, avocado and asparagus due to the Prodicom program for reducing costs and improving commercial articulation, seeking to improve the efficiency of crop areas.



- 10 PNIA projects executed by producers' associations and communities, having Antamina as cofinancist, for developing adaptive research and technology transfer in the prioritized productive value chains in the area of the southern corridor of Ancash.





5.1.2.1 Strengthening of Local Management (referred to with the acronym of FOGEL in Spanish)

FOGEL is one of Antamina's initiatives designed to fortify and strengthen local governments, social organization, communities and institutional leaders within the 20 districts that make up our operational area of influence, through training and technical assistances, with the objective of improving public administration and the committed participation of everyone; this has enabled the creation of spaces for dialogue with agreed upon agendas and coordinated activities that prioritize the development of each individual town and community.

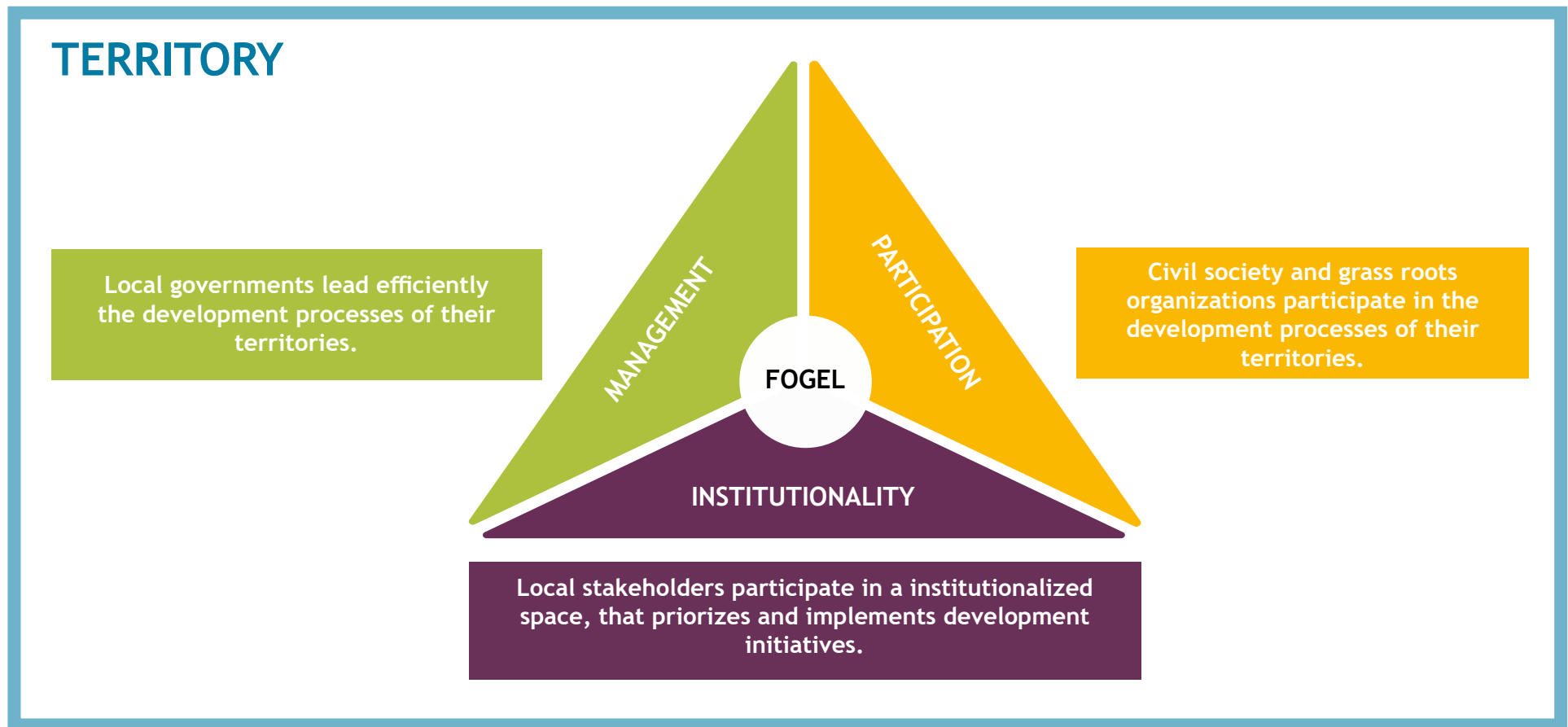
Our experience with the FOGEL project has allowed us to promote 13 community participation forums oriented to development,

which in some cases were initially bilateral bargaining tables that arose out of social conflict situations.

Currently, these spaces receive participation of municipalities, social organizations and private and public institutions with better planning and management tools and greater capacities of dialogue to coordinate and implement concrete projects.

This has led to an improved investment capacity on the part of the municipalities with a project portfolio of S/.540 million soles in 10 municipalities and leveraged by a fund amounting to S/. 104.8 million Soles.

Similarly, more than 50 officers and staff from district and provincial municipal governments in our Operational Area of Influence (OAI) have been trained. These government employees participated in the Certificate Diploma Program entitled “Managers for Investment Management”. Moreover, 158 grass roots social organizations and 83 social organization leaders now have short and medium-term management plans.



5.1.2.2 Public Works for Taxes

In 2017 Antamina earmarked S/180 million soles for projects under the Public Works for Tax Deduction method, S/.30.2 million soles of which were executed. The company forecasts an economic project commitment of S/.361.6 million with a progress completion of S/151.7 million.

The table below shows the primary Public Works for Tax Deduction projects completed in 2017 and others for which execution started:

Completed Projects	Soles
Healthcare Services in the Palmira Micro Network - District of Independencia	11,231,738.50
Streets in the Housing Program P.V.H.U. Zone N° 2 and Western Zone, District and Province of Huarney	9,596,012.22
Streets in the Housing Program P.V.H.U. Central Zone and P.V.H.U. Eastern Zone. District and Province of Huarney	8,413,775.79

Construction projects in process of execution	Soles
Cátac Road - Tunnel Kahuish - Chavín de Huántar - San Marcos - Succha	98,937,004.44
School N° 86577 César Vallejo Mendoza, Cátac - Recuay - Ancash	23,492,180.34



Description of the completed projects

Impact Created on Infrastructure:

Physical Targets		
Description	Unit	Quantity
Palmira Healthcare Center Level I-4		
Area Remodeled	m2	379.46
Area Constructed	m2	2,106.39
Doctor's Offices	units	10.00
Beds	units	13.00
Paria First Aid Post		
Construction of Perimeter Wall	ml	140.00
Curhuaz First Aid Post		
Construction of Perimeter Wall	ml	100.20

1. Healthcare Services in the Palmira Micro Network, District of la Independencia - Huaraz.

This project significantly expanded the capacity and quality of the Palmira Micro Network health care services, enhancing the quality of life in terms of the health of the beneficiary population. The long lines were eliminated and with them the time losses they caused and the different risks associated with being out on the streets waiting during the earliest hours of the morning.

- Project Beneficiaries: 24,378 inhabitants (according to the project profile)
- Number of people treated per month: 2,603
- Impact on Demand: Demand for healthcare treatment increased 400%
- Impact created on Labor/Jobs:

Labor	N° Man Hours	Number of Work Days	Number of Workers
Equipment operator	1,143.74	142.97	1.00
Operations workers	39,376.36	4,922.05	33.00
Officials	15,112.74	1,889.09	13.00
Unskilled labor	28,845.80	3,605.73	25.00
Foreman	4,165.38	520.67	4.00
Total	88,644.02	11,080.50	76.00

2. Streets in the No. 2 and Western Zones of Housing Program PVHU, District and Province of Huarmey.

This project replaced streets and other infrastructure that had deteriorated over time. In addition, it improved the quality of transit which reduces travel time and freight costs, and enhanced safety because of improved road signage. It also became a healthier road environment because the previous streets had a great deal of dust rising into the air.

▫ Project Beneficiaries: 23,237 inhabitants (according to the project profile)

▫ Impact created on Labor:

Labor	N° Man Hours	Number of Work Days	Number of Workers
Surveyor Assistant	3,643.27	455.41	7.00
Foreman	2,826.74	353.34	5.00
Officers	11,575.60	1,446.95	20.00
Light Equipment Operator	1,333.88	166.73	3.00
Operations workers	10,314.77	1,289.35	18.00
Unskilled workers	1,214.42	151.80	3.00
Surveyor	4,672.71	584.09	8.00
Total	35,581.40	4,447.67	64.00

▫ Impact Created on Infrastructure:

Physical Targets		
Description	Unit	Quantity
Asphalt Pavement 2"	m²	48,591.00
Concrete Sidewalks	m²	11,160.00
Concrete Curbs	ml	1,470.00



3. Streets in the Central and Eastern Zone Housing PVHU Housing Projects. District and Province of Huarmey.

This project replaced streets and other infrastructure that had deteriorated over time. In addition, it improved the quality of transit which reduces travel time and freight costs, and enhanced safety because of improved road signage. It also became a healthier road environment because the previous streets had a great deal of dust that affected air quality.

- Project Beneficiaries: 23,226 inhabitants (according to the project profile)
- Impact produced on labor:

Labor	N° Man Hours	Number of Work days	Number of Workers
Surveyor Assistant	4,155.20	519.40	7.00
Foreman	3,223.93	402.99	6.00
Official	13,202.12	1,650.26	23.00
Light Equipment Operator	1,521.30	190.16	3.00
Operations workers	11,764.12	1,470.51	20.00
Unskilled workers	1,385.07	173.13	3.00
Surveyor	5,329.28	666.16	9.00
Total	40,581.01	5,072.63	71.00

- Impact on Infrastructure (Created):

Physical Targets		
Description	Unit	Quantity
Asphalt Pavement 2"	m ²	68,700
Concrete Sidewalks	m ²	13,225
Concrete Curbs	m ²	7,655

4. Cátac Road - Tunnel Kahuish - Chavín de Huántar - San Marcos - Succha

- Populations from the Districts of Chavín de Huántar, Huántar, Ticapampa, Cátac and San Marcos: 33,335 inhabitants
- Project Beneficiaries: 81,101 inhabitants (Feasibility)
- Impact on Labor (Job Creation)

Labor	N° Man Hours	Number of Work Days	Number of Workers
Operations workers	29,503.72	3,687.96	26.00
Officials	37,383.28	4,672.91	33.00
Unskilled labor	131,773.10	16,471.64	112.00
Light Equipment Operator	10,077.61	1,259.70	10.00
Heavy Equipment Operator	34,022.94	4,252.87	30.00
Leveler Assistant	533.34	66.67	2.00
Leveler	266.67	33.33	2.00
Electro Mechanical Operator	903.98	113.00	2.00
Total	35,581.40	30,558.08	217.00

- Impact created on Infrastructure:

Physical Targets			
	SECTION	SECTION II	SECTION III
	34.96km	40.20km	9.80km
Pavement	Slurry Seal (e = 1.00 cm)	Recycled and Stabilized Floor made of Granular Base Material (e = 0.15 m)	Recycled and Stabilized Floor made of Granular Base Material (e = 0.15 m)
		Asphalt Mortar Cape Seal (e = 1.90 cm)	Asphalt Mortar Cape Seal (e = 1.90 cm)
Traffic Signs and Road Safety	Horizontal signs	Horizontal Signs	Horizontal Signs
		Vertical Signs	Vertical Signs
		Speed bumpsresalto	Speed bumpsresalto
Activity	Maintenance	Maintenance	Maintenance

5.1.2.3 Recognitions for social management



Allies for education

On December, the Ministry of Education granted the “Allies for Education 2017” distinction to Antamina. We received this recognition along with other 51 private organizations that promote projects in line with public policies on education for the benefit of thousands of students in the country.

In our case, the recognition was in the Sustainable Cooperation category, which recognizes the work carried out in medium and long-term actions, that contribute to improve educative quality and are aligned with at least one of the prioritized policies:

learning, teaching, modernization, or infrastructure.

This recognition is due to our work on improving the educative infrastructure and equipment through the public works for taxes mechanism and the learning improvements achieved by the projects “Educative Innovation Laboratory” and Ancash Effect (Enseña Perú), as well as the program of access to higher education.

“Management By Results” Annual Award



In October, the “Strengthening of Local Management” program (FOGEL) was recognized in the third edition of the “Management by Results” annual award, in the category of subnational governments. This award is organized by the Community of Professionals and Experts in Management by Results of Latin America and the Caribbean (CoPLAC-GpRD) which is part of the activities of the Interamerican Development Bank (IDB).

The FOGEL program, that is executed by the Institute for Municipal Research and Training (PROMCAD-INICAM), was awarded with the first place among other projects from Chile, Brasil, México and Peru. The ceremony was held within the activities of the X International Seminar of the Network of Management by Results of Subnational Government of Latin America and the Caribbean, organized by the city of Buenos Aires (Argentina) and the Network of Subnational Governments.

5.1.3 Handling Complaints

The Social Management Department is responsible for Complaint Procedures. This system is focused on strengthening trust between Antamina and the local actors. The system handles complaints received from stakeholder groups that have a direct or indirect relationship with our company. The process entails receiving any oral or written expression by which the claimant considers that he/she has been the victim of some form of harm, arising from carrying out company activities or actions on the part of its workers or strategic partners. In this sense, the concept of “complaint” includes other terms as synonyms such as “grievance” or “dispute” etc.

As soon as these manifestations of discomfort are recorded in our process they are immediately categorized as complaints because they create an expectation on the part of the complainant who believes the case merits compensation, clarification, a warning or amendment from the company because of a situation that caused the referred to Complaint.

The attention given such complaints requires the participation of different areas within the company, such as Environment, Legal, Social Management, Operations and Communications, among others



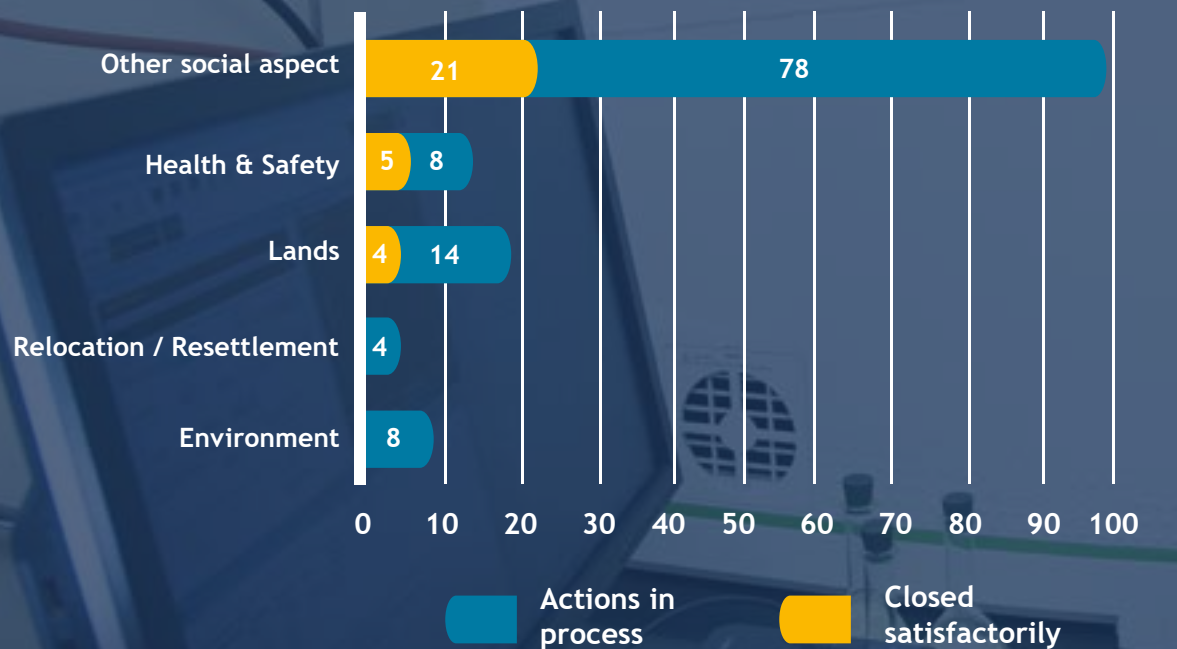
Claim categories

A total of 142 complaints were recorded during calendar year 2017, 112 of which have been closed and 30 are still in the process of being serviced.


The Category listed as “Other social aspects” primarily includes social complaints associated with job and supplier service opportunities, among others.

MM6

MM7



5.1.4 Our strategic partners



Every supplier who works with us on a regular basis is considered our “strategic partner”. This is the type of relationship that we wish to attain with each of them for the mutual benefit of both parties: the supplier is a Partner because this involves jointly and equally undertaking the challenge of supplying the goods and services that Antamina requires; and the supplier is Strategic because our suppliers’ management and performance are key factors to our attaining our goals and helping to meet the objectives that our company seeks to achieve.

This partnering strategy is supported by pillars consisting of i) supplier assessment and recognition, ii) a strategic alignment by way of the Transportation Plan; iii) and supplier development through the program entitled “Exporting Ancash” (Exportando Ancash in Spanish). The latter promotes the development of native Ancash suppliers of different products and services by establishing a pathway for them to become competitive and to attain insertion into the local, national and international markets.

The Logistics Department oversees our supply chain management. This includes planning, implementation, purchase, control of the flow, time and efficient storage of input materials, products, and services from the supplier locations to the mine or Punta Lobitos Port, in seeking to ensure the continuity of our operations.

With this objective in mind, we keep an inventory or critical inputs, products as well as fast moving products at the mine and at Puerto Punta Lobitos (Huarney. The management of the replenishment of these inventory items is primarily implemented through the use of Supply Contracts and Annual Pricing Agreements. In addition to inventory products, the company's operation generates other requisitions to purchase goods or services that are processed using Purchase Orders or Service Agreements.

At present, we have 4,810 registered suppliers, 1,185 of which conducted commercial trade with us in 2017 in the amount of US\$ 971.54 million dollars. 139 suppliers are from Ancash and completed transactions for a value of US\$ 33.23 million dollars.

Moreover, our import purchases in 2017 were US\$ 88.76 million dollars from 114 suppliers. 51% of these suppliers were from the United States, 15% from Chile, 12% from Canada; and the remaining balance, from 12 other countries.

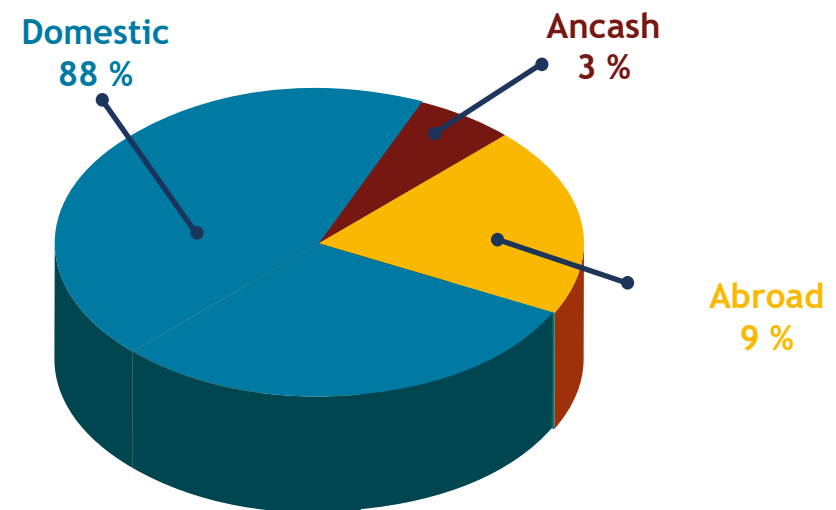
We use International Freight Agents to help us import products. They arrange to pick up the products of our suppliers around the world, consolidate them in their warehouse abroad and then ship them to Peru by sea, land or air. Once they arrive in Peru, we have Customs Agents who are responsible for the process of clearing the cargo through customs. Products that have cleared customs are then transferred to our Warehouse for Goods-In-Transit in Callao, where they are stored with the cargo delivered there by our domestic suppliers. Our Logistics Operators then have these goods transported to the Mine or Punta

Lobitos Port. However, some equipment and products having high volumes of consumption, are delivered directly to the mine by freight carriers hired by our suppliers. These carriers meet the safety requirements established by the company and are included in our Transport Carrier Plan.

In 2017, the transport carriers made 46,595 953 trips, 37,880 of which were freight cargo trips. Our transport suppliers traveled a total of 17, 533,048 km without any accidents reported.

GRI 102-9

Purchases by source in 2017



Transport Carrier and Supplier Committee

Antamina has a large demand for transport carrier services, and due to the nature of its business operation, transport carrier activities have exposure to a variety of risks that can have an impact on human life, the environment and community relations, while also affecting company operations.

To minimize the occurrence of accidents along their transportation routes and to ensure compliance with company objectives, we designed a strategic plan for transport carriers and suppliers, aiming to make their transport routes the safest routes that exist in Peru.

To help implement this strategy, we created the Transport Carrier and Supplier Committee, which has convened every month since 2004, bringing Antamina together with freight and personnel transport companies and the suppliers that hire these companies.

This initiative enables representatives from the Departments of Logistics, Health and Safety and Emergency Services at Antamina, and representative of suppliers and transport carriers work as a team to implement the strategic plan, a plan aligned with Antamina's strategic objectives and involves six subject

areas of work: company development, health and safety, emergency services, environment and sustainable development.

Each topic work area has a work group responsible for implementing initiatives that comply with the relevant objectives. These groups are composed of the supplier companies themselves, accompanied by an advisor from Antamina and they submit a monthly report on the progress completion of their objectives.

The implementation of this strategy through the Committee has enabled transport carriers and suppliers, which in any other setting would compete with each other, to cooperate and share their experiences in the work groups and provide their services to our company with quality and safety, while continuously improving their business practices.

At the end of each year, the Committee awards companies with the best performance in the categories of Safest Company, Company with Excellent Performance, Best Driver, Escort Supervisors, Loader- Unloader, a Drawing and Painting Contest for the children and spouses of these partners, and Good Practices in Transport Management.



5.1.1 Strategic partner assessment

Antamina's standard contract templates include clauses concerning ethical behavior in business, compliance with the law and Antamina's policies. These clauses bind the contractor company to comply with Antamina's code of conduct, its policies and the law. In addition, we have a formal mechanism for filing complaints in the events of violations of Antamina's code of conduct, which permits people to submit their claims in writing, via email or by telephone through dedicated telephone lines expressly installed for this purpose. The claims are then processed by our compliance department, which takes the measures and steps needed until the claim is fully addressed and resolved. It is worth mentioning that to the extent that Antamina enters into agreements that comply with current regulations and laws, the probability of a violation of any human or employment right is substantially reduced.

Moreover, our mechanism of hiring suppliers and subcontractors guarantees the free right of association. There is no threat to the freedom of association at any of the operations centers or within the scope of activities of our supplier companies. **GRI 407-1**

We have an annual program of administrative audits of our contractors, designed to check compliance with obligations in areas of employment, social rights and social benefits in addition to compliance with certain health and safety standards at work so that companies can regularly improve their management practices.





Our company formally ensures that minors are not hired to work at any of our centers of operations. In this regard, there has been no identification of any significant or minor risk associated with child exploitation.

Moreover, given our policies and procedures governing access to operation centers, it is highly unlikely that any minors could be admitted to our areas of operations to work. Current regulations require occupational and high altitude work medical examinations in addition to general and specific job induction and orientation activities which represent natural filters for the process of admission of our personnel, contractors, or subcontractors to areas of operations.

Starting in July 2016, the 2Personnel system was implemented to control personnel access to operational sites, a system receives information that is directly input by the medical centers and authorized Induction Centers, as well as by the insurance brokers of the Supplementary Insurance for At Risk Jobs (SCTR) or Personal Accidental Insurance Policies.

Our company validates the personal data and compliance with rules for admission through this system and with the primary filter of the National ID, Passport, or Alien Card No.

GRI 408-1

GRI 412-1

GRI 414-2

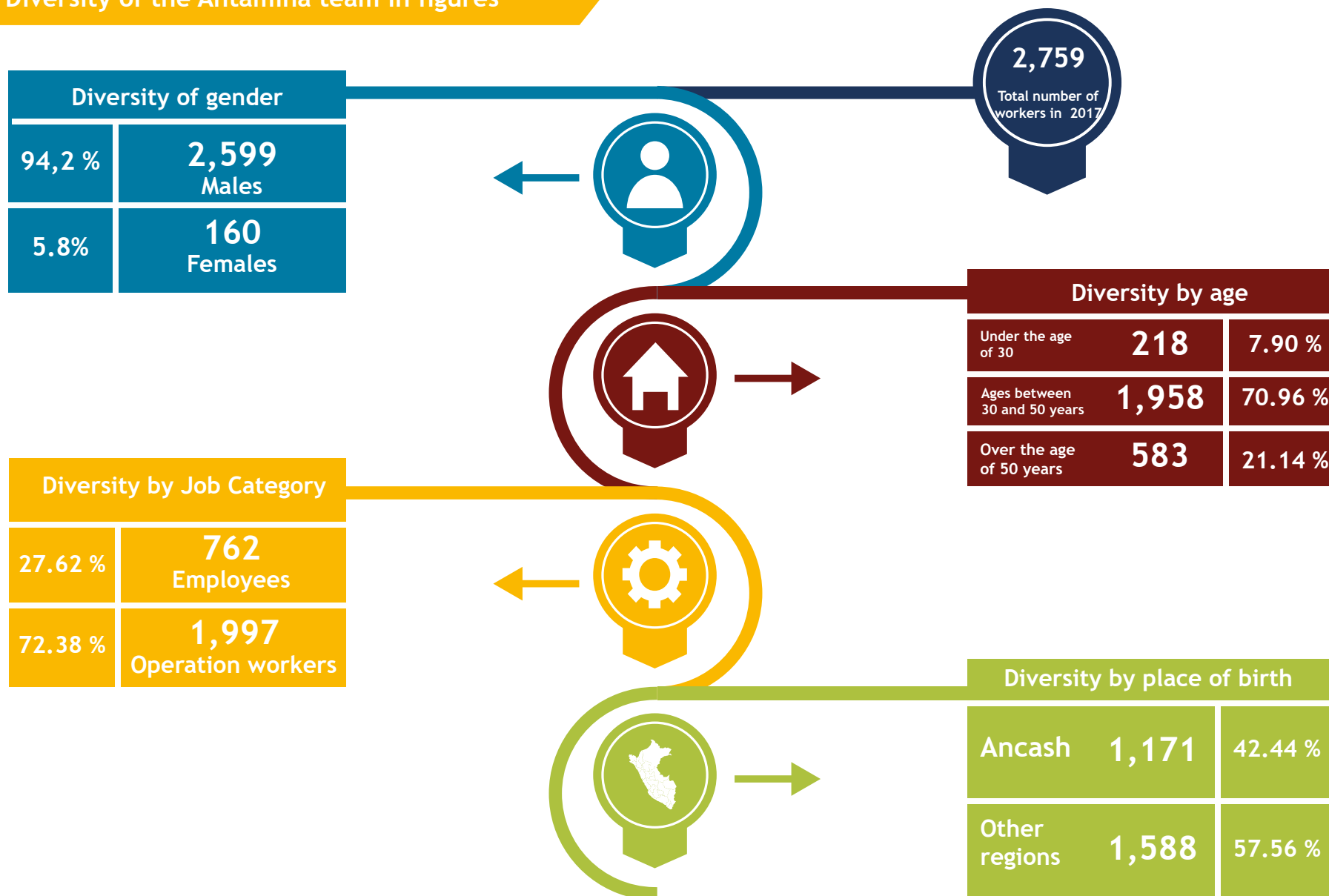
5.3 Our team

Beyond the production and sales of mineral concentrates, our company's greatest competitive advantage resides in our human resources. The co-workers are the ones who shape the company's leadership and soundness. Therefore, the company rewards each of them for their efforts with optimal job conditions, a good workplace environment and the stimulus provided by their overall professional and personal development.

At our company, the education, training and care of our most valuable asset, our employees, is of paramount importance. The company currently has 2,759 direct co-workers (762 employees and 1,997 operations workers), in addition to approximately 3,329 strategic partners, who perform jobs in their different operational sites in a broad area of influence.



Diversity of the Antamina team in figures



The reader may see detailed figure on the personnel in the attached Appendixes.

GRI 102-8

GRI 405-1

Personnel turnover

Year	Age	New Hires				% Total
		Male		Female		
		N°	%	N°	%	
2017	Under the age of 30	36	43.90%	3	3.66%	47.56%
	Between ages 30-50	31	37.80%	9	10.98%	48.78%
	Over the age of 50	3	3.66%	-	-	3.66%
	GRAND TOTAL	70	85.37%	12	14.63%	100.00%

% (Male/Female): Value as a ratio of the universe of gender on the payroll. % Total: value as a ration of Antamina's payroll. By place of reference.

Hires by Region	2017	
	N°	%
Ancash	31	37.80%
Lima	27	32.93%
Other regions	22	26.83%
Abroad	2	2.44%
TOTAL	82	100.00%

Year	Age	Job cessations by gender				% Total
		Male		Female		
		N°	%	N°	%	
2017	Under the age of 30	4	11.11%	1	2.78%	13.89%
	Between ages 30-50	20	55.56%	4	11.11%	66.67%
	Over the age of 50	7	19.44%	-	-	19.44%
	TOTAL	31	86.11%	5	13.89%	100.00%

Cessations by Region	2017	
	N°	%
Ancash	5	13.89%
Lima	23	63.89%
Other regions	8	22.22%
Abroad	-	-
TOTAL	36	100.00%

(Male/Female): Value as a ratio of the universe of gender on the payroll. % Total: value as a ration of Antamina's payroll. Does not include job rotation due to End of Contract.
By place of reference.

Reason for Cessation	2017	
	N°	%
Death	2	5.56%
Mutual Accord	4	11.11%
Trial period	2	5.56%
Voluntary resignation	26	72.22%
Justified dismissal	2	5.56%
TOTAL	36	100.00%

5.3.1 Social benefits



Antamina has no part time workers. In addition, all workers hired for a Fixed Term have the same benefits as those hired for an Indeterminate Period. Therefore, there are few differences in the benefits that Antamina offers to skilled workers for work in operations and those offered co-workers categorized as Employees.

In addition, in the event of a job-related accident, the SCTR insurance policy covers 100% of the medical treatment of the worker until recovery.

The worker also receives social support from our Human Resource Department, in particular from the office of Social Welfare, through visits made while the worker is at the hospital or home to provide counseling in managing activities during recovery.

In addition, support is offered to families who do not reside in Lima, providing them with travel expenses, meals and lodging so that they can accompany the hospitalized worker.

Legal benefits	Additional benefits	
	For Operation workers and Employees	For Operation workers only
<ul style="list-style-type: none"> •Healthcare Insurance (complex and basic health plan coverage) - EPS •Healthcare Insurance (basic health plan) - not covered by EPS in EsSalud •Economic Benefits - EsSalud. <ul style="list-style-type: none"> o Maternity. o Breastfeeding o Burial o Temporary disability for work. •Medical attention insurance after severance (latency) •Supplementary Health Insurance for workers in high risk jobs (SCTR) • SCTR Supplementary Pension Insurance for workers in high-risk jobs. • Legal Life Insurance after the fourth year of labor. • Bonus Compensation regularly disbursed near Peruvian Independence Day (= one monthly salary) •Christmas Bonus (one monthly salary) •Employee Severance Indemnity (CTS) •Use of maternal breast pump equipment in Lima, PPL and the Mine. 	<ul style="list-style-type: none"> • EPS Health Insurance Plan from a Private Healthcare Provider for the titleholder, and dependents up to age 28 years, 11 months. • Mandatory and Complementary Life Insurance from the first day of work with the company. • Cancer Insurance • Higher Education academic scholarships for children of workers • Accident and Life Insurance - ESSALUD • Education bonus. • Quarterly productivity bonus. • Perfect Attendance award. • High performance award. • Payment for work performed on off-days at a 2.25% rate. • Special loans of up to 4 months of pay for cases of emergency. • Travel, food and lodging subsidy for worker families who have suffered an accident or emergency. • Priority granted to families of workers to fill vacancies for professional student interns. •Priority granted to families of workers to fill vacancies due to termination of the workers from retirement, death or permanent disability. • 3 days plus travel time paid leave of absence in events of sudden serious surgery required by the spouse, or partner, parents or children. • 30 days paid leave of absence for expectant mothers in compensation for daily breastfeeding time. • Transportation for the worker from the mine or PPL to Lima or Huaraz who needs to attend to a family emergency. 	<ul style="list-style-type: none"> • Additional bonuses according to special work conditions (High Risk Jobs, Night Work, Work at high altitudes, etc., daily lunch cold lunch box, replacing worker in a higher position, Miner's Day) • Assigned benefits for housing or time of services rendered.





5.3.2 Equal Compensation

At Antamina, we make no distinctions between men and women when setting compensation. Compensation is determined by the value of the job position and the study of market job salaries.

In the case of Staff personnel classified as Employees, we use a set of data sources as a reference about job salaries in the market in companies within the mining industry. Based upon this data, we prepare salary ranges for each job position or category. In addition, for operating personnel, we set salary increments through collective bargaining agreements, which sets uniform salaries for each level or category among operating personnel.

In general, a person who enters the company will be placed in the bottom third of their salary range. Subsequently, following good performance and years of service in the company, the co-worker can move toward the upper third of the salary range. It is worth noting that one characteristic of our industry is that the majority of workers are males, particularly in operations, a reason for which the average compensation for this group appears higher than for females.

Co-worker Category	Base Salary of Women as a ratio to Men salaries by job category in
Employees	0.86
Operation workers	1.00

GRI 405-2

5.3.3 Industrial relations

Through the Industrial Relations Department, we maintain an open and permanent communication with workers and their union representatives, in harmony with the principals with collective labor management and in compliance with existing laws and regulations. To help us maintain close communication, we hold monthly meetings with the Board of Directors of Worker Unions where we address issues related to social welfare, health, food, lodging, and transport, etc. and we adopt resolutions that raise the quality of life of our co-workers.

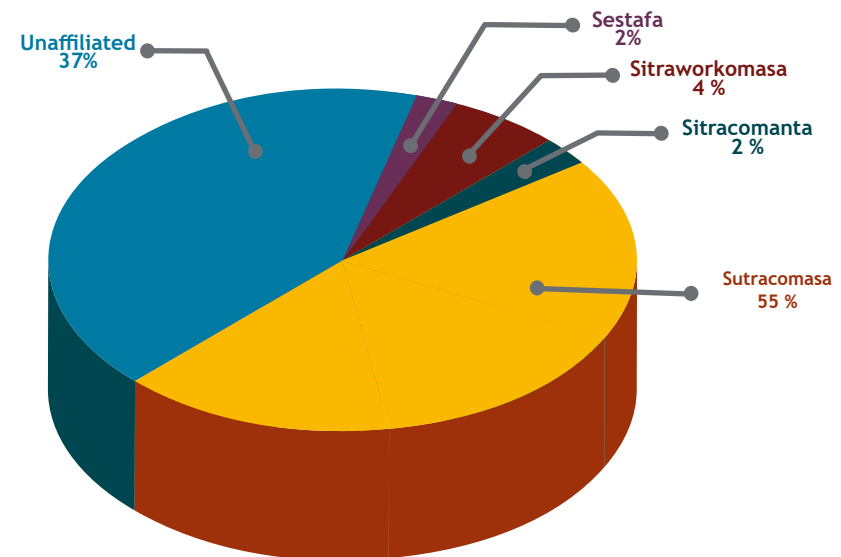
Since the start of our operations, we have strived to maintain and promote good labor practices. To this end, we prefer ongoing communication and dialogue as a fundamental value.

This is how we have signed five collective bargaining agreements for 3 years each with our labor unions, through direct interaction and without work stoppages or strikes.

At the close of 2017, we have four registered unions: SUTRACOMASA, SESTAF, SITRASWORCOMASA y SITRACOMANTA, who represent 55.10%, 2.20%, 4.07% and 1.33% respectively of the company's workforce. 37.30% of the workers are not affiliated with any union.

The collective bargaining agreement signed with SUTRACOMASA covers all workers within the scope of collective bargaining as it involves a majority union. The agreement is in effect for the period from August 01, 2015 until July 31, 2018.

GRI 102-41





5.3.4 Training and development

In 2017 we have reinforced training, primarily on two fronts: technical and behavioral. With respect to the first we have focused training efforts on the needs identified in aspects associated with goals; and with respect to the second, we have completed the third round of the program entitled “We Are All Antamina to Mine Management”, and we held the first workshop for the Processing Plant Management.

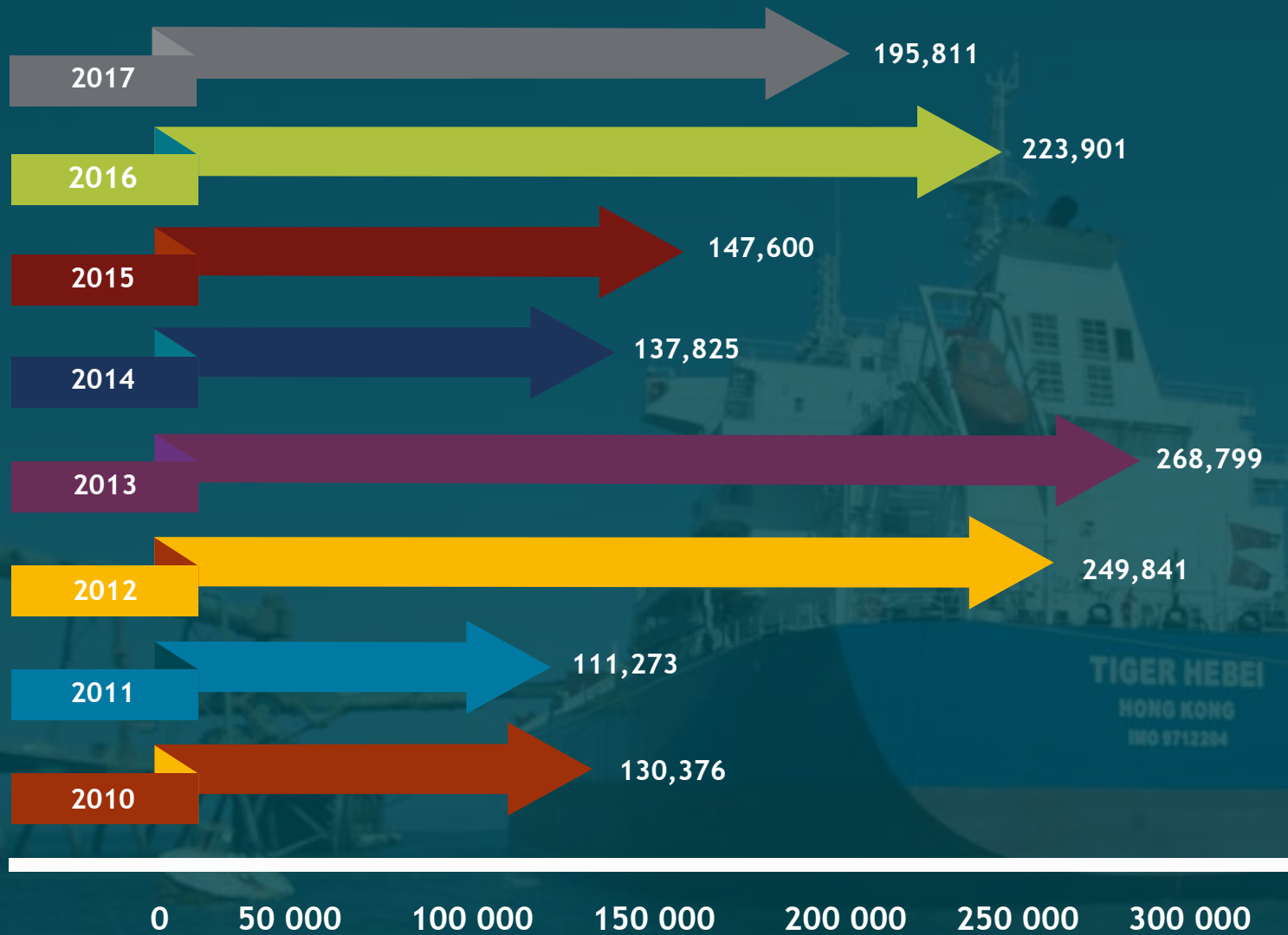
We have strengthened our alliances with suppliers and Strategic Partners, seeking to optimize training costs (particularly in the operational departments at the Mine, the Processing Plant and in Maintenance), and with this, we were able to successfully schedule training sessions centered on the development of specific maintenance skills (tires and engines for example), Mining (blasting) and other processes.

We logged 195,811 hours of training during this period. Of this total, 85,025 or 43% correspond to the DS 024 Health and Safety Program and 7,020 hours or 4% to the “We Are All Antamina” program. The amount invested in training during 2017 totaled USD\$ 2,350,995.

We strengthened to formal system by updating our management documentation (Standards and Procedures) and by improving our control of attendance at training sessions. We have seen an improvement in overall attendance ratios in the training courses.

We incorporated improvements to EduAntamina platform, within the Supervisory courses and to the DS 024 course toward year end. The chart below displays the history of training hours held since 2010:

Below is the graph with the history of training hours since 2010:



We Are All Antamina



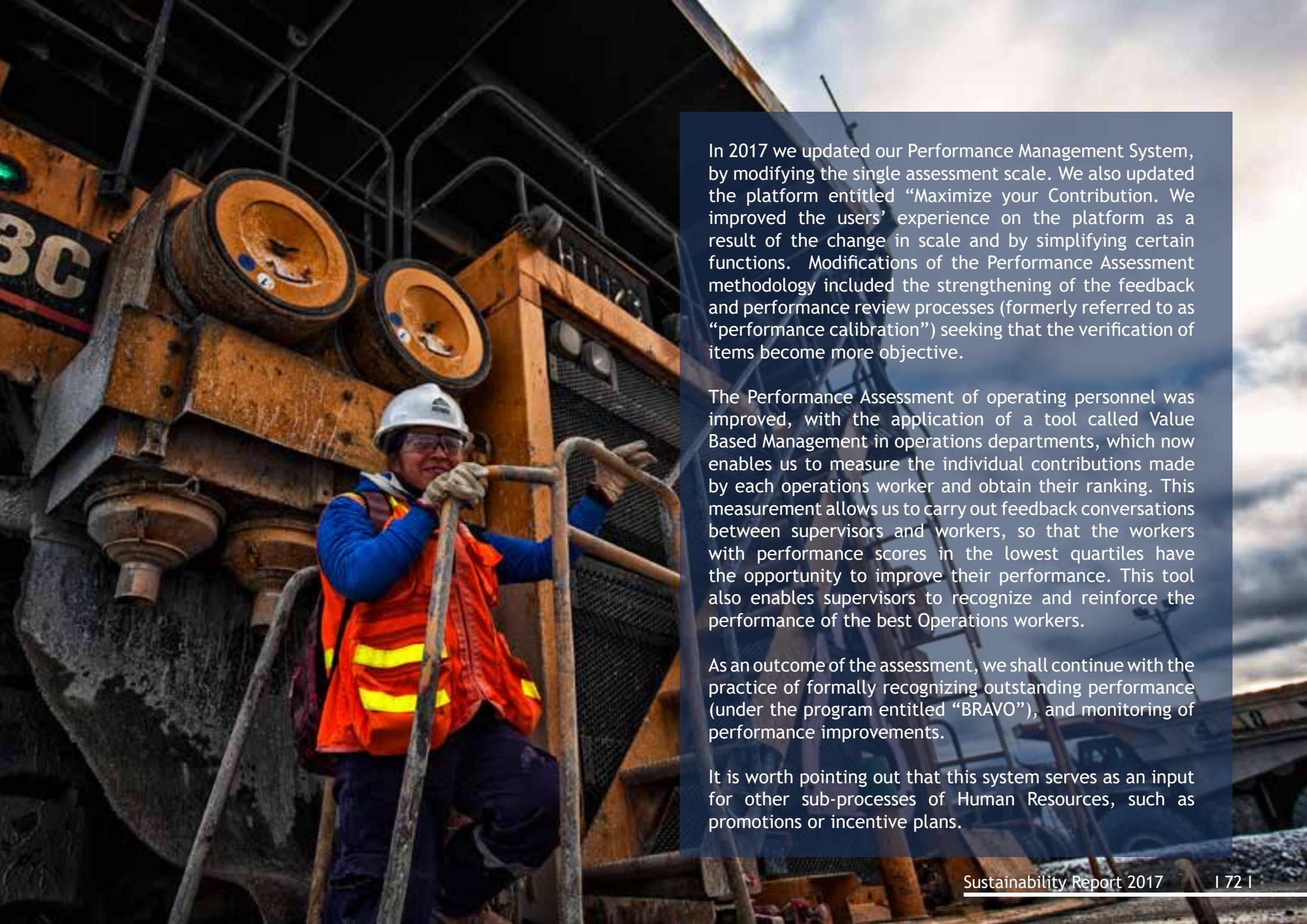
In 2017 we continued with this important mission, organizing workshops with the various Operations areas, particularly on the work on the commitments and activities that became part of the daily life in these departments. The commitment made by senior management was honored and radiated into the organization and new work projects: for Senior Supervisors (Area Leaders) and strengthening the skills and capacities of shift supervisors. We worked on tools that help assist the sustainability of program activities for the supervisors, in addition to the efforts made in the area of communications.

We continue holding TSA Mine Committee sessions and we inaugurated the TSA Maintenance and Processing Plant Committees. The workshops held were with the Processing Plant Department (3,520 Training Man Hours (TMH) and the Mine (2,828 TMH). Personnel from the Maintenance Department at Puerto Punta Lobitos also attended to share the sessions organized for the Processing Plant Department (432 HHC).

Performance Management System

We have a Management Performance System for our Co-Workers, a process that consists of four main phases:





In 2017 we updated our Performance Management System, by modifying the single assessment scale. We also updated the platform entitled “Maximize your Contribution. We improved the users’ experience on the platform as a result of the change in scale and by simplifying certain functions. Modifications of the Performance Assessment methodology included the strengthening of the feedback and performance review processes (formerly referred to as “performance calibration”) seeking that the verification of items become more objective.

The Performance Assessment of operating personnel was improved, with the application of a tool called Value Based Management in operations departments, which now enables us to measure the individual contributions made by each operations worker and obtain their ranking. This measurement allows us to carry out feedback conversations between supervisors and workers, so that the workers with performance scores in the lowest quartiles have the opportunity to improve their performance. This tool also enables supervisors to recognize and reinforce the performance of the best Operations workers.

As an outcome of the assessment, we shall continue with the practice of formally recognizing outstanding performance (under the program entitled “BRAVO”), and monitoring of performance improvements.

It is worth pointing out that this system serves as an input for other sub-processes of Human Resources, such as promotions or incentive plans.

5.3.5 Health and Safety

The health and safety of our co-workers and strategic partners is a priority for Antamina. For this reason, we seek to minimize and control any job related risk by setting our targets at zero work related illnesses, zero injuries and zero accidents.

In this regard, our Health and Safety management holds international OHSAS 18001 certification, which establishes a set of certifiable requirements that seek to control occupational risks that affect the health and safety of its co-workers and strategic partners. Our Health and Safety Program is implemented in accordance with Supreme Decree N° 024-2016-EM and is primarily documented in our Policy on Health and Safety, Environment, Community Relations and Human Rights, and Internal Regulations on Occupational Health and Safety.

Our Health and Safety Program includes induction and basic orientation activities for the worker, where the company

instructs workers in our policies such as the rules and procedures governing Health and Safety, Environment, Social Management, Human Resources and Physical Security. Training activity involves two days, eight hours per day of time commitment and is administered and supervised by the Department of Human Resources.

When a worker enters the company to start a job, the supervisor in charge gives him training sessions in the work area, which consists of theory and practice learning sessions. This training lasts eight hours for a period of 4 days. Health and Safety training is determined by the job position and the respective IPERC and is covered over the course of the year.

Guests who visit the mine must first attend a one hour induction training session on industrial safety in the Terminal located at the Entrance to the Yanacancha Camp.

Accident Rate			
Category	2015	2016	2017
Human Fatalities	0	0	0
Index of Disabling Accidents	0.11	0.30	0.33
Lost days Antamina	0	61	57
Lost days Strategic Partners	0.86	108	46
Occupational illness	0	0	0
Index of reportable accidents Antamina	1.62	1.75	1.26
Index of reportable accidents Strategic Partners	1.89	1.96	1.27

6



ENVIRONMENTAL MANAGEMENT

6.1 Environmental management system

We have assumed the commitment to safeguard the environment in the same way, we protect employees, strategic partners and neighbor communities. This is why we make efforts to minimize air emissions, waste water and protect soil quality, as well as reduce waste generation and prevent spills, in compliance of applicable laws. To do this, we use vanguard technologies and implement prevention and control programs, achieving the environmental compliance of our operations.

In order to comply with the commitments assumed in the Environmental Impact Assessment, the law and environmental regulations; in line with our Health, Industrial Safety, Environment, Community Relations and Human Rights policy we have developed and implemented our Environmental Management System, based of the ISO 14001 standard, for all our operations. This have been certified for the past 7 years.

Thanks to this system, the environmental performance of all the company has improved. Special attention is paid on monitoring obligations (environmental commitments and legal) and our permits and licenses, as well as the significant environmental aspects of the operation. In consequence, we have optimized the consumption of water, electric energy, the follow-up of environmental obligations and the environmental performance with the involvement of all employees and strategic partners.

Our management system sets special emphasis on the compliance of specific laws applicable to our activities on topics such as waste, dangerous materials, domestic waste, transport, waste water, emissions, and monitoring, among the more important.

GRI 102-11

6.2 Consumption of materials

Proper input and materials management forms part of the efficiencies that we seek within our processes. This is why there are different control and management initiatives involved.

One of the most important initiatives is one we call “Supplier Development”, where we foster supplier innovation to contribute to good company performance by way of improvements in processes and services.

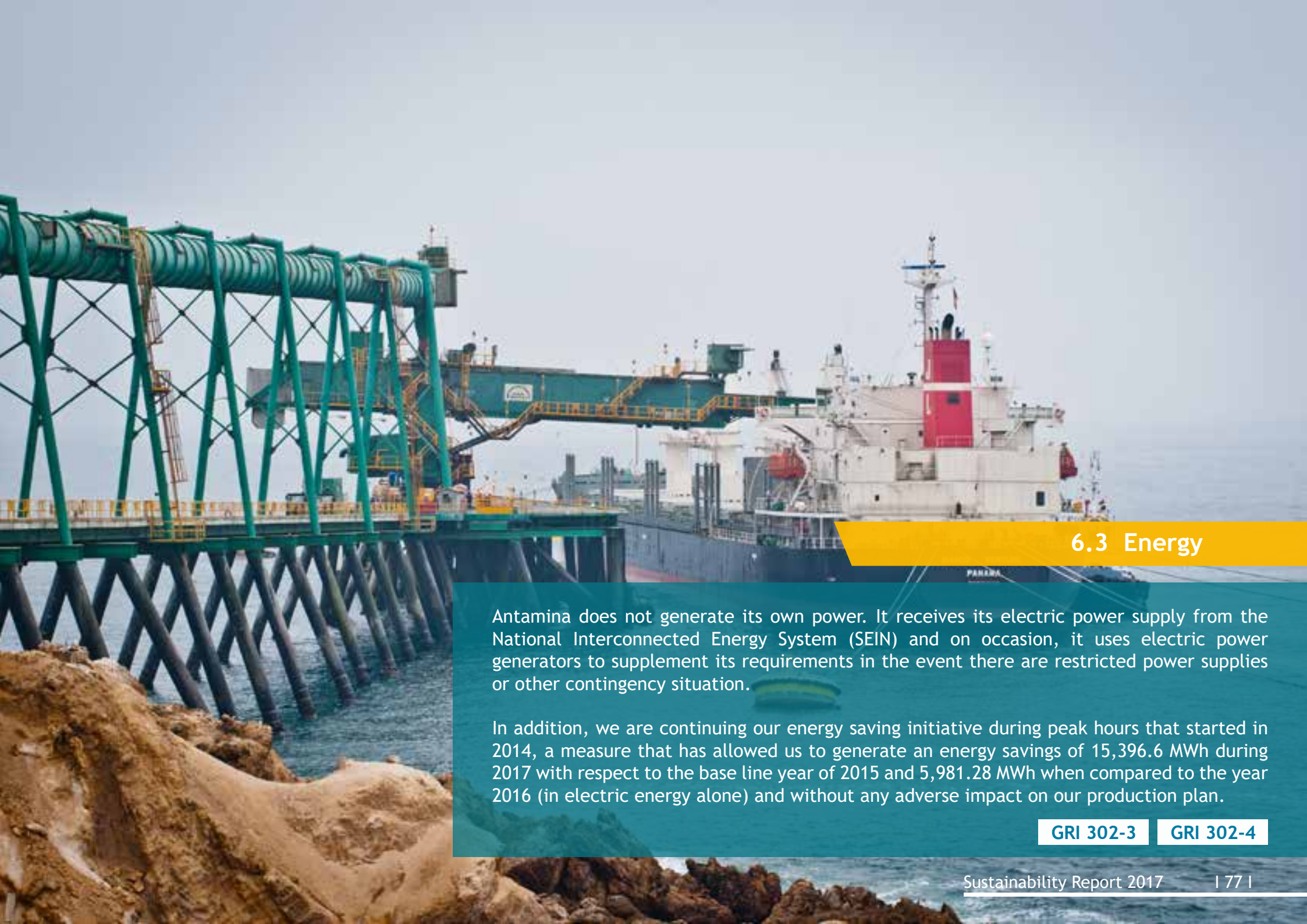
The amount of consumption of the main inputs of our productive process is a function of the production of mineral ore concentrate that is obtained each month; i.e., the greater the production, the greater the consumption. This is why in 2017 there was an increase in materials consumption of almost 1% as shown on the table below:

Year	2014	2015	2016	2017
Consumption of materials (in thousands of tons)	169,800	194,679	189,917	191,128

It is important to highlight the fact that we will continue the project “Developing Suppliers of Excellence”, where we produced a significant reduction (12.6%) in the consumption (by weight) of tires.

In addition, in 2017, the company consumed 72,821 tons of explosives, thus maintaining the margins in the use of reagents and achieving reductions in the use of steel balls in the milling process.





6.3 Energy

Antamina does not generate its own power. It receives its electric power supply from the National Interconnected Energy System (SEIN) and on occasion, it uses electric power generators to supplement its requirements in the event there are restricted power supplies or other contingency situation.

In addition, we are continuing our energy saving initiative during peak hours that started in 2014, a measure that has allowed us to generate an energy savings of 15,396.6 MWh during 2017 with respect to the base line year of 2015 and 5,981.28 MWh when compared to the year 2016 (in electric energy alone) and without any adverse impact on our production plan.

GRI 302-3

GRI 302-4

6.4. Water

Antamina is fully committed to responsible and efficient use of water resources and this is why it has a water management plan that enables it to capture rain water during the rainy season by way of a man made dam for use during the entire year. This way, we can be sure that we are not competing for water with any other user in our area of operations.

Our productive process (Processing Plant) recycles over 99% of the water that it needs from the tailings dam, thus reducing the need to consume fresh water. This makes us one of the most efficient mining companies in terms of water consumption.

In addition, once treated, the water is returned to the environment with a quality that complies with the standards of maximum permissible limits. (MPL).

Antamina is always on the lookout for new initiatives that can improve efficient water use even further.

GRI 303-3

Percentage use of water for mineral processing		
Year	% Fresh Water	% Water in Process (Recycled)
2007	3.27	96.73
2008	2.81	97.19
2009	1.97	98.03
2010	1.93	98.07
2011	1.93	98.07
2012	1.03	98.97
2013	1.47	98.53
2014	0.78	99.22
2015	0.88	99.12
2016	0.83	99.17
2017	0.86	99.14



6.5 Biodiversity

Since the very beginning of its operations, Antamina maintains an Environmental Monitoring Plan based on the data collected by our Current Management Instruments, aimed at compliance with legal commitments and voluntary studies that lead to better and greater understanding of our environmental setting. These active biological monitoring programs enable us to confirm the data obtained through our physical-chemical environmental monitoring program, (i.e. on water, soil and air quality).

The primary components of this Plan include hydro-biological monitoring and plant and wildlife monitoring in the areas of our operations, as well as the direct area of environmental influence.

Our plant and wildlife monitoring strategy is based on the assessment of the different vegetation units that exist in the direct environmental area of influence by differentiating “exposure” stations and “control” stations in accordance with specific methodologies and ecological indexes. According to the results obtained in 2017, no significant changes were identified in the ecological indicators applied that could point to an effects from Antamina’s operations in the areas adjacent to our operations.

This is because no alteration has occurred to the natural patterns of vegetation in the area and therefore to the biodiversity living on the natural landscape. In addition, no changes in water quality has been recorded in the rivers that changes the supply of food to the species that inhabit this area.

Every semester, we conduct hydrobiological monitoring tests in different bodies of water located around the mine and Punta Lobitos port. At the mine, monitoring tests center on flowing water bodies (ravines), where Antamina has points of discharge and in still water bodies such as the various lakes located in areas surrounding Antamina's operations. In both systems, the company monitors water quality, and the quality of sediments, riverbed inhabiting organisms and fish. The results indicate that the presence of our operations has not generated any relevant effects on the diversity of species in these environmental settings.

Moreover, in the case of Punta Lobitos port, the historic timeline of (1999-2017), has failed to produce observations of any adverse effects created by shipping port operations, but what are reported instead, are the natural changes related to climate events across the regions (e.g. the Niño Current Phenomenon), or those associated with the seasonal rise and overflows of the Huarmey River.

GRI 304-3





6.6 Emissions

Antamina conducts Greenhouse Gas Emissions inventories (GHG) that includes the 6 greenhouse gases established by the Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs and SF₆), which are also contemplated by ISO Standard 14064-1 and GHG Protocol. These are also contained in the National GHG Inventory reported by countries within the United Nations Framework Convention on Climate Change (UNFCCC).

The GHG have different Global Warming Potential (GWP). In order have a significant comparison of these gases, GHG emissions are commonly expressed in terms of tons of carbon dioxide equivalents or tons of CO₂e.

In accordance with the guidelines established under the GHG Protocol, Antamina's Corporate GHG Inventory, conducts the GHG emissions calculations using Scope I and II described in the GHG Protocol and ISO Standard 14064-1, considering 2014 as its baseline year.

Antamina conducts a verification of its GHG inventory every two years, through a qualified and independent

firm to confirm if the GHG inventory is a proper reflection of the current status. Such verification provides Antamina with certainty regarding the exact measurement of GHG emissions.

Antamina makes sure that this firm is:

1

An independent, reputable organization.

2

The auditors are members of a chartered professional organization.

3

Who are able to demonstrate that they have experience with GHG emission inventories.

4

Knowledge of the relevant ISO standards and guidelines: ISO 14064 and GHG Protocol.

5

Have their own internal review and quality control procedures.

For the second consecutive occasion, Antamina has been using the services of the certification firm SGS for these audit inspections.

6.7 Waste water

In line with efficient water consumption, Antamina returns a high volume of used water to the environment by way of discharges and in compliance with existing laws and regulations. We have four water discharge points, divided between two river basins, as described below:

a) Ayash Ravine

Water is discharged into the Ayash Ravine and river basin which flows north toward the Puchca River, which in turn converges with the region's main river, the Marañón River.

The final water discharge from the Tailings Dam process, the exit from the decantation tunnel

CO-13

Treatment subsystem of the surface run-off rain water coming from the Tucush Landfill/Dump

CO-16

Discharge point of the water arriving as a by-product of the tailing dam filtration process.

CO-21D





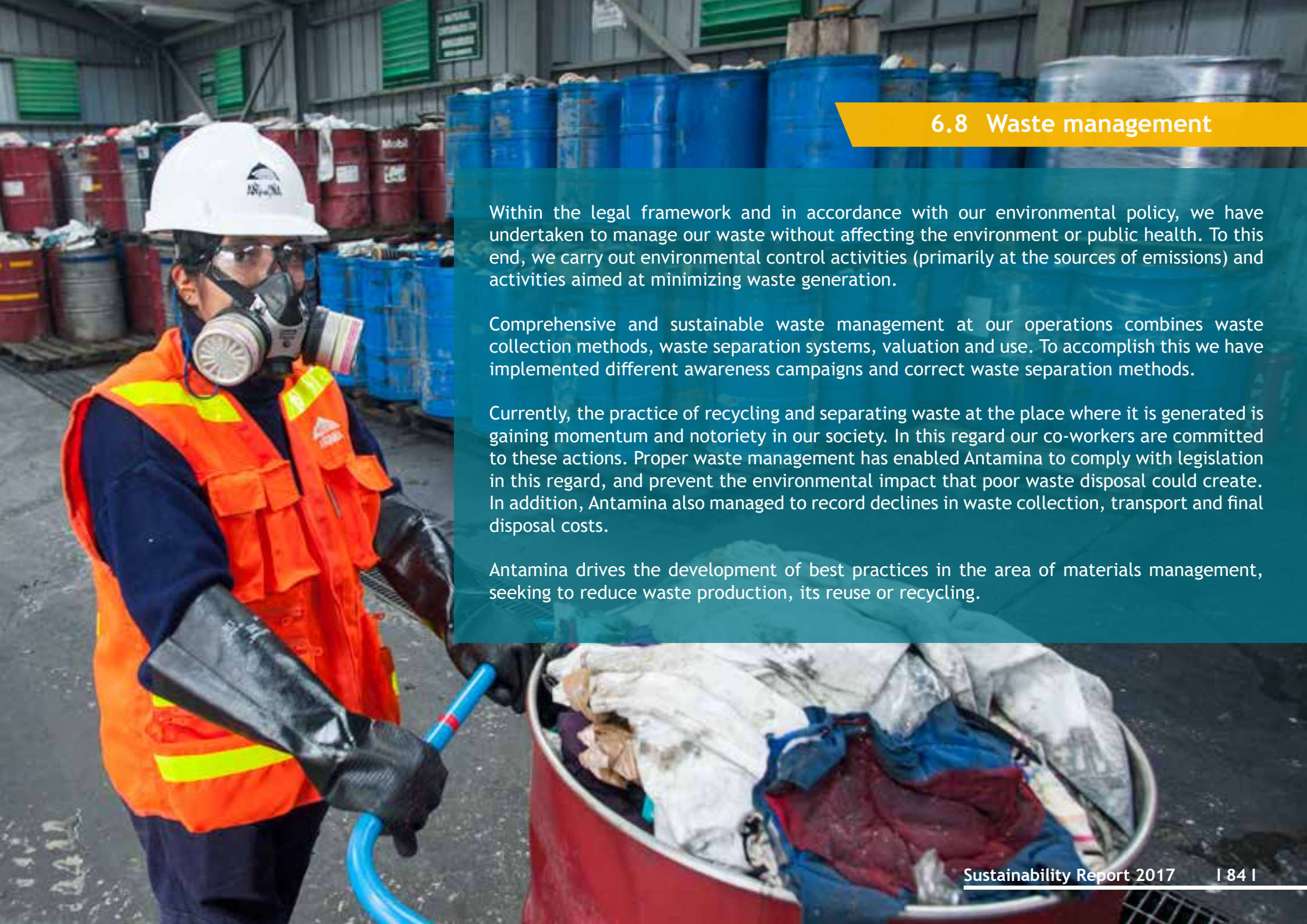
b) Antamina Ravine

Water is discharged from the Pampa Moruna Ravine toward the Mosna River, which changes in name after the Puchca River, which in turn, converges with and joins the region's main river, the Marañón River.

The discharge point of all water produced in the pit area, and which pour out from this single point. The water treatment is physical-chemical in nature (a continuous discharge).

CO-24

In addition, we have a quality monitoring program, which includes the sampling and analysis of our water discharges and the receiving bodies of water performed by outside laboratories certified by the National Institute of Quality (Instituto Nacional de Calidad -INACAL). Therefore, we guarantee full compliance with existing legislation at each of our discharge points and these results are validated by certified firms. Moreover, through the development of participatory monitoring programs with the communities and local authorities, we also inspect and validate the results with our local stakeholders. These participatory monitoring programs form part of our Citizen Engagement Plan contained in our Environmental Management Instruments (EMI) and permit the participation of Government institutions (e.g. ANA, PCM and OEFA).



6.8 Waste management

Within the legal framework and in accordance with our environmental policy, we have undertaken to manage our waste without affecting the environment or public health. To this end, we carry out environmental control activities (primarily at the sources of emissions) and activities aimed at minimizing waste generation.

Comprehensive and sustainable waste management at our operations combines waste collection methods, waste separation systems, valuation and use. To accomplish this we have implemented different awareness campaigns and correct waste separation methods.

Currently, the practice of recycling and separating waste at the place where it is generated is gaining momentum and notoriety in our society. In this regard our co-workers are committed to these actions. Proper waste management has enabled Antamina to comply with legislation in this regard, and prevent the environmental impact that poor waste disposal could create. In addition, Antamina also managed to record declines in waste collection, transport and final disposal costs.

Antamina drives the development of best practices in the area of materials management, seeking to reduce waste production, its reuse or recycling.

6.9 Closure plan



Antamina has a Closure Plan approved in 2009 by the Ministry of Energy and Mines, which has had two updates in compliance with Mine Closure law and its Regulations. During 2017, the Second Update to the Antamina Closure Plan was prepared and this plan was approved in January 2018 under Directorate Resolution N° 012-2018-MEM-DGAAM.

This document describes the closure activities of all of Antamina's components including the modifications made to the Supporting Technical Reports approved during the period between 2013 and 2016. Closure Plan updates are prepared and submitted every 5 years.

In addition, it is worth pointing out that since the first Closure Plan was approved, and as required by law, Antamina has been providing the relevant financial guarantees every year.

It is important to emphasize the fact that Antamina has been conducting a series of different technical studies to optimize and update the initially recommended closure methods, studies that seek to apply best practices in the mining industry and aim at leaving a positive legacy for the sustainable development of our area of influence and the region.

GRI MM10

6.10 Environmental expense and investment

We direct environmental investment toward compliance with environmental legislation as well as compliance with all the obligations arising from its Environmental Management Instruments, Licenses, permits and findings emerging from environmental monitoring activities.

It is also aimed at the promotion of good practices and environmental projects that have an impact on risk reduction or toward better cost management, in addition to the maintenance and strengthening of the Environmental Management System (EMS) based on Standard 14001:2015.

In addition, each operations department is responsible for the management of those aspects associated with its own environmental factors; e.g. the internalization of solid waste management costs, compliance with operations environmental management programs, top soil movement, water management system, and tailings disposal, among others.

Environmental investment efficiency is assessed through the company's budgetary and financial execution methods. This is the system that tracks the environmental investments of the entire company.





6.11 Environmental figures

6.11.1 Strategic input materials

Materials			
	2015	2016	2017
Tires	4,693	3,828	4,100
Reagents	40,101	37,279	39,080
Steel grinding balls	29,585	30,723	28,895
Other materials	31,450	32,921	34,460
Total	105,829	104,751	106,535

GRI 301-1

6.11.2 Energy consumption by source

Energy Source	2015		2016		2017	
	MW/h	GJ	MW/h	GJ	MW/h	GJ
Electric Power (Interconnected System)	975,131.77	3,510,474.37	965,729.60	3,476,626.54	959,748.30	3,455,093.92

GRI 302-1

6.11.3 Water use by source

Source	Water use (Millions of liters)		
	2015	2016	2017
Surface water	21.753	19.166	19.731
Ground water	3.439	3.298	3.376

GRI 303-1

6.11.4 Greenhouse Gas Emissions

Emissions (tons of CO2e)			
Año	Scope 1	Scope 2	Total emissions
2015	475,039.50	278,887.69	753,927.19
2016	481,001.55	276,198.66	757,200.21
2017	477,754.77	274,488.02	752,242.79

GRI 305-1

GRI 305-2

6.11.5 Effluent Discharges

Receiving Waterway	Station	Discharge 2015 (in millions of m ³)	Discharge 2016 (in millions of m ³)	Discharge 2017 (in millions of m ³)
Pampa Moruna Ravine	CO-24	8.4	5,8	6.2
Ayash Ravine	CO-13	28.5	17,3	28.84
	CO-16	1.6	1,08	1.9
	CO-21D	9.3	5,3	5.2

GRI 306-1

GRI 306-3

6.11.6 Waste production and reuse at the Mine

Non-hazardous Waste	TM	%
Production	9,333	100.0
Valuation/Reuse	5,564	59.6
Disposal in a sanitary landfill /East Botadero landfill	3,764	40.3
Hazardous Waste	TM	%
Production	3,155	100.0
Valuation/Reuse/Treatment	2,214	70.2
Disposal in a security landfill	9,42	29.8

GRI 306-2

6.11.7 Waste production and reuse at Puerto Punta Lobitos.

Non hazardous waste	TM	%
Production	323	100.0
Reuse	296	91.6
Disposal in a sanitary landfill	27	8.4
Hazardous waste	TM	%
Production	424	100.0
Reuse	33	7.7
Disposal in a security landfill	391	92.3

GRI 306-2

6.11.8 Environmental investment

	Operating Expense	Capital Expense
Solid Waste Management	US\$1,200,000.00	
PPL Environmental management	US\$850,000.00	US\$130,000.00
Projects (closure studies) and erosion control	US\$1,400,000.00	
Water and biodiversity management	US\$540,000.00	US\$156,000.00
Air quality management	US\$556,000.00	US\$7,000.00
Other	US\$235,000.00	
TOTAL	US\$4,781,000.00	US\$293,000.00

7



ABOUT THE SUSTAINABILITY REPORT



7.1 Materiality process

We have prepared this report in accordance with GRI Standards and the GRI Sector Supplement for Mining and Metals. There have been no significant changes in the scope or coverage of the report, with respect to the previous edition and the coverage only includes the performance of Compañía Minera Antamina S.A. for the year 2017.

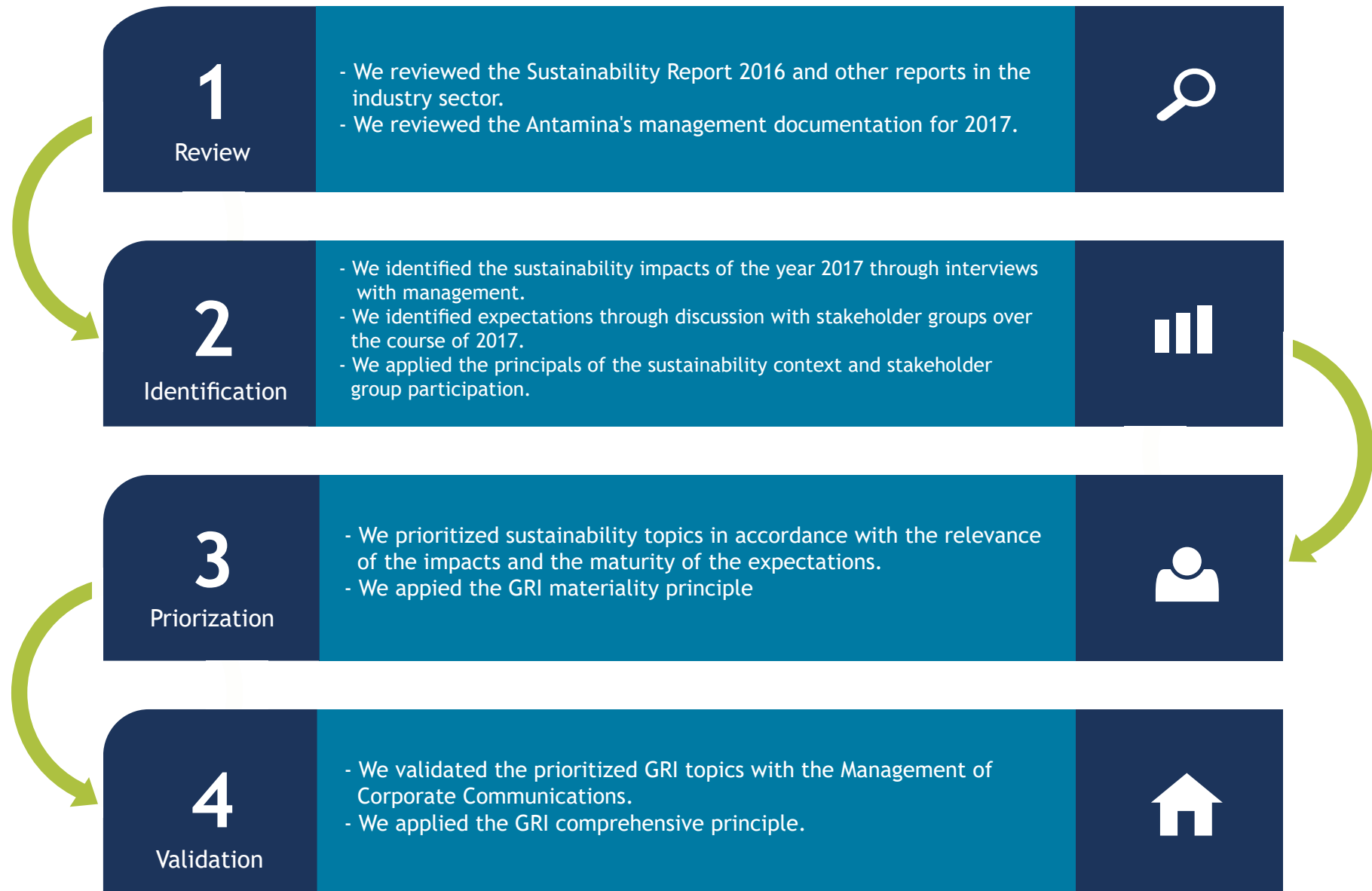
GRI 102-45

GRI 102-49

GRI 102-48

GRI 102-50

In determining the content of our Sustainability Report 2017, we validated the materiality process developed for the previous edition of this document. During this analysis we identified the company process impacts and stakeholder expectations.



Following the above described process, we decided to report on 31 material aspects.

No.	Category	Aspect	Cobertura	
			Internal	External
1	Economy	Economic performance	X	X
2		Indirect economic impacts		X
3		Anticorruption	X	X
4	Environment	Materials	X	
5		Energy	X	
6		Water	X	
7		Biodiversity	X	
8		Emissions		X
9		Effluents and waste	X	
10		Environmental compliance	X	
11	Social	Employment	X	
12		Health and safety in the workplace	X	X
13		Education and teaching	X	
14		Diversity and equal opportunities	X	
15		Freedom of association and collective bargaining	X	X
16		Local communities		X
17		Closure plans	X	

GRI 102-47

It is worth noting that our reporting cycle is annual and that the last edition of this publication was issued in the year 2017, reporting on the performance of 2016.

GRI 102-51

GRI 102-52

8



GRI CONTENT INDEX



8. Índice de Contenidos GRI

This report has been prepared in accordance with GRI standards: the Core Option. For this edition, no outside verification of content was done.

GRI 102-54

GRI 102-55

GRI 102-56

Space for GRI stamp

GRI standard	Content	Page	Omissions or observations	Global compact
Foundation				
GRI 101: Foundation 2016				
General disclosures				
GRI 102: General disclosures 2016	102-1: Name of the organization	2		
	102-2: Activities, brands, products, and services	7		
	102-3: Location of headquarters	2		
	102-4: Location of operations	7		
	102-5: Ownership and legal form	2		
	102-6: Markets served	11		
	102-7: Scale of the organization	7		
	102-8: Information on employees and other workers	61		6
	102-9: Supply chain	56		
	102-10: Significant changes to the organization and its supply chain	There were no significant changes		
	102-11: Precautionary Principle or approach	75		7
	102-12: External initiatives	18		
	102-13: Membership of associations	18		
	102-14: Statement from senior decision-maker	4-5		
	102-16: Valores, principios, estándares y normas de conducta	14		10
	102-18: Governance structure	22		
	102-40: List of stakeholder groups	30		
	102-41: Collective bargaining agreements	67		3
	102-42: Identifying and selecting stakeholders	30		
	102-43: Approach to stakeholder engagement	30		

Estándar GRI	Contenido Temático	Página	Omissiones u Observaciones	Pacto Mundial
GRI 102: General disclosures 2016	102-44: Key topics and concerns raised	30		
	102-45: Entities included in the consolidated financial statements	92		
	102-46: Defining report content and topic Boundaries	93		
	102-47: List of material topics	94		
	102-48: Restatements of information	There were no restatements		
	102-49: Changes in reporting	Passed from GRI G4 to GRI standards.		
	102-50: Reporting period	2017		
	102-51: Date of most recent report	2016		
	102-52: Reporting cycle	Annual		
	102-53: Contact point for questions regarding the report	2		
	102-54: Claims of reporting in accordance with the GRI Standards	96		
	102-55: GRI content index	97-102		
	102-56: External assurance	96		
Material topics				
Economic Performance				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	10-12		
	103-2: The management approach and its components	10-12		
	103-3: Evaluation of the management approach	10-12		
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	12		
Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	46-50		
	103-2: The management approach and its components	46-50		
	103-3: Evaluation of the management approach	46-50		
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	46		

GRI standard	Content	Page	Omissions or observations	Global compact
Anti-corruption				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	23-28		
	103-2: The management approach and its components	23-28		
	103-3: Evaluation of the management approach	23-28		
GRI 205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption	27		
	205-2: Communication and training about anti-corruption policies and procedures	28		10
Materials				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	76		
	103-2: The management approach and its components	76		
	103-3: Evaluation of the management approach	76		
GRI 301: Materials 2016	301-1: Materials used by weight or volume	88		7 y 8
Energy				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	77		
	103-2: The management approach and its components	77		
	103-3: Evaluation of the management approach	77		
GRI 302: Energy 2016	302-1: Energy consumption within the organization	88		7 y 8
	302-3: Energy intensity	77		7 y 8
	302-4: Reduction of energy consumption	77		7 y 8
Water				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	78		
	103-2: The management approach and its components	78		
	103-3: Evaluation of the management approach	78		
GRI 303: Agua 2016	303-1: Water withdrawal by source	88		7 y 8
	303-3: Water recycled and reused	78		7 y 8

GRI standard	Content	Page	Omissions or observations	Global compact
Biodiversity				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	79-80, 85		
	103-2: The management approach and its components	79-80, 85		
	103-3: Evaluation of the management approach	79-80, 85		
GRI 304: Biodiversidad	304-3: Habitats protected or restored	80		
GRI 304: Biodiversidad	MM10: Closure plans	85		
Emissions				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	81		
	103-2: The management approach and its components	81		
	103-3: Evaluation of the management approach	81		
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	89		7 y 8
	305-2: Energy indirect (Scope 2) GHG emissions	89		7 y 8
Effluents and Waste				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	82-84		
	103-2: The management approach and its components	82-84		
	103-3: Evaluation of the management approach	82-84		
GRI 306: Effluents and Waste 2016	306-1: Water discharge by quality and destination	89		7 y 8
	306-2: Waste by type and disposal method	89		7 y 8
	306-3: Significant spills	89		7 y 8
Environmental Compliance				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	108		
	103-2: The management approach and its components	108		
	103-3: Evaluation of the management approach	108		
GRI 307: Environmental Compliance 2016	307-1: Non-compliance with environmental laws and regulations	107		

GRI standard	Content	Page	Omissions or observations	Global compact
Employment				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	60-65		
	103-2: The management approach and its components	60-65		
	103-3: Evaluation of the management approach	60-65		
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	60-63		6
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	65		
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	73		
	103-2: The management approach and its components	73		
	103-3: Evaluation of the management approach	73		
GRI 403: Occupational Health and Safety 2016	403-1: Workers representation in formal joint management-worker health and safety committees	73		2 y 4
	403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	73		2 y 4
	403-3: Workers with high incidence or high risk of diseases related to their occupation	73		2 y 4
Training and Education				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	69		
	103-2: The management approach and its components	69		
	103-3: Evaluation of the management approach	69		
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	69		6

GRI standard	Content	Page	Omissions or observations	Global compact
Diversity and Equal				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	61,66		
	103-2: The management approach and its components	61,66		
	103-3: Evaluation of the management approach	61,66		
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	61		6
	405-2: Ratio of basic salary and remuneration of women to men	66		6
Freedom of Association and Collective Bargaining				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	58-59		
	103-2: The management approach and its components	58-59		
	103-3: Evaluation of the management approach	58-59		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	58		1 y 2
Local Communities				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	33-54		
	103-2: The management approach and its components	33-54		
	103-3: Evaluation of the management approach	33-54		
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	35		
Supplier Social Assessment				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	58-59		
	103-2: The management approach and its components	58-59		
	103-3: Evaluation of the management approach	58-59		
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	59		

9



APPENDIXES

9.1 Personnel diversity tables

Year	Category	Age	LABOR FORCE								Grand Total	
			Male				Female					
			Skilled		Non-Skilled		Skilled		Non-Skilled			
			N°	%	N°	%	N°	%	N°	%	N°	%
2017	Employee	Under the age of 30	20	0.72%			6	0.22%			26	0.94%
		Between ages 30 - 50	456	16.53%			78	2.83%			534	19.35%
		Over the age of 50	184	6.67%			18	0.65%			202	7.32%
	Operation worker	Under the age of 30	170	6.16%	12	0.43%	9	0.33%	1	0.04%	192	6.96%
		Between ages 30 - 50	1366	49.51%	12	0.43%	43	1.56%	3	0.11%	1424	51.61%
		Over the age of 50	376	13.63%	3	0.11%	2	0.07%			381	13.81%
	GRAND TOTAL		2572	93.22%	27	0.98%	156	5.65%	4	0.14%	2759	100.00%

Year	Category	Age	LABOR FORCE								Grand Total	
			Male				Female					
			Skilled		Non-Skilled		Skilled		Non-Skilled			
			N°	%	N°	%	N°	%	N°	%	N°	%
2017	Employee	Under the age of 30	15	0.54%	5	0.18%	4	0.14%	2	0.07%	26	0.94%
		Between ages 30 - 50	435	15.77%	21	0.76%	76	2.75%	2	0.07%	534	19.35%
		Over the age of 50	183	6.63%	1	0.04%	18	0.65%			202	7.32%
	Operation worker	Under the age of 30	136	4.93%	46	1.67%	9	0.33%	1	0.04%	192	6.96%
		Between ages 30 - 50	1335	48.39%	43	1.56%	44	1.59%	2	0.07%	1424	51.61%
		Over the age of 50	376	13.63%	3	0.11%	2	0.07%			381	13.81%
	GRAND TOTAL		2480	89.89%	119	4.31%	153	5.55%	7	0.25%	2759	100.00%

Year	Category	Age	GENDER AND REGION								Total	
			Male				Female					
			Ancash		Other region		Ancash		Other region			
			N°	%	N°	%	N°	%	N°	%	N°	%
2017	Employee	Under the age of 30	3	0.11%	17	0.62%	1	0.04%	5	0.18%	26	0.94%
		Between ages 30 - 50	78	2.83%	378	13.70%	11	0.40%	67	2.43%	534	19.35%
		Over the age of 50	26	0.94%	158	5.73%	4	0.14%	14		202	7.32%
	Operation worker	Under the age of 30	134	4.86%	48	1.74%	8	0.29%	2	0.07%	192	6.96%
		Between ages 30 - 50	750	27.18%	628	22.76%	35	1.27%	11	0.40%	1424	51.61%
		Over the age of 50	120	4.35%	259	9.39%	1	0.04%	1		381	13.81%
	GRAND TOTAL		1111	40.27%	1488	53.93%	60	2.17%	100	3.62%	2759	100.00%

GRI 102-8



9.2 Sanctions and penalties received in 2017

GRI 307-1

GRI 419-1

Aspectos	Administrative penalty	Amount in Peruvian Soles S/.
Health and Safety	0	0
Employment-Workplace	0	0
Tax Law	13	1'387,292.00
Environment	0	0

To prevent sanctions and fines, in our Integrated Management System, we have implemented the monitoring of regulatory compliance using different tools, such as:

Internal audits and inspections.

External audits.

Annual review by executive management, where the President and CEO reviews a series of topics ranging from policy and organizational objectives to the programs implemented each year.

Use of software applications to register the compliance status of requirements related to accident investigations, inspection, committees, recommendations raised regarding assignments and other monitoring activities that come up in the annual health and safety program.

Use of software to register high-risk job checklist compliance, with immediate notification to executive management.

Annual training program.

Occupational Safety and Health Committee.

Occupational Health and Hygiene Programs.

Emergency response plan.



SUSTAINABILITY REPORT 2017