



To: Business & Human Rights Resource Centre

Subject: Torex Gold response to email request from Business & Human Rights Resource Centre dated May 26, 2020

Date: June 1, 2020

### **Torex Gold response**

June 1, 2020

#### **English version**

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Dear Business & Human Rights Resource Centre:

Thank you for reaching out, and for the opportunity to comment. It is appreciated.

At Torex, we are very proud of what we have built and operate in a rather complex social environment in Guerrero State of Mexico. We have a productive relationship with our union and equally productive relationships with employees and neighbouring communities. We are particularly proud of the commitment our employees have made to working safely and protecting the environment. We are a team that works very well together, with one of the best safety records in the global mining industry.

We strive to create a workplace experience that results in 'everyone willingly giving their best'. That approach includes excellent health care benefits and compensation; but more importantly we create a workplace environment that employees are proud to be a part of. Our employee turnover rate is about half of the average for the Mexican mining industry, and most that leave only do so to take a job that is closer to home and their families.

Our protection of human rights is paramount, and we invite you to visit our site to see firsthand the values that we hold, and how we apply those values in our approach to relationships with our employees, stakeholders and neighbouring communities. We are completely transparent in this regard and you are welcome to visit anytime. Our objective is to be a benchmark in the global mining industry when it comes to human rights issues.

With respect to the four individual cases about which you are inquiring, while these individuals have, at some point, had employment relationships with Torex, it would be inaccurate and irresponsible to associate their deaths with human rights violations by the Company. The four certainly died violently; and unfortunately, they are not the only ones that have recently died violently in this region of Guerrero. We presume that these four have been selected because they had a past employment relationship with Torex or with a contractor that worked on our site; however, we can assure you that these were criminal matters that were quite outside of our control.

In closing, we are very proud of the relationships we have built with our employees and our communities, and once the Covid-19 travel restrictions are behind us, we welcome a visit by you so that you can see for yourself.

Best regards,

Fred Stanford, President & CEO