

Strategizing for our Future

2018-2019 Sustainability Report



About the Report

(102-46, 102-50)

FCF Minerals Corporation is pleased to share with you its second Sustainability Report covering its sustainability performance from January 1, 2018 to December 31, 2019. This report presents the initiatives and programs that FCF Minerals has implemented since the start of its commercial operations in July 2017. This also discusses new data and information different from the first FCF Minerals Sustainability Report, which focused on milestones during the exploration and construction phases of the mine site.

The long-term goal of FCF Minerals is to be a pioneer in operational efficiency while keeping its contributions to social development, environmental protection, and employee welfare. FCF Minerals' business decisions are guided by the principles of sustainable development, keeping in mind its potential impacts to the environment and well-being of the current and future generations. With this, FCF Minerals has developed a strategy defining the priorities of its balanced business plan.



Profit equals growth

The measures taken by FCF Minerals' senior management and employees and the support given by its investors have strengthened the Company's financial metrics. These allow the Company to pursue long-term economic growth as it contributes to the local, national, and global economies. Following its strategy and mission, FCF Minerals intends to generate value for its stakeholders and ensure returns for its investors.

Target 80, drive to 100

FCF Minerals has streamlined its production activities, integrated advanced technologies, and utilized its organizational structure to enhance competitive advantage across all process stages throughout the production chain. These initiatives have improved the Company's productivity and efficiency and have reduced its operating expenses that eventually contributed to its profitability.



Our people are gold

FCF Minerals guarantees social security to its employees and provides them with a conducive environment for their career growth. These also entail keeping the highest standards in occupational health and safety of its employees.

Strengthening our community sustains our future

FCF Minerals supports the social and economic development of its local communities by providing jobs for community members, procuring materials from local suppliers, and paying substantial taxes to the government at different levels. The Company also built infrastructures and has implemented various projects for its host communities.

Moving forward, FCF Minerals will further strengthen its production, stakeholder value, and profitability, deliver its strategic priorities, and reinforce its position in the market. It will efficiently utilize natural resources as it seeks to serve the interests of its stakeholders – all while applying the foundations of sustainable development.



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Sustainability Performance Highlights

Profit equals growth

FCF Minerals is aware that its presence in the Philippines contributes to nation-building. Through its business, the Company is able to pay taxes, provide employment to a significant number of people which enabled them to help their families, and develop the skills and expertise of its employees.



Economic Contributions

Php ²⁰¹⁸
3.2bn

Php ²⁰¹⁹
3.8bn

Php ²⁰¹⁸
68.5mn

Php ²⁰¹⁹
201.7mn

Spent on Suppliers in Host Communities

Target 80, Drive to 100

FCF Minerals aims to increase its production while minimizing its impact to the environment. The Company strives to deliver its business objectives and operational targets while designing and carrying out stringent avoidance, mitigation and conservation measures.

Environmental Contributions

Php ²⁰¹⁸
406.7mn

Php ²⁰¹⁹
439.6mn



Natural Forests and Woodlands Protected

Accumulated:
24.54
hectares

Forest Areas Rehabilitated

Accumulated:
19.64
hectares

Trees Planted

Accumulated:
1,108,110
trees

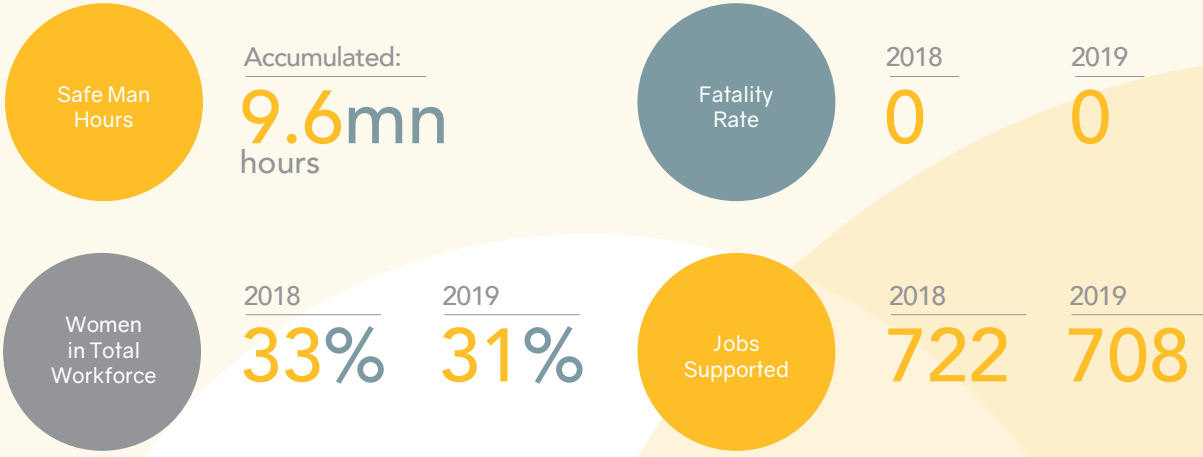
Awards Received

2018 Best Mining Forest Award

2019 Best Mining Forest Award

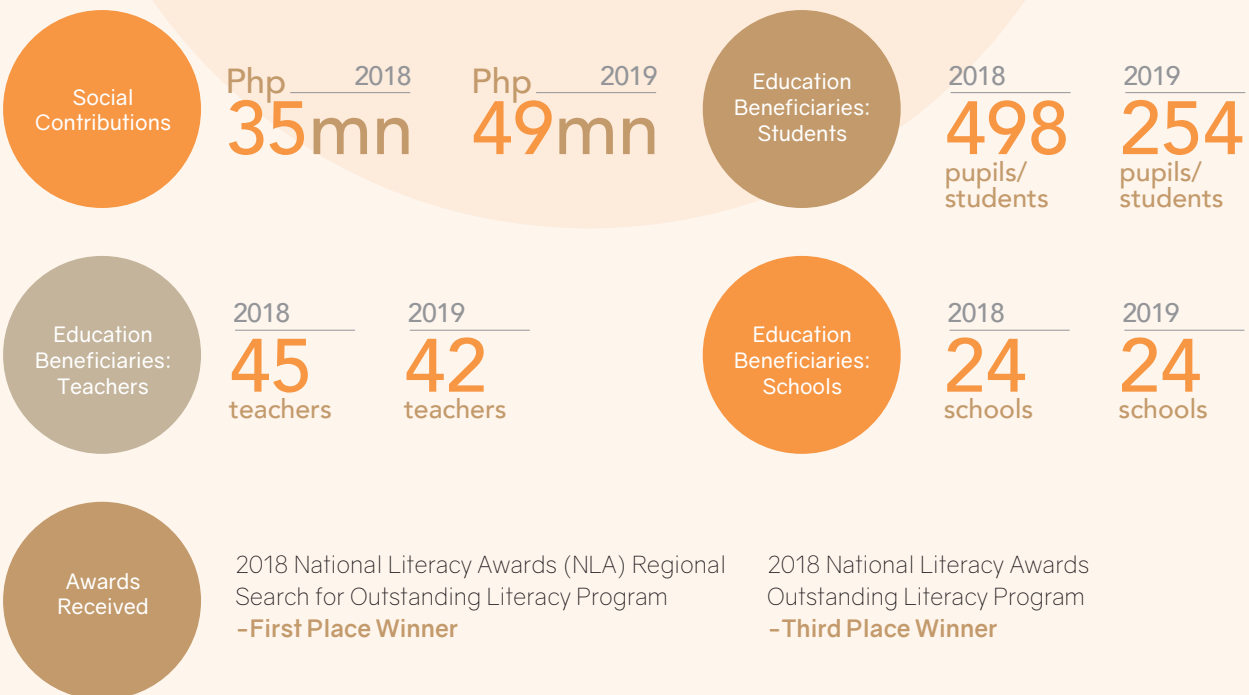
Our People are Gold

FCF Minerals recognizes that its workforce is one of its most important assets. The Company believes that its accomplishments are the outcomes of its competent, committed and responsible employees who work in harmony with its corporate values and Code of Conduct.



Strengthening our Community Sustains our Future

With an emphasis on health, livelihood, and education, FCF Minerals' socio-economic development programs are intended to ensure sustainable communities beyond the life of mine. The Company aims to positively contribute to its host communities by demonstrating responsibility and respecting human rights.



Who we are

(102-2, 102-5, 102-16)

FCF Minerals Corporation operates the Runruno Gold Molybdenum Project in the mineral-rich province of Nueva Vizcaya, north of the Philippines. The mine commenced its commercial operations in July 2017 and is targeting sustainable production that supports the remaining mine life, estimated at eight years.



Vision

To be the most admired gold producer in the Philippines.

Mission

To enhance the lives of our people and local communities through the responsible management of our natural resources, and to deliver resource development and performance that owners have confidence in and employees are proud of.

Values

Our values underpin our daily actions and drive the work that will achieve our near-term strategic priorities and our long-term goals. Our values have one common objective: achieve excellence in all that we do.

- | | |
|-----------------|----------------------|
| Prevent harm. | Seek excellence. |
| Show respect. | Innovate and create. |
| Act honestly. | Acknowledge success. |
| Be accountable. | Be fearless. |



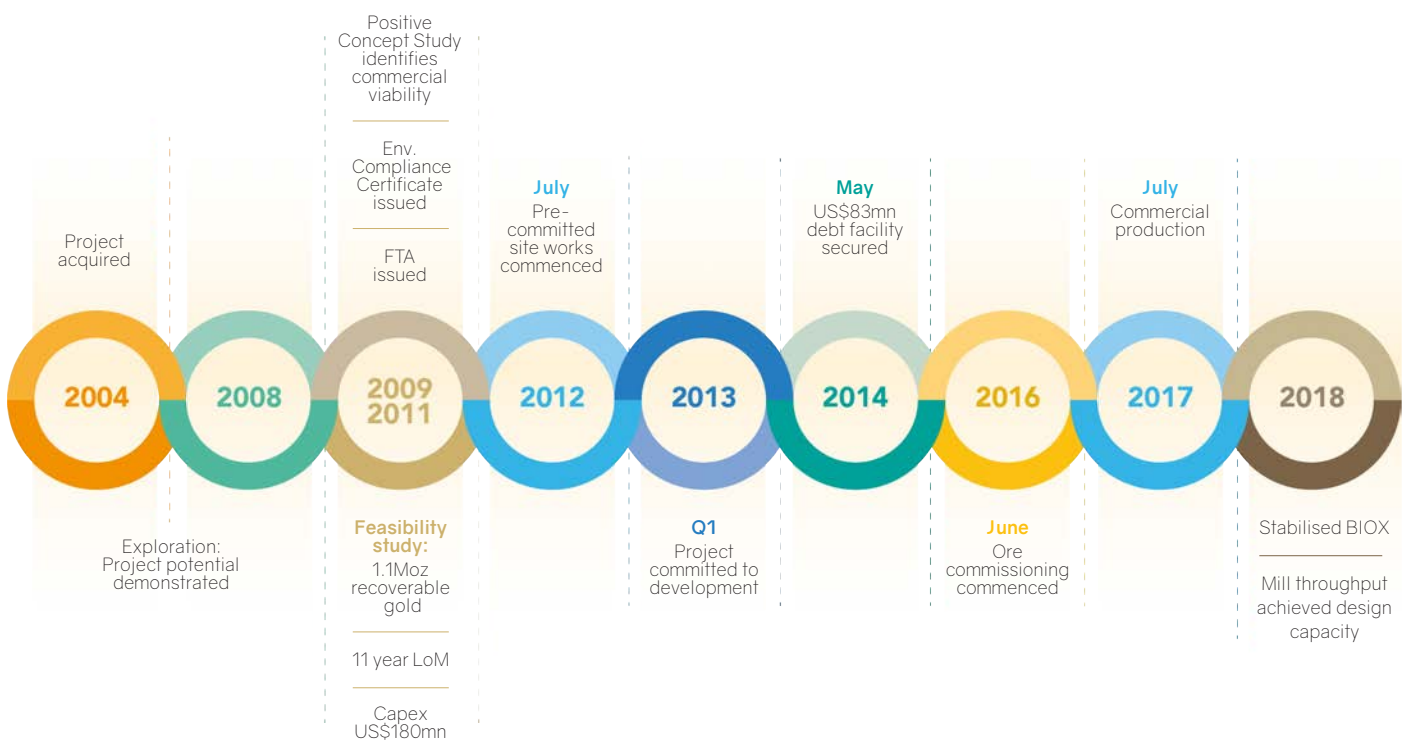
The project area is covered by the Financial and Technical Assistance Agreement (FTAA), which was registered to FCF Minerals in October 2009. The FTAA has an approximate area of 3,093.51 hectares, is valid for 25 years, and is renewable for another 25 years.

The surface mine operates 24 hours a day, on a three-panel, two-shift roster. The process plant uses conventional crushing, grinding, gravity, flotation, and carbon-in-leach processes along with BIOX® technology to produce gold ore bars.

FCF Minerals is 100% owned by Metals Exploration Plc., which is registered in England and Wales, and quoted on the Alternative Investment Market (AIM) of the London Stock Exchange with the ticker identity MTL.



Runruno Timeline - operational since July 2017





Message from the President and CEO

(102-14)

I am pleased to share with you FCF Minerals' 2018-2019 Sustainability Report, which presents our performance and how we have integrated sustainability into our operations. This is our second sustainability report in line with the requirements of the GRI Standards.

Through this report, we also share our journey in working towards the future that we envision for our stakeholders. The journey is not complete without any challenges, and we are grateful to you, our stakeholders, for actively collaborating with us in improving our operations and initiatives. We want to continue this partnership and we hope for your continued trust as we seek to achieve our collective goals. In return, we promise that our actions will be guided by the principles of integrity and transparency.

FCF Minerals commits to conduct business and develop programs that will benefit our stakeholders even after our mine closes. We are inspired to do things better by ensuring that sustainability is embedded in every business decision which we have also aligned with the United Nations Sustainable Development Goals (UN SDGs). This is an acknowledgement that our success is sustained not only by focusing on our profit, but also in ensuring the sustainability of our most important resources – our people, community, and the environment.



9.6mn

Safe man-hours without lost time injury or fatality

Php
85mn

was allocated for community programs just for the past two years.

We put premium to the welfare of our employees, and we repay their hard work not only through financial compensation but most importantly by providing them with decent and safe working conditions. Safety signifies responsibility and excellence of our employees. As of 2019, we have a running total of 9.6 million safe man-hours without lost time injury or fatality. We aim to maintain this culture of safety and to inspire our employees to continuously work in compliance with our safety protocols.

Aside from our employees, we also value our relationship with the communities surrounding our operations. To share part of the value we generated, we have developed social programs in various areas of education, culture, infrastructure, livelihood, health, and human resource to improve their quality of life. We have allocated PHP85 million in community programs just for the past two years. Along with our community investments, we have paid PHP663 million worth of taxes to the government during the same period.





Moving forward, we hope to continue this path of excellence that we have been upholding since the beginning. This is only possible if we work hand in hand with our stakeholders. Our strong partnership keeps us inspired and focused as we take on this journey. Let us work together to secure our children's future.

FCF Minerals has also contributed to the growth of small and medium-sized enterprises in the Municipality of Quezon in Nueva Vizcaya and other nearby municipalities. Based on a study that we have conducted, the indirect economic impact of our operations amounted to PHP6.9 million in Nueva Vizcaya and PHP5.4 million outside the province.

In terms of protecting the environment, we start by recognizing the adverse effects that the extractive sector can cause. Thus, we have integrated advanced technologies to ensure that our environmental impacts are always kept at the minimum. Valuing the environment is in FCF Minerals' corporate culture – with employees sharing the same passion towards its protection. With their efforts, we won the Best Mining Forest Contest: Metallic Category of the Presidential Mineral Industry Environmental Award (PMIEA) for two consecutive years.

Moving forward, we hope to continue this path of excellence that we have been upholding since the beginning. This is only possible if we work hand in hand with our stakeholders. Our strong partnership keeps us inspired and focused as we take on this journey. Let us work together to secure our children's future.

On behalf of the entire FCF Minerals, I extend my sincere thanks for your interest in our sustainability report, and we welcome your feedback.

Darren Bowden
President and Chief Executive Officer

FCF Minerals' Sustainability Framework

FCF Minerals aims to generate economic, environmental, and social value in each phase of its mining process. The Company is driven by its ambition to be the best gold producer in the Philippines by upholding its commitment to responsible mining.





FCF Minerals' Balanced Business Plan 2019-2020

FCF Minerals has developed a strategy applied in all areas of its operations and supports its goal of developing a responsible business which will generate sustainable growth not only for the Company but also for their stakeholders.

FCF Minerals' Balanced Business Plan is designed to keep a stable amount of gold ores, deliver returns, and strengthen stakeholder value over time. In addition to

competitive advantage, the Company also focuses on employing state-of-the-art technologies and creating innovations to improve its operational and business performance. Successful execution of its strategy will guarantee a steady long-term growth of output and revenue and reinforce the position of FCF Minerals in the global gold market.

FCF Minerals' Strategic Priorities, Goals, and Strategies

Strategic Priorities	Goals	Strategies
Target 80, drive to 100.	<ul style="list-style-type: none"> Optimized mill performance Optimized mine plan 	Searches for the latest technologies in mining and processing, and proactively looks for cost optimizing processes to improve its operational and financial performance.
Our people are gold.	<ul style="list-style-type: none"> Behavioral-based safety culture Engaged and competent workforce 	Prioritizes the advancement of quality and performance, formation, and retention of its employees. The Company also offers a considerable compensation and incentives package to inspire, attract, and retain employees.
Strengthening our community sustains our future.	<ul style="list-style-type: none"> Proactive partnership with government initiatives for the safety of the community Progressive development of mining tenement 	The social programs of FCF Minerals are founded on the principles of socially responsible business and beneficial collaboration with community members and government agencies. It aims to keep its investments in the local communities.
Profit equals growth.	<ul style="list-style-type: none"> Efficient systems and controls Improved profitability 	Sustaining financial performance is crucial for the Company to be able to give back to its shareholders and fulfill its responsibility to the community and environment.

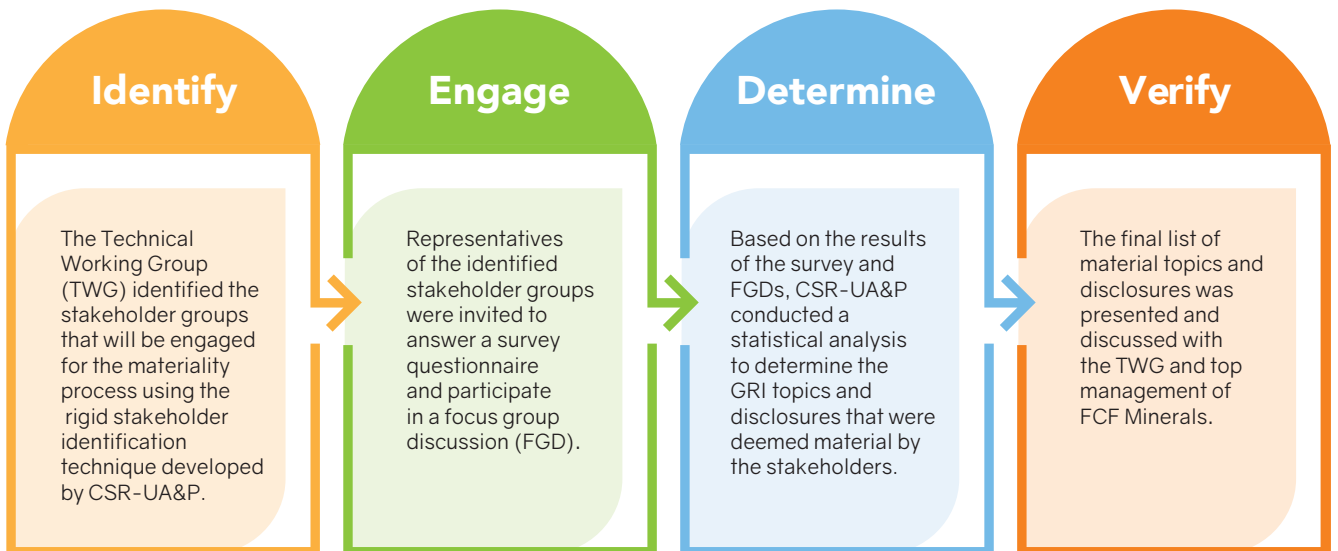


Engaging FCF Minerals' Stakeholders
(102-42, 102-43, 102-44 , 102-47)

In preparing this report, FCF Minerals engaged its stakeholders in determining the economic, environmental, and social impacts of its business. The Company commissioned the University of Asia and the Pacific – Center for Social Responsibility (CSR-UA&P) to conduct the stakeholder engagement and materiality test to determine the most important or material GRI topics to its stakeholders.

According to GRI, stakeholder inclusiveness and materiality are two of the four principles for defining the content of a report. Inclusiveness entails identifying stakeholders and explaining how they responded to reasonable expectations and interests, while materiality covers the GRI topics that reflect FCF Minerals' impacts or substantively influence the assessments of stakeholders.






In doing so, FCF Minerals followed this process.



Stakeholder Engagement and Materiality Methodology

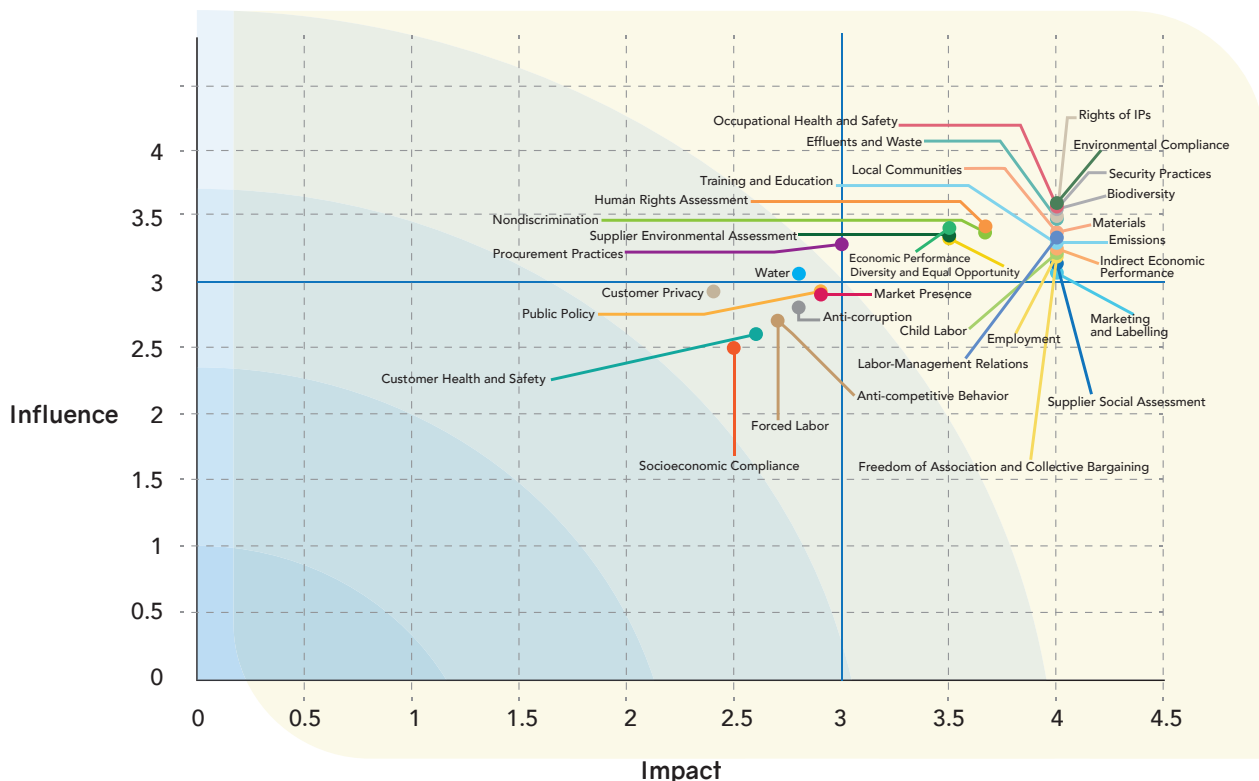
During the stakeholder consultation, FCF Minerals engaged with the representatives of the following eight key stakeholder groups. The key sustainability issues they raised during the FGDs are also shown in the table below.

Key Sustainability Issues (102-44)

Stakeholder Groups (102-40)	Key Sustainability Issues		
	Economic	Environmental	Social
 Barangay	Lack of eligibility among the applicants	Expansion of the mining site	Hiring of qualified employees
 Community Members	Need for funds for agriculture and livelihood	Continuation of FCF Minerals' tree planting initiatives	Suggestion for FCF Minerals' to provide free medicines
 Employees	Suggestion to conduct a study comparing the development of the communities before the operations and now that the operations are on-going	Suggestion to teach the community members proper segregation of wastes	Opportunities for new employees to improve their skills and knowledge
 Municipal local government unit	Recommends to lead an economic community-based assessment	No concerns on environmental impacts	Displacement of small-scale miners in the area. They hope that FCF Minerals can provide them with other livelihood projects.
 Regulatory agencies, media, suppliers,	Suggests to conduct a study on the impacts of FCF Minerals' social development programs	Suggestion to promote awareness of FCF Minerals' use of BIOX technology and provide detailed information about its best practices	Explore providing full support to other concerned or neighboring communities

Materiality Matrix

The GRI topics identified throughout the materiality process and shown in the materiality matrix below form the main content of this Sustainability Report. The materiality matrix provides a visual representation of the ranking of topics according to the following: (a) significance of economic, environmental, and social impacts; and (b) influence on stakeholder assessments and decisions.



For a topic to be objectively considered important or material, FCF Minerals set a threshold of 3.00 and above for impact and influence (see figure above). Based on the results of the survey, 26 out of the 33 GRI topics are material to the Company's stakeholders.

Economic Category

Economic Performance



Indirect Economic Impacts



Procurement Practices



Environmental Category

Materials



Energy



Water and Effluents



Biodiversity



Emissions



Effluents and Waste



Environmental Compliance



Supplier Environmental Assessment



Social Category

Employment



Labor/Management Relations



Occupational Health and Safety



Training and Education



Diversity and Equal Opportunity



Non-discrimination



Freedom of Association and Collective Bargaining



Child Labor



Forced or Compulsory Labor



Security Practices



Rights of Indigenous Peoples



Human Rights Assessment



Local Communities



Supplier Social Assessment



Customer Health and Safety



Marketing and Labeling



Profit Equals Growth



As one of the leading responsible mining companies in the country, FCF Minerals aims to develop efficient systems and controls, and improve profitability. The Company strives to bring capital growth and stimulate economic development, and therefore create value to its employees, suppliers, and communities.



Economic Performance



Procurement Practices and
Supplier Environmental Assessment

Bringing Value to the Economy

(103-1, 103-2, 103-3)

As a major exporter of gold bars, FCF Minerals contributes to the Philippine economy by driving the country's foreign exchange with the global market. The Company sees to it that it performs its corporate responsibilities by duly complying with taxes, fees, and charges required by the government.

FCF Minerals works to bring value to the community affected by its operations and always seeks to help provide long-term prosperity for its stakeholders. This also means taking care of the environment by promoting and performing sound practices to ensure minimum negative impact. It has established and maintained a series of community development projects such as provision of trained teachers for local schools, building-up vocational courses, sponsoring livelihood projects, among others. The technology exchange, skills enhancement, and managerial expertise gained from the mining project will have lasting effects on the community and employees beyond the life of the mine.

Direct economic value generated and distributed

FCF Minerals' distributed economic value comprises of their operating costs, payments to employees, governments, contractors, and communities. FCF Minerals' recorded a lower economic value distributed for 2019 compared to 2018 due to the significant reduction in its operating costs. However, its direct economic contribution to its employees, governments, and communities in 2019 was significantly higher by 24%, from PHP587,161,756.65 in 2018 to PHP727,978,045.99. For 2018 and 2019 a total of PHP663,985,704.38 in taxes and royalties were paid by the Company to the Philippine government; and a total of PHP85,014,464.23 in community investments for both years.

Economic Performance (201-1)

Economic Performance (201-1)		
Item/Description	Amount in Php (2018)	Amount in Php (2019)
I. Direct economic value generated:		
Total Revenue	3,240,888,950.18	4,898,717,716.15
II. Economic value distributed:		
Operating Costs	14,520,716,948.60	4,870,208,251.78
Employee wages and benefits	13,933,555,371.96	4,142,230,205.79
Employee wages and benefits	255,433,793.03	310,705,661.00
Payments to providers of capital	0	0
Payments to government	296,254,360.62	367,731,343.76
Community investments	35,473,423.00	49,541,041.23
III. Economic value retained (calculated as "Direct economic value generated" less "Economic value distributed")		
	(11,297,827,998.42)	28,509,464.37

Scale of the Organization (102-7)



Net Sales

USD ²⁰¹⁸
61,414,966mn

USD ²⁰¹⁹
93,903,712mn



Total Capitalization

USD ²⁰¹⁸
6,724,853mn

USD ²⁰¹⁹
3,083,787mn



Quantity of Products Provided (in oz)

²⁰¹⁸
48,475

²⁰¹⁹
67,356



Working with Suppliers

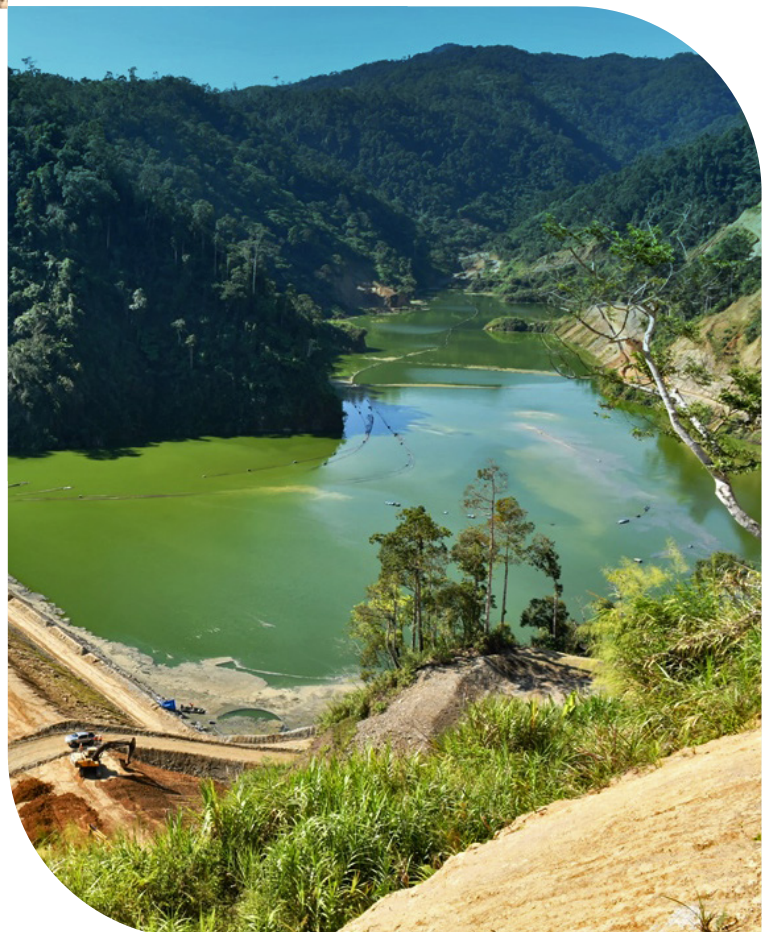
(102-9, 103-1, 103-2, 103-3)

The manner in which FCF Minerals procures the materials it uses in the production of gold is important because it impacts the livelihood of their suppliers. FCF Minerals has a diverse selection of suppliers ranging from community-based suppliers residing in Barangay Runruno, Quezon and other parts of Nueva Vizcaya, to suppliers from other provinces and abroad. Through FCF Minerals' procurement practices, it is able to uplift the livelihood of the local communities. The Company's stakeholders can expect an efficient supply chain management and a transparent procurement process, giving priority to the products from Runruno.

FCF Minerals is committed in environmentally informed decision-making especially in the purchase of different products. The Company practices green procurement by selecting environmentally-preferred products and services that minimize adverse environmental impacts. Environmental criteria are included in public tenders, and specifications and requirements are established for products and services to ensure minimal negative effects on human health and the environment. FCF Minerals' environmental policy also encourages its suppliers and contractors to practice environmentally responsible business processes.

Financial implications and other risks and opportunities due to climate change (201-2)

Given the projected life of mine of the Runruno Gold Molybdenum Project is only 10 years, FCF Minerals does not anticipate significant shifts in seasonal weather. However, the possibility of flood or drought brought about by climate change is still considered. Hence, the Company's operational design criteria incorporates contingencies for relatively extreme weather events and seismic activities. It has constructed a Residual Storage Impoundment (RSI) which is an embankment dam to primarily store the residues produced by the processing plant. During heavy rains, the RSI acts as a flood mitigation and containment facility. In the occurrence of drought, the RSI acts as a back-up source to ensure adequate supply of water.



Target 80, Drive to 100.



FCF Minerals has constantly evaluated the latest and best mining technologies to strengthen operations and mine design to minimize cost, boost production, and protect the environment. It has also increased its gold production as part of its balanced business plan. Beyond this fulfillment, the Company's most important accomplishment was achieving this smoothly and without posing degrading impacts to the environment. As FCF Minerals moves toward its full production capacity, it guarantees that the Company will remain stewards of the environment.



Materials



Energy and Emissions



Water



Effluents and Waste



Biodiversity

Managing Materials Efficiently

(103-1,103-2,103-3)

Materials are the inputs used to manufacture and package products and services classified as either non-renewable or renewable. FCF Minerals contributes to sustainable development and resource conservation through the efficient use of these materials.

These practices of FCF Minerals are in compliance with Republic Act (RA) No. 9003, otherwise known as the Ecological Solid Waste Management Act and RA 6969 or the Toxic Substances and Hazardous and Nuclear Wastes Act. The Company continuously aims to reduce

hazardous wastes – the previous year’s maximum monthly consumption of paper will be reduced to at least 1% and the previous year’s maximum monthly generation of hazardous and non-hazardous waste to at least 2%. FCF Minerals’ commitment to resource conservation is one of the factors that led to their certification of ISO 14001:2015 – Environmental Management Systems.

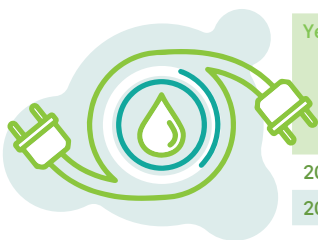
Upholding Energy Efficiency

(103-1, 103-2, 103-3, 302-1)

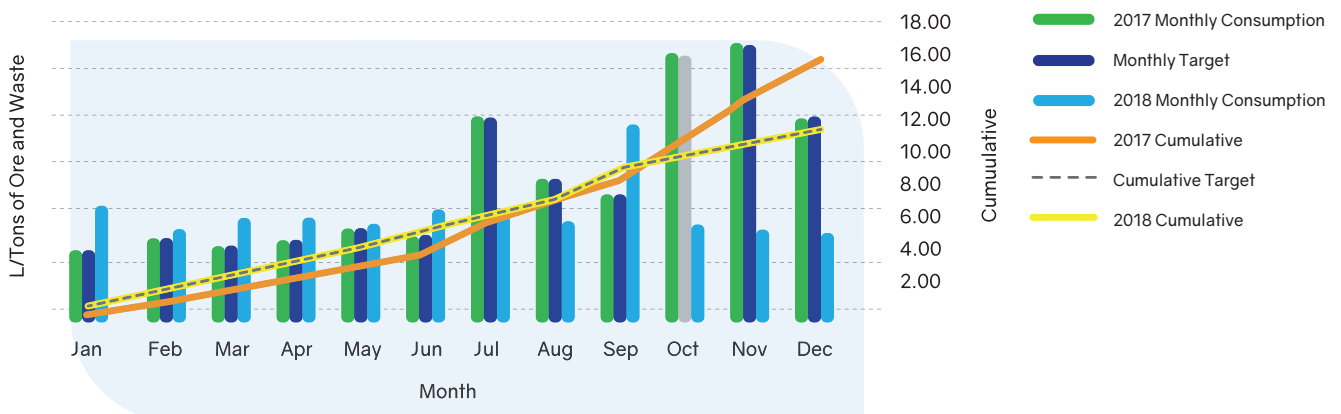
Energy is a very important aspect to FCF Minerals in the performance of its daily operations. The machines and equipment used especially in the process plant, require a significant amount of electricity that comes from the National Grid Corporation of the Philippines (NGCP). During power outage, stand-by generators are used to ensure continuous operation of essential services at the project site. Thus, the Company efficiently conserves energy and controls its consumption to contribute to the reduction of greenhouse gas emissions. This includes eliminating the use of inefficient equipment and implementing preventive maintenance of other equipment.

FCF Minerals also ensures that its site activities are in compliance with environmental policies and will not affect the supplied electricity to the community. FCF Minerals has increased its total energy consumption to 709,756,615.3 for 2019, including fuel and electricity consumption. Despite this, the good ratio between fuel consumption and ore movement for 2018, the goal of reducing fuel consumption has been attained – with a cumulative consumption of 12.24 L/T of ore and waste versus the target of 16.35 L/T of ore and waste. Some of the programs that contributed in this achievement are preventive maintenance servicing of fuel driven equipment and intensified and consistent shutting off of engines when idle.

Energy Consumption within the Organization



Year	Energy Consumption within the Organization			Total Energy Consumption	
	Fuel Consumption		Electricity Consumption (Joules/Watt hours/Multiples)		
	Types of Fuels				
	Non-renewable sources	Renewable Sources			
2018	357453234.7			293,671,026	651124260.7
2019	367449373.3			342,307,242	709756615.3





FCF Minerals' Gross Scope 1 GHG Emissions

According to the GHG protocol developed by the World Business Council for Sustainable Development and the World Resources Institute, GHG emissions are classified as either direct or indirect, and divided into Scope 1, Scope 2, and Scope 3 emissions. Direct GHG emissions are emissions from sources that are owned or controlled by FCF Minerals. Indirect GHG emissions are those that are a consequence of the activities of the reporting entity, but that occur at sources owned or controlled by another entity.

As part of its efforts to improve energy efficiency and reduce its GHG emissions, FCF Minerals purchases its power from a hydroelectric company that harnesses hydro power as its energy source. Hence, FCF Minerals does not have Scope 2 emissions (305-2). This is in addition to the consistent use of the latest methods and technologies to enhance efficiency in operations.

For 2018-2019, FCF Minerals calculated its Scope 1 carbon dioxide equivalent emissions (see table below). The total amount of the company's GHG emissions in 2019 slightly increased, with 24,331.69 metric tons carbon dioxide (CO₂) equivalent, as compared to 23,652.64 metric tons CO₂ equivalent in 2018. The amount of Scope 1 emissions specifically CO₂, methane (CH₄), and nitrous oxide (N₂O) in 2019 had a slight increase due to the recent purchase and addition of equipment used in the mining operations. Moving forward, the Company will also look into opportunities to monitor and calculate Scope 3 emissions (305-3).

FCF Minerals' Energy Intensity (302-3)

Year	Total Energy Consumption (megajoules)	Products Sold (in tons)	Energy Intensity
2018	651124260.7	48463	13435.49
2019	709756615.3	68563	10351.89

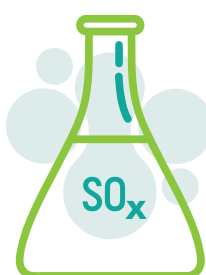
While FCF Minerals' total energy consumption increased in 2019, its energy intensity in relation to the number of products sold is lower compared to 2018 because of the increase in the amount of products sold.

FCF Minerals' Scope 1 GHG Emissions (in metric tons equivalent) (305-1)

Year	Scope 1 GHG Emissions (in metric tons of CO ₂ equivalent)			
	CO ₂	CH ₄	N ₂ O	Total
2018	23509.8	83.11	59.74	23652.64
2019	24184.16	85.85	61.69	24331.69



FCF Minerals continuously monitors the air emissions concerning its operations as part of its strict environmental compliance. In 2019, there was a significant decrease in the amount of both sulfur oxide and particulate matter. However, the amount of nitrogen oxide slightly increased from 2.45E-09 kg in 2018 to 2.84E-09 kg in 2019.



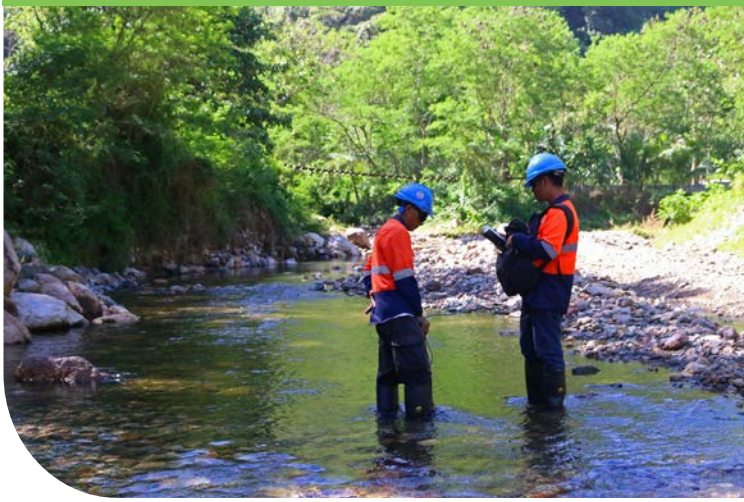
SO_x ²⁰¹⁹
3.79E-09kg

Particulate Matter ²⁰¹⁹
1.46E-08kg

Decrease in the amount of both sulfur oxide and particulate matter in 2019

FCF Minerals' Other Air Emissions (305-7)

	Amount (in kilograms or multiples)	
	2018	2019
NO _x	2.45E-09	2.84E-09
SO _x	4.00E-09	3.79E-09
Particulate Matter	2.24E-08	1.46E-08



Conserving Water to Sustain Operations

(103-1, 103-2, 103-3, 303-1, 303-2, 303-3)

Water is an essential resource in maintaining FCF Minerals' operations, hence proper water management is vital for them and their community.

The Company's Runruno Gold-Molybdenum Project is located at the Sulong catchment, a dominant catchment with an area of approximately 3,776 hectares. The immediate downstream of the project area is the village of Runruno which proceeds to the Sulong River, joined by the Lintungan River to the North West, and Kinalabasa River to the East. The further downstream is joined by Magat River and Cagayan River, then the water flows through the Babuyan Channel.

FCF Minerals complies with all relevant local and international standards. These include the discharging of the Company's RSI to comply with the project's requirements. The RSI stores the process plant operations (PPO) wastewater, as well as the Big Malilibeg Creek flow and direct precipitation.

Water management is in place to minimize the amount of freshwater used from local rivers, and to maximize the amount of water reused from the RSI. This supports the objective of using local river water only as potable water supply. Part of the RSI water is returned to the PPO via decant siphons to supply the PPO water demand, while the potable water that is used site-wide is sourced from the Lintungan River.

FCF Minerals employs water management approaches to (a) maximize the reclaim of water; (b) minimize water extraction and discharge from the site; and (c) avoid possible impacts on the downstream water quantity, quality, and the aquatic environment.

The overall design of this approach aims to (a) ensure the continuous supply of reclaimed water from the RSI to the process water; (b) provide sediment control for runoff water in the project area; (c) provide a dewatering system in the surface mine; (d) provide the necessary control to ensure site discharge meets the mine effluent quality standard of the Philippines; (e) divert external drainage away from project areas; and (f) contain site drainage and reclaim it into the operations.

The leadership and commitment of FCF Minerals' top management, empowered by the ISO 14001:2015, have motivated the company to set a goal of decreasing the company's annual consumption of water by 2%.

Since FCF Minerals had a relatively larger scope of operations in 2019, there was an increase in the total amount of water withdrawal. Similar with the 2018 data, the water withdrawn came solely from the surface water. The Company ensures that the processed water is recycled to limit their overall water consumption.

FCF Minerals' Water Withdrawal in 2018 and 2019

Year	Water Withdrawal from all areas in megaliters					Total	Breakdown of total water withdrawal according to:	
	Surface Water	Groundwater	Seawater	Produced Water	Third-party Water		Freshwater	Other Water
Amount (2018)	1102.66	0	0	0	0	1102.66	1102.66	0
Amount (2019)	1135.126	0	0	0	0	1135.126	1135.126	0



There is no water withdrawal from all areas with water stress.

Ensuring Environmental Safety through Proper Management of Wastes

(103-1,103-2, 103-3, 306-1, 306-2, 306-4, 306-5, MM3)

FCF Minerals is committed to the effective stewardship, protection, and enhancement of the environment in and around the areas where it operates. The Company is aware that its operations can have adverse effects on the environment, hence it practices good waste management techniques to promote environmental sustainability for the benefit of its communities.

FCF Minerals manages three general types of wastes, namely non-hazardous wastes, hazardous and chemical wastes, and wastewater or effluent. The Company manages its non-hazardous waste through different programs and initiatives which include the "No Segregation, No Collection" policy. In this policy, waste collection points are identified, and wastes will only be collected if they are properly segregated.

FCF Minerals makes the most of its biodegradable wastes through vermicomposting – a process that produces soil conditioners which are then used as organic fertilizers in the seedling production at the nursery and in the plantation areas. The Company also partners with recyclers to utilize recyclable materials through a buying agreement where the profits are donated to the host community. Residual wastes are disposed in a sanitary landfill through a government-accredited transporter handled by the Department of Environment and Natural Resources – Environmental Management Bureau (DENR-EMB). FCF Minerals aims to reduce its previous year's generation of non-hazardous waste by 5%. These initiatives are practiced to strengthen their compliance with RA No. 9003 or the Ecological Solid Waste Management Act.

As for the generated hazardous waste, FCF Minerals has established a hazardous waste facility where properly identified hazardous wastes are temporarily stored. All generated hazardous wastes are hauled, transported, and disposed by an EMB-accredited Transporter, Storage, and Disposal (TSD) facility.

As part of its conservation objectives, FCF Minerals has partnered with Motolite through its Balik-Baterya Program. Through this program, Motolite buys the Company's used lead-acid batteries (ULABS) which are then recycled by an EMB-accredited TSD facility. The proceeds from the program are donated to the host community. For its hazardous waste generation, FCF Minerals aims a reduction of 1% from the previous year.

FCF Minerals recognizes that its wastewater discharge can affect the quality and the aquatic ecosystem of the receiving body of water. Thus, it has implemented programs and initiatives to manage its effluents in compliance with the RA No. 9275 or the Philippine Clean Water Act. Wastewater treatment facilities such as oil/water separators, sewage treatment plants, and polishing ponds are installed, and regular water quality sampling and testing are conducted. All wastewater discharges are covered with discharge permits from the DENR-EMB.

FCF Minerals works together with the community by supporting potable water and sanitation planning and infrastructure, delineating watershed management responsibilities, sharing benefits of water infrastructure, exploring co-financing arrangements, and supporting local capacity-building in water and sanitation management. Information drive is also regularly implemented to further strengthen the company's adherence to waste management.



FEATURE STORY



FCF Minerals established its Vermicomposting facility

FCF Minerals continues to implement initiatives to efficiently manage its wastes and effluents. Last June 2019, a vermicomposting facility was established at the FCF Central Nursery. The facility has three concrete beds with a dimension of 1m x 6m x 0.60m. It has accommodated 250-500 kilograms of biodegradable wastes per week which generated 1,000-2,000 kilograms of vermicast per month.

Vermicomposting is a type of composting in which certain species of earthworms particularly the African Nightcrawler (*Eudrilus eugeniae*) are utilized to enhance the process of organic waste conversion and produce a better end-product. Earthworms are fed with organic waste materials to produce vermicompost – an earthworm excrement called vermicast, which can improve the biological, chemical, and physical properties of the soil. The chemical secretions in the earthworm's

digestive tract help break down soil and organic matter, so the castings contain more nutrients that are immediately available to plants.

Through vermicomposting, FCF Minerals was able to turn its wastes into useful materials such as a nutrient-rich organic fertilizer used for high quality planting materials, soil amendment, and amelioration of mined-out rehabilitation areas. Some of the wastes used include fruits and vegetable scraps and peels, grains, cereals, coffee ground and filters, leaves and plant cuttings, papers, etc. Aside from the reduction of household garbage disposal costs, composting also minimizes impacts of landfills, reduces soil erosion, improves soil quality and structure, increases germination, growth, flowering, and crop yields, and decreases plant pathogens, parasitic nematodes, and arthropod pests.

Vermicomposting Facility



250-500kg
of biodegradable wastes
per week which generated

1,000-2,000kg
kilograms of vermicast per month



Water discharge by quality and destination (306-1)

For industries, water discharges can be classified between planned and unplanned. All of FCF Minerals' planned water discharges undergo wastewater treatment prior to final discharge to the nearby body of water – the Sulong River. The Company had no unplanned water discharge nor water discharge reused by other organizations in 2018 and 2019.



Total Volume of Water Discharges (2018)													
By destination	Planned											Unplanned	Reused by another organization (Yes/No)
	Residual Storage Impoundment (RSI)	Sewage Treatment Plant (STP)	Laundry Facility	Crushing Plant	Fuel Farm	Switch Yard	Batching Plant	Oil Storage Facility	Central Hazardous Waste Facility	Maintenance Wash Bay	Company Wash Bay		
	1552 m3/day	260 m3/day	5 m3/day	200 m3/day	0	0	5 m3/day	0	0	0.8 m3/day	0.053 m3/day	0	No
By quality of the water	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2 016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	0	No
Type of Treatment	Sedimentation (Primary Setting)	"Equalization and Disinfection and Activated Sludge"	Screening / Grit Removal	"Sedimentation (Primary Setting) and Flocculation/ Coagulation"	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)	Sedimentation (Primary Setting)	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)		

Total Volume of Water Discharges (2019)													
By destination	Planned											Unplanned	Reused by another organization (Yes/No)
	Residual Storage Impoundment (RSI)	Sewage Treatment Plant (STP)	Laundry Facility	Crushing Plant	Fuel Farm	Switch Yard	Batching Plant	Oil Storage Facility	Central Hazardous Waste Facility	Maintenance Wash Bay	Company Wash Bay		
	1300 m3/day	260 m3/day	5 m3/day	36 m3/day	1 m3/day	1 m3/day	5 m3/day	2 m3/day	5 m3/day	2 m3/day	1 m3/day	0	No
By quality of the water	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	Effluent Class C (DAO 2016-08)	0	No
Type of Treatment	Sedimentation (Primary Setting)	"Equalization and Disinfection and Activated Sludge"	Screening / Grit Removal	"Sedimentation (Primary Setting) and Flocculation/ Coagulation"	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)	Sedimentation (Primary Setting)	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)	Oil-Water Separation (Flotation)		

Waste by type and disposal method (306-2)

The non-hazardous wastes that were recycled, composted, and disposed on a landfill by FCF Minerals in 2018 all increased in 2019. Meanwhile, the stored non-hazardous wastes on-site in 2018 that amounted to 16.58 tons decreased to 0.19 tons in 2019.



Total Weight of Non-hazardous Waste (in tons)

Year	Recycling	Composting	Landfill	On-site storage
2018	11.70	99.07	10.61	16.58
2019	65.35	103.06	42.07	0.19

FCF Minerals' hazardous waste storage facility accommodated 341 tons in 2018. This is relatively smaller than 2019's 519.61 tons. However, a greater percentage of 2019's generated hazardous wastes were treated compared to 2018. This is due to the increased frequency of hauling conducted in 2019 to limit the workers' exposure to hazardous waste.

Total Weight of Hazardous Waste (in tons)

Year	On-site storage	Transported	Treated
2018	341.00	188.73	274.04
2019	519.61	425.06	533.05


Transport of hazardous waste (306-4)

As discussed above, FCF Minerals' hazardous wastes are transported and treated by an EMB-accredited TSD facility. In 2018, there were 188.73 tons of hazardous wastes transported and 274.04 tons treated. Difference in values represent the hazardous waste that was re-processed in the PPO. In 2019, both transported and treated hazardous wastes significantly increased to 425.06 tons and 533.05 tons, respectively.



533.05 tons

of hazardous waste treated in 2019 with a

48.59%  significant increase from 2018

Transport of Hazardous Waste in 2018 and 2019

2018	Transported	Treated
Total Weight of Hazardous Waste (tons)	71,568.86	71,654.18
*Other mixed acids		57.21
**Lead compound	3.07	31.17
Mercury and mercuric compounds	0.12	0.12
H-802	1.56	1.56
Waste oils	71,451.59	71,451.59
Interceptor sludges	1.99	1.99
Waste tallow	30.87	30.87
Portable containers previously containing toxic substances	78.86	78.86
Pathogenic or infectious wastes	0.03	0.03
M-506	0.78	0.78

2019	Transported	Treated
Total Weight of Hazardous Waste (tons)	425.06	533.05
*Other mixed acids		91.82
**Lead compound	1.48	17.64
Mercury and mercuric compounds	0.26	0.26
H-802	5.15	5.15
Waste oils	268.99	268.99
Interceptor sludges	1.12	1.12
Waste tallow	28.40	28.40
Portable containers previously containing toxic substances	18.02	118.02
Pathogenic or infectious wastes	0.00	0.00
M-506	1.65	1.65

Water bodies affected by water discharges and/or runoff (306-5)

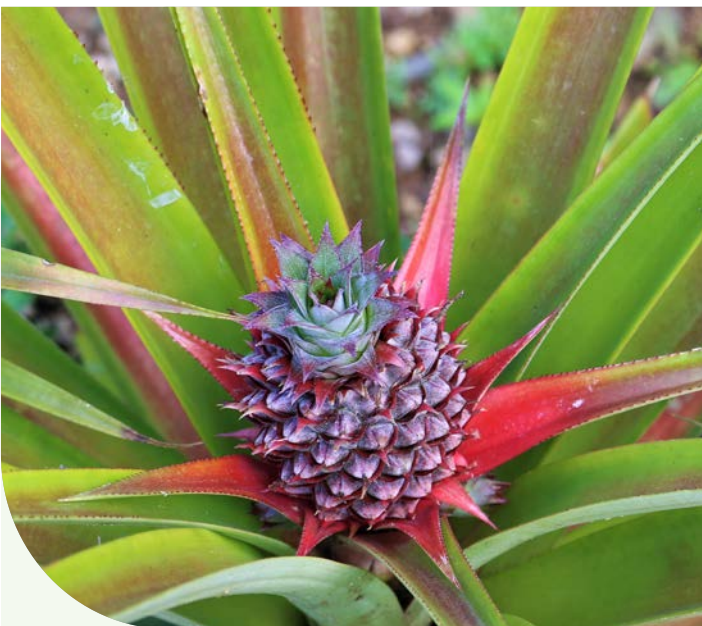
Sulong River is FCF Minerals' receiving water body. Although there is no significant effect in the river due to it not having any declared protected species, the Company still ensures to practice responsible operations considering that there are different water species (e.g., fishes, crabs, freshwater eel, and freshwater shrimps, etc.) that still exist in it. Before a Barangay ordinance was released to prohibit illegal fishing in the area, residents used to fish by electrofishing and use of cyanide.



Total amount of overburden, rock, tailings, and sludges and their associated risks (MM3)

FCF Minerals evaluates the risks relating to these types of waste to manage their possible impacts. The Company conducts continuous geotechnical assessment to ensure the stability of its RSI. The disposal of wastes is also done through waste impoundment which follows strict engineered fill processes and containment of tailings.

	2018	2019	Risk
Overburden	8,312,950.18	9,998,240.84	Build up of waste dump and impoundment at RSI followed strict engineered fill process and continuous geotechnical assessment/ monitoring is conducted to ensure stability of waste dump and RSI
Rocks	85,016.17	64,548.60	
Tailings	1,761,676	1,920,035	Containment of tailings in the RSI; geotechnical assessment / monitoring to ensure stability of RSI
Sludge	N/A	N/A	



Enhancing Programs and Initiatives towards Biodiversity Conservation

(103-1, 103-2, 103-3)

As a responsible mining company, FCF Minerals ensures that its operations does not result in any loss of biodiversity. Thus, even if its mining site is not located in a conservation area, the Company deliberately improves its biodiversity management practices.

By collaborating with its partners, FCF Minerals supports projects that link communities and biodiversity, encourages and participates in landscape-level planning, restores historic habitats, engages in reforestation and anti-poaching efforts, and cooperates in research initiatives.

FCF Minerals has identified target bio-offset areas within the periphery of or adjacent to the mining areas within its FTAA area. FCF Minerals also believes in the effectiveness of partnering with institutions that also value biodiversity. Hence, it has developed a Biodiversity Management Program (BMP) to enforce and pursue sustainable resource protection with the ambit of

biodiversity conservation. The BMP is a joint initiative of FCF Minerals with the Mines and Geosciences Bureau (MGB), Nueva Vizcaya State University (NVSU), LGUs, and Peoples Organization. Aside from the bio-offsetting program, FCF Minerals has also partnered with NVSU in conducting research studies to study the survival and growth performance of and among the trees that the Company planted in their reforestation and rehabilitation areas. NVSU was also FCF Minerals' partner in producing the first volume of its coffee table book on their biodiversity conservation program.

FCF Minerals is committed in implementing progressive rehabilitation of disturbed areas within and outside its mine site. Part of this is revegetating disturbed areas within the mine site. The Company has built a nursery for continuing propagation of seedlings which are planted within the host community and donated to nearby communities. This is also an effort to support the government's National Greening Program.

Aside from the nursery, FCF Minerals' other green programs include clonal propagation, vermicomposting, herbal gardening, agroforestry, and the establishment of a temporary wildlife rescue center. The Company also has initiatives on combating GHG emissions and climate change. These include the Low-Cost Hydroseeding Program, which is one of the most advanced technologies and fastest ways of planting seeds for initial revegetation. It uses locally available materials like rice straw, shredded used paper, and cornstarch as stickers, which are also economical and effective.

The use of these materials prevent soil and sediment erosion and abrupt water loss in open areas and around the plants. It also helps maintain moisture content and nutrients of the soil, and upon decomposition, it will serve as organic soil conditioner that provides good medium for seeds and plants to grow.

FCF Minerals has also increased the diversity of existing mine rehabilitation areas by planting wildlings of indigenous species sourced from areas to be cleared. This is in line with the Company's rehabilitation objectives of establishing an improved plantation prior to the disturbance of the area. In addition, a program is also implemented to identify plus and mother trees as sources of high-quality germplasms for the Company's clonal propagation program and production of high-quality planting materials.

FCF Minerals remains committed towards the achievement of net positive or no net loss impact, which includes applying mitigation hierarchy to minimize and avoid impacts to critical habitat, and offsetting biodiversity impacts. The Company also preserves ecosystem services by recognizing the dynamic nature of habitats and conducting comprehensive baseline and follow-up environmental impact assessments.

Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside of protected areas (304-1)

FCF Minerals' operational site is 2.62 km² wherein different operations are conducted including the conventional surface mining that uses truck and hydraulic excavators in backhoe configuration.

The Company's FTAA has an approximate area of 3,093.51 hectares, and no portion of it was declared by any national laws or LGU as protected areas. However, the Lintungan Falls in the northwest portion boundary of the FTAA is a declared eco-tourism area in Barangay Runruno. As part of the Company's commitment to preserving biodiversity, FCF Minerals ensures that their operations will not affect the biodiversity value inside and outside of its operational sites, whether it is a declared protected area or not.

Significant impacts of activities, products, and services on biodiversity (304-2)

FCF Minerals recognizes the significant impacts of its activities, products, and services on biodiversity. The Company's construction of manufacturing plants, mines, and transport infrastructure can directly affect the habitat and behavior of animals and plants. When the vegetation becomes cleared, the wildlife species will be forced to leave the area, making the less mobile species vulnerable. The use of new artificial substances also leads to disturbance of wildlife species especially on prolonged exposure. This will eventually affect the animals' reproductive capacities.

The endangerment of species is possible if invasive species, pests, and pathogens are continuously introduced in the area, resulting in the disruption of the ecosystem. The change in the ecological processes can cause a genetic isolation among the species. Overall, habitat conversion to sites used in the development of projects poses major threats to the existence of endemic species.

Recognizing the possible impacts of its operations is an important step in identifying solutions that will address these impacts (see table below). Given these, FCF Minerals commits to uphold its responsibility to minimize biodiversity loss and restore and protect the disturbed areas.

Significant Impacts of FCF Minerals' Activities, Products, and Services on Biodiversity

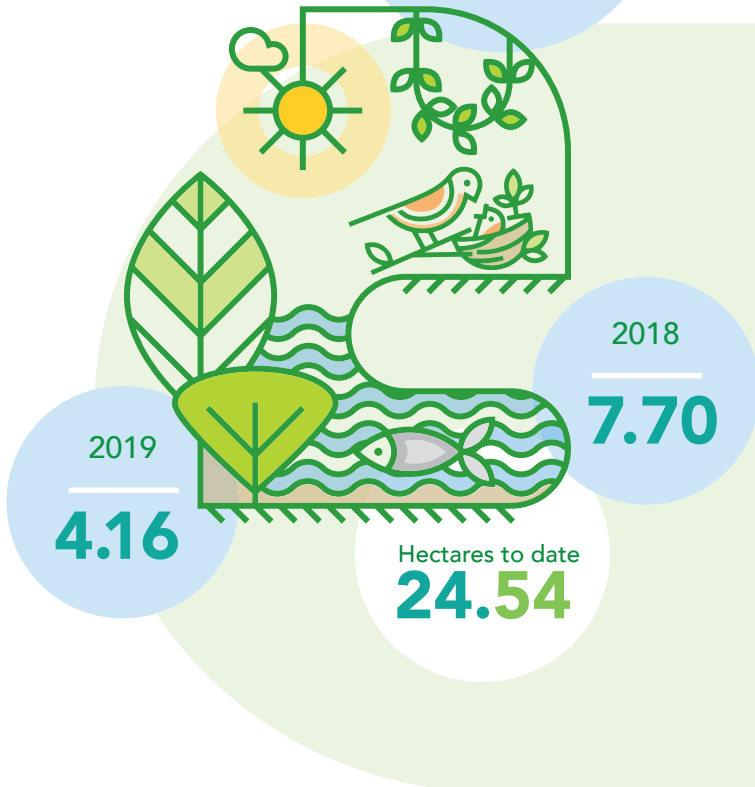
	Impacts	
	Direct	Indirect
Species affected	Death impairment, reduction of production capacity, endangerment of species	Anthropogenic noise may affect an animal's physiology, behavior, reproduction, and long-term survival;
Extent of areas impacted	Increase in the level of artificial light can potentially affect the behavior of animals, disrupt seasonal day cues, cause temporary blindness, or disrupt predator-prey relationship	Habitat Fragmentation
Duration of impacts	Degrade endemic flora productivity	Susceptibility to invasion of alien and invasive species
Reversibility or irreversibility of the impacts	Population decline	Genetic isolation

Habitats protected or restored (304-3)

FCF Minerals was able to protect habitat areas in Hill 805, Sitio Kinalabasa; Mount Kabukbukan; and Sitio Lintungan wherein ongoing enhancement and monitoring are being conducted. The Company was also able to restore an accumulated permanent rehabilitated area of 19.64 hectares in TDS1; Malilibeg Dump Site; Radio Hill; and RSI Magazine.



Habitats Protected or Restored by FCF Minerals (in hectares)



Habitat Areas Protected

Size in hectares
871.34

Habitat Areas Restored

Size in hectares
19.64
Permanent Rehabilitated Area

Location

Hill 805
Sitio Kinalabasa;
Mt. Kabukbukan;
Sitio Lintungan

TDS1
Malilibeg Dump Site;
Radio Hill;
RSI Magazine

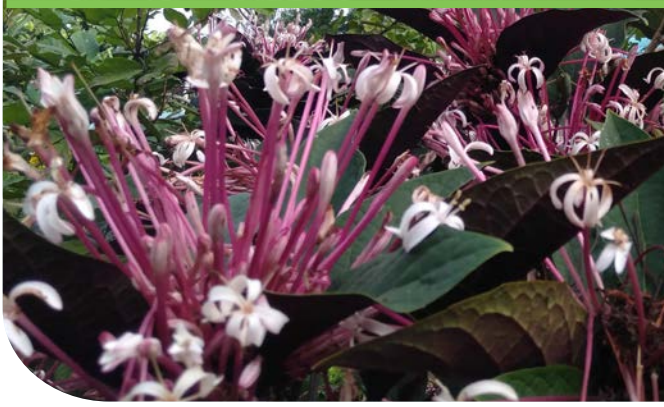


Status
On-going
Enhancement and Monitoring

Number of IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by FCF Minerals' Operations (304-4)

As part of FCF Minerals' commitment to the protection of biodiversity, the Company also ensures that its activities will not pose a threat to any species especially those that are under the Red List species and national conservation list species of the International Union for Conservation of Nature (IUCN) with habitats in the area.





Amount of land disturbed or rehabilitated (MM1)

FCF Minerals' nature of activities can inevitably disturb land, but fortunately, these can eventually be rehabilitated to restore the previous condition of the area.



Land Disturbed and Restored by FCF Minerals' Operations (in hectares)



8.49

Total amount of land newly rehabilitated within 2018-2019 to the agreed end use

24.54

Total land rehabilitated to date

47.33

Total amount of land newly disturbed within 2018-2019

119.4

Total land disturbed and not yet rehabilitated to date

157.98

Total land disturbed and not yet rehabilitated



FEATURE STORY

Our Mining Forest Program

Since 2007, FCF Minerals has continuously implemented the Mining Forest Program (MFP) that includes progressive environmental rehabilitation, enhancement of biodiversity, and forest protection activities that are aimed at demonstrating the Company's leadership in fostering environmental security and social responsibility. Since then, FCF Minerals' Mining Environmental Protection and Enhancement Office (MEPEO) has adapted strategies to successfully implement its obligations beyond compliance. The most significant of which is the reforestation and integrated agroforestry programs within and outside its FTAA area. To date, a total of 180 beneficiaries, mostly surface owners from the host community, have participated in the program covering an aggregate area of 392.783 hectares that was planted with 1,108,110 various species of forest and fruit bearing trees. A high survival rate was also recorded at an average of 91.13%.

The MFP surface owners were fully engaged by FCF Minerals for the maintenance of the plantations to inculcate ownership, while generating additional income for them, and for ensuring high survival rate of the seedlings planted. This was formalized under a memorandum of agreement, whereby compensation was provided with every hectare maintained.

One of the beneficiaries of MFP is Tomas Guzman, 63 years old, who has been a part of the program since its establishment in 2009. His daughter, Eunice Fernandez, became a beneficiary of MFP as well. They are residing in Sitio Kinalabasa, Barangay Runruno, where their crops such as rambutan, durian, lanzones, coffee, and mahogany can be found. According to Eunice, FCF Minerals has continuously provided financial and technical assistance to them on the proper maintenance of their respective plantations. She also mentioned that Professor Elmer Castañeto from Nueva Viscaya State University (NVSU) has provided consultation on the process of growing and maintaining their crops. The students of NVSU in Bayombong have also been visiting their plantation for their agricultural training for about four years now. Aside from the positive environmental impact of the program, Tomas shared that MFP has helped his family of six find an additional source of income to sustain their daily needs.

Another beneficiary, James Mindaros, 38 years old, has recently joined MFP because he wanted to utilize his area to grow seedlings and trees such as guyabano, cacao, and mahogany. Within his household, he takes care of five hectares for the plantation. He has been receiving financial assistance (PHP5,000) from FCF Minerals for every hectare.

“I am grateful to FCF Minerals for the opportunity to improve our agricultural practices and make a sustainable profit through the Mining Forest Program.”

– James Mindaros, MFP beneficiary

The MFP is in compliance with the Mines and Geosciences Bureau's (MGB) requirement in which for every hectare of area disturbed, the Company should establish two hectares of plantation. To date, a total of 182.52 hectares were disturbed by the Company's operations and the total area planted were 392.78 hectares. To date, the Company's compliance with this requirement is at 107.60%.

FCF Minerals' commitment to the conservation and preservation of the environment, and its pursuit of a well-balanced ecosystem vis-à-vis economic development was recognized when FCF Minerals won the award for the 2018 and 2019 Best Mining Forest Contest: Metallic Category during the 65th and 66th Annual National Mine Safety and Environmental Awards.

The validation team from the MGB Central and Regional Offices looked into the development plans, nursery operation, extent of planted areas, maintenance and protection, biodiversity consideration, and other environmental factors such as research studies, information awareness campaigns, community involvement, community service, and other conservation measures of FCF Minerals.

The Best Mining Forest Contest is an annual culminating activity under the MFP of the MGB that awards and recognizes mining companies for their commitment and sustained efforts in implementing the program's objectives and promotion of responsible mining towards sustainable development.

FEATURE STORY

Coffee Table Book on Biodiversity Conservation Program

In 2019, FCF Minerals produced the first volume of their coffee table book on Biodiversity Conservation Program that showcases the flora and fauna found in the biodiversity offset areas of Barangay Runruno, albeit the presence of mining activity in specific areas.

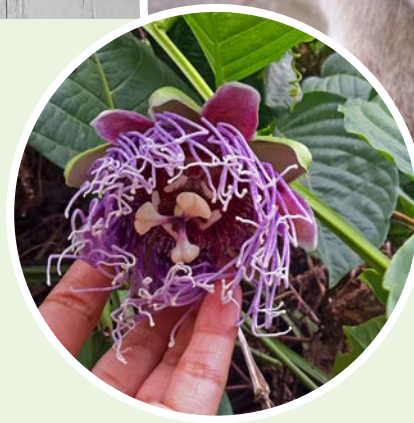
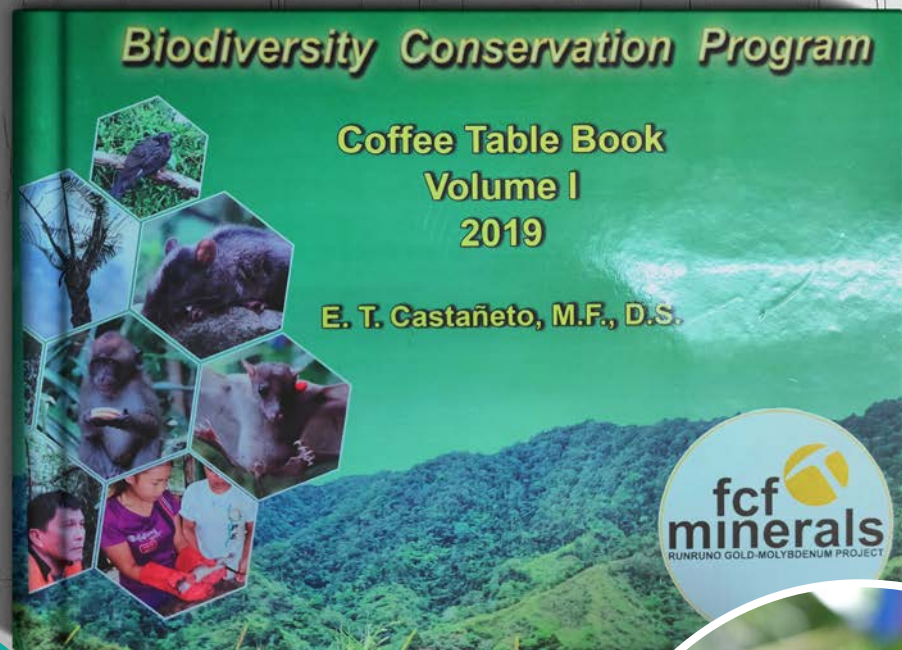
The book aims to help readers conscientiously understand the importance of wildlife as a major component of the life-support-system servicing humanity and to serve as a reminder that like humans, wildlife is also in coexistence with continuous evolution. It emphasizes the message that the protection of wildlife's habitat is significant in protecting and conserving unique species.

The book is an offshoot of the biodiversity offset research project that was conceptualized through a round table discussion participated by the official representatives of FCF Minerals, the Mines and Geosciences Bureau's, Barangay Runruno officials and leaders, and the Center for Environmental Resources Management and Sustainable Development of the Nueva Vizcaya State University (NVSU).

The book was written in collaboration with Mr. Elmer T. Castañeto, M.F., D.S., a professor of Forestry and Environmental Management of the NVSU; the Community Relations; and the Mine Environment Protection and Enhancement Office of FCF Minerals. The target readers for the coffee table book are the residents of Barangay Runruno including the school children, to help them understand that amidst the economic development in their community, there are different species present in their environment that are as important as the progress offered to them.

“We hope that this coffee table book can also be used for future policy formulation on biodiversity in the country.”

– Professor Castañeto, NVSU



Our People are Gold.



FCF Minerals recognizes that its employees play an important role towards its success and growth. As such, the Company provides them with fair compensation, trainings, benefits, and safe workplace. FCF Minerals also promotes employee engagement in the workplace to ensure productivity and collaboration.



Employment/training and education

Labor-Management Relations

Diversity and Equal Opportunity



Non-discrimination

Freedom of Association
and Collective Bargaining

One Team, One Standard (103-1, 103-2, 103-3)

FCF Minerals values the welfare of their employees and allows them to grow in their respective careers. FCF Minerals complies with the Philippine Labor code and its implementing rules and regulations, as well as the regulations of the Department of Labor and Employment (DOLE). The Company's employment policies, aligned with the aforementioned regulations, are stated in their Human Resources (HR) Policy Manual.

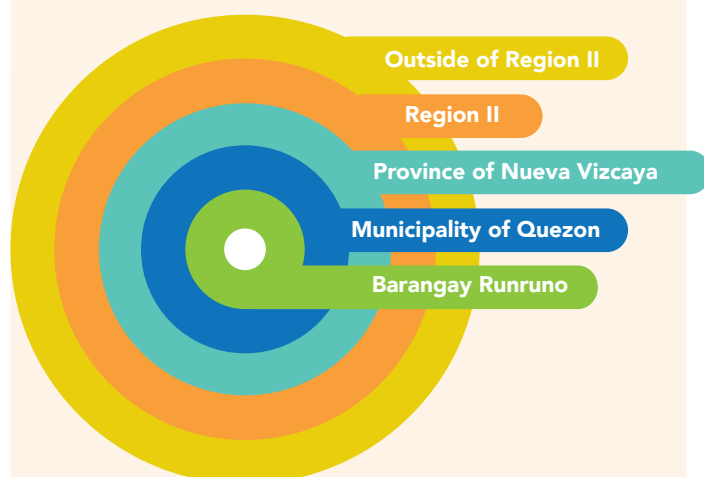
As shown in the figure, FCF Minerals follows a "bull's eye" approach in filling vacant positions with the most suitable, qualified, and experienced persons available, prioritizing the residents of Barangay Runruno, followed by the residents from the other barangays of Quezon in Nueva Vizcaya, and so on.

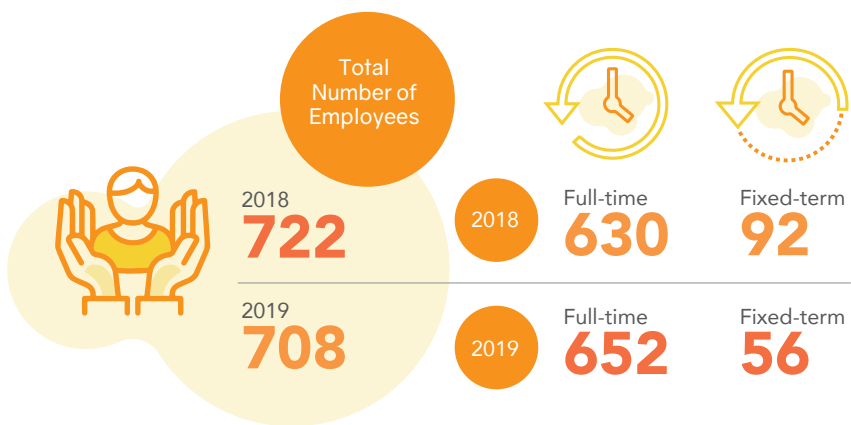
FCF Minerals provides a working environment that offers career path development opportunities to qualified employees. The HR department administers all recruitment and selection processes to fill in the vacancies. Another initiative of FCF Minerals is conducting performance evaluation of employees to ensure the quality of service performed by all workers and personnel. The HR department also ensures that the skills of the employees are considered and further improved to foster their individual growth. Focusing on the potential of the employees also helps increase their motivation and productivity in the workplace which in turn, improves the Company's overall performance. With this, a training matrix is continuously reviewed and updated to effectively assess the competencies of the employees and the training needs of each position.

Key Principles of the Code of Conduct

1. Follow the Health and Safety policies and procedures in the workplace. In FCF Minerals, safety is a priority.
2. Treat everyone with respect. In FCF, we comply with all rules and regulations and do not accept any discrimination or harassment against employees, suppliers, or the community.
3. Follow the guidelines to protect and minimize the impact of all your activities on the environment.
4. Behave properly in your business deals. Do not offer or receive improper payments and conduct business only with trustworthy suppliers.
5. Avoid activities that create conflicts of interest. If involved in any conflict, report it. You have the responsibility to report any improper conduct that may affect the reputation of the company.
6. Do not accept any kind of gift, invitation, or entertainment from contractors, suppliers, and third parties in your activities which have not been authorized.
7. Prepare, record, and report all the information under your responsibility in a timely manner, honestly, and accurately.
8. Use the assets of FCF Minerals just for the requirements of your work.
9. Make sure all external communication with third parties about FCF Minerals is previously approved.
10. Protect the privileged and confidential information that you receive and share only with authorized personnel.

FCF Minerals' Bull's Eye Approach in Employment



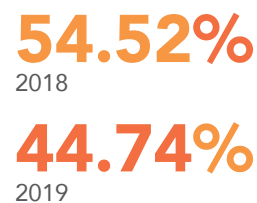


Information on Employees and other Workers of FCF Minerals in 2018 and 2019 (102-8, 102-41)

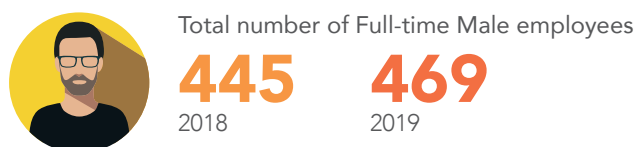
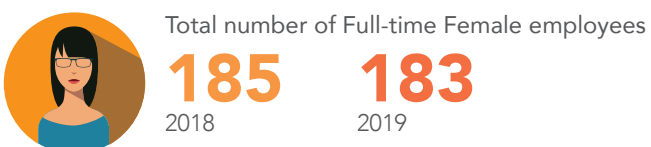
Total number of employees with permanent employment contract



Percentage of total employees covered by collective bargaining agreements



Total number of employees with temporary or fixed-term employee contract

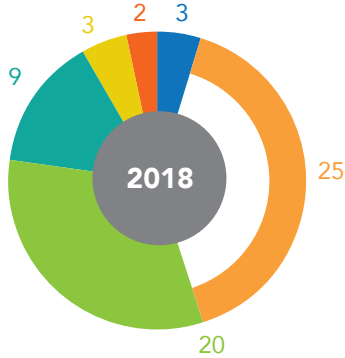


New Employee Hires and Employee Turnover 2018 and 2019 (401-1)

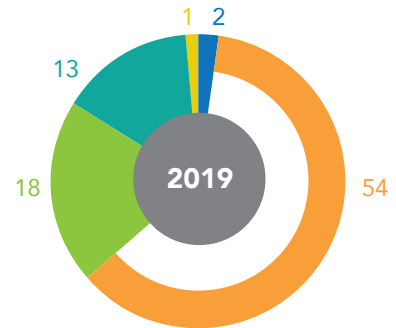
The employee turnover rate for FCF Minerals was at 10% for both 2018 and 2019. The Company remains committed to the localization of their workforce – Region II's new employment levels reached 43% in 2018 and 56% in 2019.

By Age Group

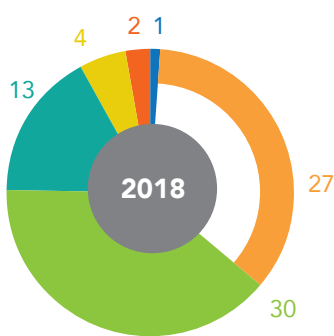
Number of New Employee Hires



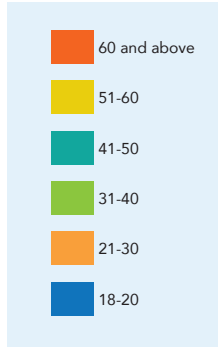
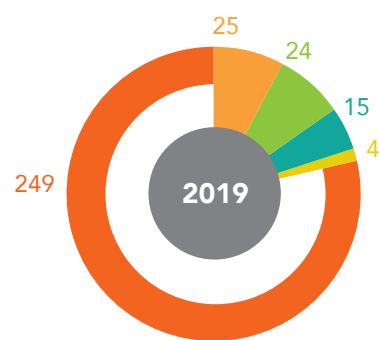
Number of New Employee Hires



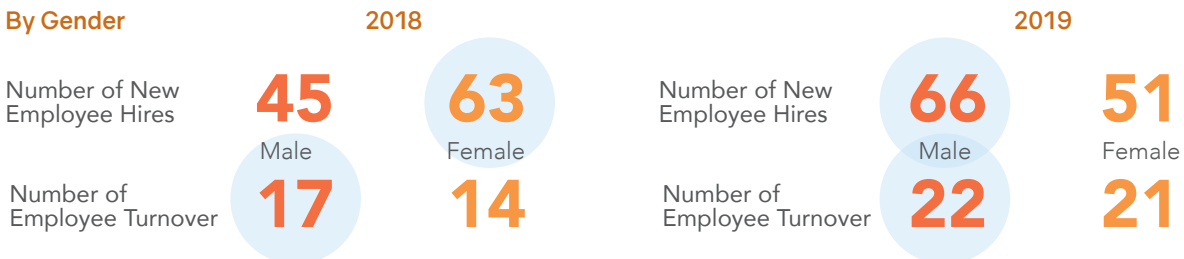
Number of Employee Turnover



Number of Employee Turnover



By Gender



By Region

	2018		2019	
	Number of New Employee Hires	Number of Employee Turnover	Number of New Employee Hires	Number of Employee Turnover
Region I	3	2	-	2
Region II	27	43	58	40
Region III	4	1	2	5
Region IV-A	2	5	5	3
Region IV-B	1	1	-	2
Region V	2	4	4	2
Region VI	-	-	1	-
Region VII	2	1	-	2
Region VIII	1	-	-	-
Region IX	1	2	-	-
Region X	-	-	-	1
Region XI	1	2	4	1
Region XII	1	-	1	-
Region XIII	1	-	1	1
NCR	5	10	5	6
CAR	11	6	7	7

Benefits Provided to Full-Time Employees that are not provided to temporary or part-time employees (401-2)

HMO

Training

PPE

3 sets for Full-time

15 days

Bereavement Leave/
Calamity/Compassionate

Competency

Evaluation training matrix

Licenses

Reimbursement of fees

Php4,000

Masteral/doctorate/
board-incentives award

Php10,000

Recognition award for
10 years of service

Php15,000

Recognition award for
15 years of service



Parental leave (401-3)

Part of valuing employee welfare is by providing them with leave credits that can be used for personal reasons. In 2018 and 2019, a total of 1466 employees were entitled to parental leave credits.



1,466

Employees benefited from parental leave credits

Parental Leave	2018		2019	
	Male	Female	Male	Female
Total number of employees that were entitled to parental leave	484	238	521	223
Total number of employees that took parental leave	31	24	50	9
Total number of employees that returned to work in the reporting period after parental leave ended	31	24	50	9
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	31	22	50	9
Total number of employees due to return to work after taking parental leave		1	0	0
Return to work rate	100%	100%	100%	100%

FEATURE STORY



Enrollment to Employment

FCF Minerals offers scholarship programs to improve the lives of deserving students. These scholars are also offered with employment in the Company after they graduate. This scholarship program started in 2008 during FCF Minerals' exploration phase. The main purpose of FCF Minerals' scholarship program is to help alleviate poverty in the community. FCF Minerals believes that the best way to help families improve their lives is to help their children finish their studies.

The Company's scholarship program is open province-wide, with the following qualifications:

1. Must be a graduate under the Science, Technology, Engineering, and Mathematics (STEM) strand
2. Must have a Grade Point Average (GPA) of 85 or higher
3. Must be of good moral character
4. Must not be a current recipient of any scholarship
5. Must be physically fit as certified by a physician
6. Must be a bonafide resident of the Province of Nueva Vizcaya.

Since mining careers are being offered to scholars after the program, they can only choose from courses such as Bachelor of Science (BS) in Mining Engineering, BS Metallurgical Engineering, BS Geology, and BS Geological Engineering. These courses are being offered in universities such as Saint Louis University, University of the Philippines Diliman, Adamson University, and Mapua Institute of Technology.

“Mahirap maghanap ng trabaho kaya nagpapasalamat ako sa FCF Minerals dahil binigyan nila ako ng pagkakataon na makatapos sa college.”

– Marilyn Garcia, FCF Minerals Scholar

One of FCF Minerals' scholars is Marilyn Garcia, a resident of Barangay Runruno, who took BS Geology at the Adamson University in Manila. The scholarship she received from FCF Minerals includes free tuition and miscellaneous fees, monthly allowance, assistance during on-the-job training, fieldworks, and board exam review fees, book and uniform allowances, and dormitory fees. She currently works as a geologist at FCF Minerals. Being a scholar of the Company is advantageous because they are also prioritized in the employment process. Marilyn also had her on-the-job training in and conducted her thesis at FCF Minerals' site, which familiarized her with the Company's culture and environment, and allowed her to apply the things she learned at the University.

Treating Employees Equally (103-1,103-2, 103-3, 405-1)

FCF Minerals upholds the values of equality and diversity to all its employees. This means that all employees, regardless of sex, age, or cultural background, are treated with utmost respect and equality. FCF Minerals also eliminates gender stigma in the male-dominated mining industry by providing equal opportunities to all genders in terms of employment. The Company's policies on diversity and equal opportunity is anchored on DOLE's Labor Laws and Magna Carta for Women.

About 31% of FCF Minerals overall workforce is women, which is much larger than the general percentage of women employed within the mining industry. The Company still aims to further increase the proportion of women in their workforce.

The HR Department provides platforms for the employees to raise their concerns and issues. FCF Minerals has established its grievance mechanism to systematically handle the processing and settlement of grievances. The Company also partners with its labor union, providing an avenue for employees to speak and have their opinions and voices heard.

FCF Minerals also recognizes the rights of its employees to collectively bargain regarding work-related concerns. The employees have the right to lead or be part of an organization that protects their welfare and interests.

The Company believes that collective bargaining helps provide a win-win solution between the company and the employees, consequently improving employees' benefits, and minimizing operations disruption. These will also help establish a good relationship between the labor union and the management as the Company puts a premium on labor rights through union security rights and privileges, job security, adequate salary structure and paid leaves, and health and safety prioritization.

In May 2017, the Collective Bargaining Agreement between FCF Minerals and its labor union was inked, in compliance with the rules set by the DOLE – National Labor Relations Commission. At present, even with well-established labor-management relationships, FCF Minerals still seeks to improve their existing structures and processes relating to labor. This includes providing sufficient time for the employees on the dissemination of relevant information on their employment. Overall, the labor-management relations ultimately depend on how well the management and the union understand the expectations from each other.

Diversity of FCF Minerals' Workforce

Proportion of Workforce		
Classification	2018	2019
Male	67.04	69.49
Female	32.96	30.51
Under 30	29.22	27.83
30-50	57.34	0
Over 50	57.34	58.90
Minority	13.44	13.28

FEATURE STORY

Diversity and Equal Opportunity: Ms. Marites Rafael, one of FCF Minerals' Heavy Equipment Operator

Despite being a male-dominated industry, FCF Minerals ensures to manage diversity and provide equal opportunity to their employees. One of the employees that can testify to this is Ms. Marites P. Rafael, one of the heavy equipment operators in the Company's site. Ms. Rafael worked as an overseas Filipino worker before she started working at FCF Minerals.

She shared that she did not imagine herself as a heavy equipment operator until she received different trainings on operating various types of equipment at the Company, which started from operating light vehicles. After months of training, she started to operate heavy equipment.

Ms. Rafael believes that diversity and equal opportunity are essential especially in a male-dominated industry.



“Malaki ang halaga sa akin kasi yung trabaho na ito hindi ko inaasahan at hindi ko alam na kakayanin ko, pero dahil natapos namin ang training, naging operator na kami. Proud ako kasi hindi ko akalain na makakapag-operate kami ng ganon kalaki na machine.”

– Marites Rafel, FCF Minerals Scholar



Protecting our People

(103-1, 103-2, 103-3, 410-1)

Human rights is the cornerstone of the first six principles of the UN Global Compact, which focuses on corporate sustainability dimensions. Social sustainability, in this context, covers specific human rights, women empowerment, labor, children, indigenous people, persons with disabilities, gender equality, and most importantly, businesses' impacts on poverty. Not only does social sustainability tackle the rights of each group, but it also delves into issues affecting them.

The business, working hand in hand with the government, should do their part in protecting, respecting, fulfilling, and progressively realizing human rights. It is the business' responsibility to uphold human rights and address the impacts of its operations which can directly or indirectly affect human rights. FCF Minerals recognizes this and participates in remediation through its operational level grievance processes when human rights related impacts do occur, following the UN Guiding Principles on Business and Human Rights. The Company strives to maintain strong governance policy frameworks to respect human rights at all times.

In terms of child labor, FCF Minerals implements employment practices aimed at preventing and eliminating it. The Company prioritizes the protection of its employees and young workers in Nueva Vizcaya by ensuring that no child labor, or any form of forced or compulsory labor is permitted in the workplace. This applies to mining operations, exploration, and other development activities in which the Company is directly or indirectly engaged. FCF Minerals also encourages its contractors and suppliers to do the same and follow accepted international standards of conduct regarding human rights. FCF Minerals does its best to ensure that none of its activities result in direct or indirect support of any negligence of these rights. Nevertheless, the Company commits to take action to terminate arrangements in case any of its outsourced suppliers is involved in such practices.

Part of the protection of human rights is ensuring the security and safety in the workplace. In line with this, FCF Minerals implements security policies and procedures that safeguard the Company's personnel, properties, and reputation, and maintain safety within the operations. It is headed by the Senior Security Manager who is tasked to regularly evaluate the security practices through



established key performance indicators (KPI). As for the available onsite staff (i.e., contracted security guards), the private security agency, Symex, is responsible for addressing all administrative and operational problems of the security guards with the direct supervision of Lockforce International. The Company expects that its security personnel respect human rights and adhere to international codes of conduct for law enforcement and international principles on the use of force and firearms. All these interactions have maintained the strong relationship between its mining operations and stakeholders.

FCF Minerals conducts regular risk and vulnerability assessments, and formulates a contingency plan to evaluate emerging threats in the Company. Technology is also utilized, specifically on continuous intelligence, to efficiently and accurately determine threats that can affect the project sites. To improve the safety practices of the employees, FCF Minerals coordinates with the Armed Forces of the Philippines and the Philippine National Police (PNP) units, and organizes training and emergency drills in the workplace.

FCF Minerals will continue to work to protect the safety and security of its employees and assets within a framework that promotes respect for human rights.

FCF Minerals also expands its training and development with regards to their security practices, providing assistance in the training of 111 security guards on gun safety procedures, 91 security guards on civil disturbance control, three security guards on the BOSH certification course, nine security officers on Red Cross First Aid Certification Training, and 20 security guards on firearms safety and tactical training.

Safety and Health: Vital Elements for FCF Minerals' Platform of Growth

(103-1, 103-2, 103-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-10)

It is the commitment of FCF Minerals to provide safe and healthy working conditions to all of its employees, contractors, visitors, and other stakeholders. In line with this, the Company's Occupational Safety and Health (OSH) policy ensures that the safety and health of all its stakeholders are never compromised. This OSH policy is compliant with all relevant laws and regulations, particularly the MGB Department Administrative Order 2000-98 and DOLE OSH Law. An established OSH Program is implemented that recognizes different risks and hazards. FCF Minerals tailors and gears its strategies to enable safe work practices.

Hazard identification, risk assessment, and risk management are conducted through activities such as Work Permitting, Take 5, Job Safety & Environment Analysis (JSEA), and Hazard Reporting. These practices ensure that all hazards are recognized, and controls are put in place prior the conduct of work. The OSH Department conducts audit and inspection to detect and mitigate workplace hazards. FCF Minerals also promotes a Visible Felt Leadership program to recognize good behavior and provide coaching to unsafe acts. A regular safety group meeting is conducted to discuss safety and health concerns and to make recommendations in the occurrence of any unsafe act.

FCF Minerals has established guidelines and procedures for the proper reporting, investigation, analysis, prevention or mitigation, and follow-up program of industrial related incidents occurring within the Company's premises. This ensures the consistency of handling such cases to mitigate the impacts and prevent their recurrence.

Awareness, employee education, and training are conducted to all employees, and if necessary, to contractors and visitors before commencement of work. Additionally, a safety manual is provided to all employees that discusses the safety rules and corresponding penalties for each infringement. Erring employees are given a chance to explain their side upon issuance of Notice to Explain. On the other hand, FCF Minerals rewards personnel showing exceptional good behavior through its Safety Leader Awards program.

A comprehensive set of health promotions and protection strategies are implemented at the worksite such as monthly medical bulletin with different health topics of common illnesses and guides to a healthy lifestyle. The Company also provides primary healthcare services for employees through a site hospital wherein they can seek consultation. Proper job instruction, with emphasis on OSH matters given to each employee, is also included in standard operating procedures manual and work instructions.

Lastly, FCF Minerals has an emergency preparedness and response program that outlines the preventive measures and response procedures essential for effective and timely management of an emergency situation.

Through FCF Minerals' lifesaving rule and risk assessments, the Company has identified that the majority of the work-related hazards that pose a risk of high-consequence injury are operators who are unauthorized or untrained, and workers who are unfit for work, are working under the influence of drugs or alcohol, and those who remove or tamper their safety devices. Other work-related hazards include accidents in confined spaces, fall from height, lifting and rigging, and hot works.

FEATURE STORY



9.6 Million Safe Man Hours

FCF Minerals prides itself on its outstanding safety record. With a running total of 9.6 million safe man hours without lost time injury or fatality, FCF Minerals has one of the best safety records among all mining companies in the country. This achievement demonstrates the combined dedication and teamwork of the entire FCF Minerals workforce by employing adequate safety control measures to lower risks to acceptable levels.

FCF Minerals' top management takes the lead in the promotion of a safe culture through daily engagement with employees and a coaching session to correct unsafe behaviors through its Visible Felt Leadership program.

FCF Minerals' strict implementation of its safety programs ensures that it operates in a safe manner daily. One of these programs is the mandatory alcohol breath testing before work which assures that workers are not under the influence of alcohol. Additionally, safety inductions are given to visitors, contractors, and new employees to provide awareness of the hazards and necessary controls while they are inside the company's premises.

FCF Minerals believes that no job is worth doing unsafely. Thus, FCF Minerals works closely with all its contractors to guarantee that everyone is aligned with the Company's safety policies and programs. This is a huge challenge considering that contractors make almost half of the company's workforce. Nevertheless, FCF Minerals ensures that not only its employees, but also all of its contractors comply with all applicable safety laws and regulations.

With a solid safety program, proper implementation, regular monitoring and inspection, and effective corrective actions, FCF Minerals is confident that it can achieve more than 10 million safe man hours.

Strengthening our Community Sustains our Future



FCF Minerals shares the value it creates to its partner communities. With the aim to sustain and enhance their social license to operate, the Company creates sustainability initiatives for the welfare of its stakeholders. It also invests in social infrastructure for its partner communities. These initiatives are aligned with the UN SDGs.



Indirect Economic Impacts

Local Communities



Rights of IPs

Environmental compliance
and market and labelling



An Agent in the Socioeconomic Development of the Society (103-1, 103-2, 103-3, 203-1, 203-2)

FCF Minerals' indirect economic impact is important because it measures its capital contribution to the regional and local economies. It also indicates where risks to reputation can develop, where opportunities can emerge to expand, or a social license to operate.

The Company has developed a Social Development and Management Program (SDMP) in their host communities, namely Quezon and Kasibu in Nueva Vizcaya, and Diffun, Quirino. It has also provided financial assistance for various community solicitations. The SDMP programs are anchored on six areas: education, culture, infrastructure, livelihood, health, and human resource. These programs are much appreciated as they promptly address the urgent needs of the communities. These are also avenues to build-up a positive corporate image and promote name recall that can contribute to the formation of a brand particular and exclusive to FCF Minerals.

FCF Minerals has also engaged with concerned government partners through its membership in the Technical Working Group (TWG) and Program Management Committee (PMC). The former is mandated to assist in the implementation of development assistance projects to the host and neighboring communities, while the latter supports FCF Minerals in the implementation of the program of the Development

of Mining Technology and Geosciences. This engagement establishes a strong partnership with concerned government agencies to institute a feedback mechanism.

To instill measures for checks and balances, policies and guidelines are implemented to set the character of development assistance and to push the agenda of ownership by the local communities through self-project management. This demonstrates transparency of operations and opens the lines of communication with the stakeholders. There are also exit conferences, regular meetings, periodic monitoring, and evaluation of completed activities. Specific timelines on prioritized projects, programs, and activities are also identified to ensure the comprehensive implementation of these projects.

Infrastructure Investments and Services Supported (203-1)

FCF Minerals cultivates their sustainability initiatives for the welfare of their stakeholders. Their goal is to sustain and enhance their social license to operate through responsible relations with the communities affected by their operations. Their social investment focuses on education, health, water, roads, and a number of economic development activities, aligned with the UN SDGs. The company has invested in social infrastructure, and sees to it that their intended benefits are fully realized and are sustainable.

Impacts of FCF Minerals' Social Projects Social Projects Negative Impacts

Social Projects	Negative Impacts	Positive Impacts
Infrastructure		
Improvement/ Concreting of barangay roads and farm-to-market roads	<ul style="list-style-type: none"> Higher incidence of motorcycle accidents Mainstreaming of Indigenous Peoples (IPs) results to lost cultural identity 	<ul style="list-style-type: none"> Shorter travel time Higher mobility Higher productivity of farmers resulting in higher income Mainstreaming of IP groups leads to modernization of ideas and lifestyle
Construction and improvement of hanging bridges		<ul style="list-style-type: none"> Improvement in school-age participation rate and completion of education Higher literacy rate Reduction of hazards and incidence of drowning Higher mobility of people results in shorter travel time
Construction/ Improvement of school buildings	Reduction of open spaces supposedly for plants	
Construction of public comfort rooms	Challenges in the upkeep and maintenance	Promotion of community health and sanitation
Drying pavement	Increased areas of concrete pavement results in higher temperatures which can contribute to climate change	Good quality agriculture produce to command higher prices
Construction of revetment for the new barangay hall	Reduced agriculture production area results in lesser food production	Stabilization of foundation before the construction of building structure
Improvement of school multi-purpose hall	Diversion of focus from academics to extracurricular activities	Provision of open space to accommodate greater number of people gathering for an event
Rock armoring		Stabilization of slopes to minimize erosion and improve flood control
Construction of water reservoir, intake, and provision of tap stands		Provision of potable water increase community health and sanitation
Purchase of water pump and installation of shallow wells	Non-compliance with the permitting requirements for the utilization of ground water	
Construction of covered court		Provision of sports complex to the youth to divert their energies to more productive endeavors
Construction/ improvement/ rehabilitation of irrigation intake and canals	Diversion of natural flow of water results to decreasing volume of water flow that may result to drying up of creeks and rivers.	Increased agricultural productivity
Fabrication of movable stage		Provision of flexibility in holding events
Construction of two-story senior high school workshop buildings		Provision of conducive spaces for work to enhance learning
Construction of perimeter fence with gate		<ul style="list-style-type: none"> Increased security for school children Minimized incidence of theft of school equipment and other properties
Construction of barangay health clinic		Increased general productivity of the population
Construction of catwalk		Protection from heat of the sun and to safeguard the health of people
Renovation of barangay stage		Flexibility in holding public affairs and significant events or celebrations
Drilling and installation of deep well pump	Non-compliance with permitting requirements for the utilization of ground water	Promotion of healthy living that can increase human productivity
Improvement of forest park, stairs, and installation of railings	Alteration of natural resources	Promotion of leisure and relaxation, appreciation of flora and fauna
Construction of toothbrush trough		Promotion of personal hygiene
Materials and Equipment		
STEM laboratory equipment		Provision of hands-on opportunities for learning
Various school materials and supplies like modules and session guides	Over-dependency to donations	Increased learning absorption
Health equipment		Effective and efficient delivery of health services
Food processing equipment		<ul style="list-style-type: none"> Less production time and increased output Production of competitive products
Purchase of sound system		Increased communication effectiveness
Purchase of waste bins		Effective implementation of solid waste management
Purchase of K12 facilities and equipment		Enhanced learning environment and opportunity to practice or apply learnings
Provision of IP costumes		Promotion of cultural identity
Provision of flush bowls and PVC door		Promotion of community and household sanitation
Purchase of various materials and supplies for municipal fiesta	Overindulgence and expenditures for non-essentials	
Purchase of textiles		Promotion of cultural heritage
Purchase of laptops, printers, camera		Improved administrative function and documentations
Purchase of sports equipment		Promotion of activities to improve physical condition

FEATURE STORY

Helping People Contribute to the Economy

Since FCF Minerals' development of the mine commenced in 2012, the Company has been conscientious of its economic impact not only to its host community, but also to the Cagayan Valley region and the national economy as a whole. Now that the Company operates commercially, it continues its sustainability initiatives in measuring its contribution to the local economy. In 2019, FCF Minerals evaluated the economic impacts of its mining activities. With the help of UA&P, the Company measured its contribution to the economy in terms of total economic output, additional household income, and company generated additional employment covering the years 2016 to 2018.

Employees in its mine site earn wages that are then spent on food, entertainment, and healthcare, among others. The income earned by FCF Minerals' employees is re-circulated into the economy which helps support other industries.

Nueva Vizcaya has been experiencing consistent economic uptrend over time. This includes the boost in employment and discretionary income in the barangays

affected by the Company's operations. Specifically, the municipalities of Quezon and Solano have benefited from the economic activities of FCF Minerals as these are the main locations where the Company's site workers and their families normally spend their disposable incomes.

The multiplier effects brought about by consumption spending of those directly employed by FCF Minerals are called induced multiplier effects. The total induced multiplier effect of total monthly consumption spending of FCF Minerals' workers is about PHP12.3 million. Of this total, PHP6.9 million is spent within the province of Nueva Vizcaya, while PHP5.4 million is spent outside the province. Overall, expenditures for food, non-food, and miscellaneous expenses have the greatest induced multiplier effects.



Php 6.9mn
Spent within the province of Nueva Vizcaya

Php 5.4mn
Spent outside the province



Php 12.3mn
Total monthly consumption spending of FCF Minerals' workers

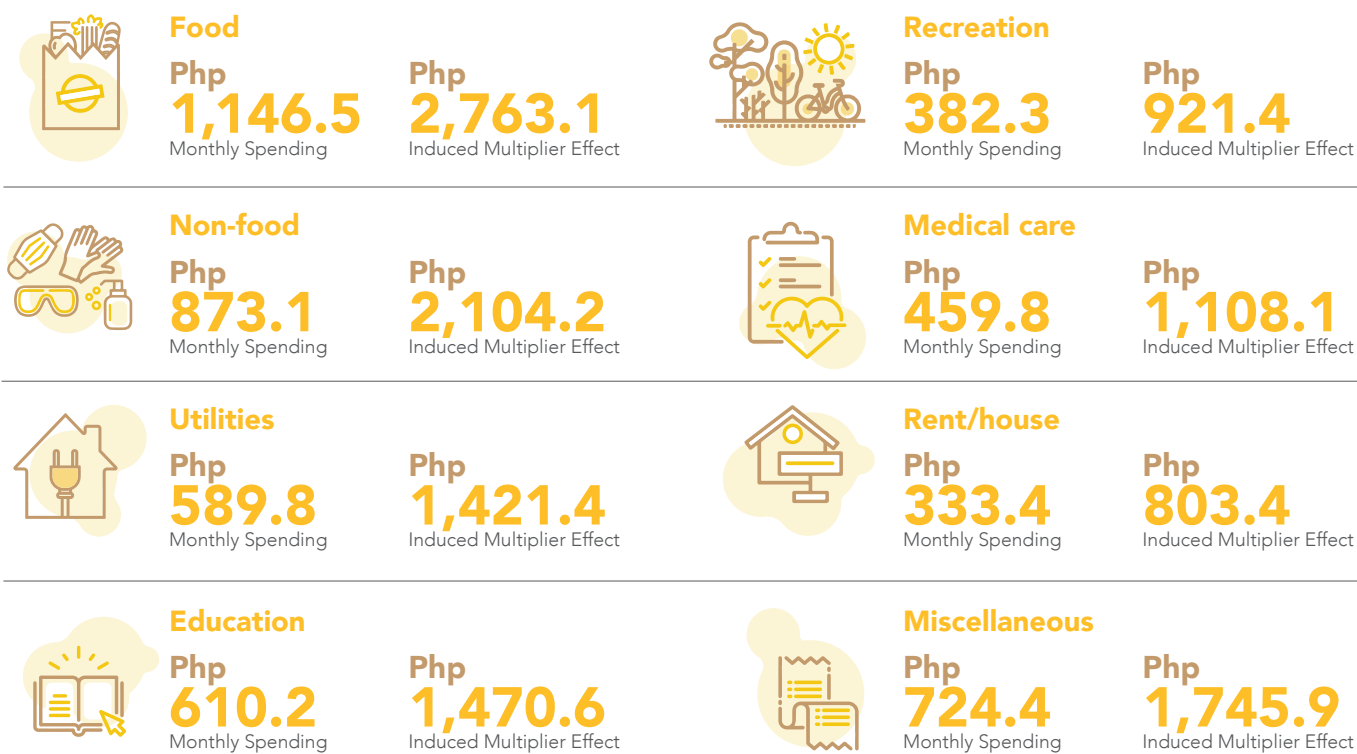


With new business establishments in operation, the subsequent increase in the tax base of the local governments has also wielded a positive impact in the improvement of the delivery of basic social services to the local population.

In-migration and stimulation of business activities in the area indicate the significant impacts of the mining operations. It is safe to make this attribute to FCF Minerals since it is the only major employer and economic industry in the area of Barangay Runruno, and benefits the municipality of Solano as its most proximate commercial center.



Induced Multiplier Effects of Monthly Spending Within and Outside of Nueva Vizcaya for Various Expenditures (in thousand pesos)



Monthly Consumption Spending within Nueva Ecija

Php 2,868.4 Monthly Spending
Php 6,912.8 Induced Multiplier Effect

Monthly Consumption Spending outside Nueva Ecija

Php 2,251.2 Monthly Spending
Php 5,425.3 Induced Multiplier Effect

Notes: Figures are based on a survey of 247 workers of RGMP. The multiplier is determined using the marginal propensity to consume of the Cagayan Valley Region (0.6822) and the average national tax effort from 2016 to 2018 (0.142 or 14.2%). The induced multiplier effect is simply the monthly consumption spending multiplied by the Keynesian multiplier (2.41).



FCF Minerals' Approach to its Partner Communities (103-1, 103-2, 103-3)

FCF Minerals' Community Relations (ComRel) policy contains the rules and regulations regarding local community relations. The Company is strongly committed to follow the guidelines being established to foster good community relationships. This done through the Company's ComRel Department which handles grievances of people from the local community primarily through the intervention of the LGU.

FEATURE STORY

Success Story of Michael Dangpas

Michael Dangpas is a former employee of FCF Minerals. He decided to resign and start a farming business in a half hectare land. Because he wanted to grow his business, he availed the Pondong Pangkabuhayan Livelihood Program of the Atan Vegetable Growers Association in 2016. The amount he received came from the Community Development Program (CDP) Fund of FCF Minerals. He used this as an investment to finance his tomato production, and the earnings he used as additional capital to expand his area of production. He also started planting other crops such as sweet potato, squash, and sayote. He gained a significantly larger income which has enabled him to afford additional manpower to support the maintenance of his farm. He now also owns a vehicle. Michael, with his persistence and diligence, is one of the several members of the association who has become financially independent.

FCF Minerals' Pondong Pangkabuhayan Livelihood Program provides financial and technical assistance to its beneficiaries. For the financial aspect, the beneficiaries have two loan options to avail – regular loan and Enhanced Pangkabuhayan Program. The former lends money to the beneficiaries for additional capital, then they are given a certain period of time to return the borrowed money. The latter sustains the money of the beneficiaries by allowing them to gain enough capital, considering their profit as the basis for the amortization. Before returning the money to the association, the beneficiaries must first establish stable capital and savings. This way, they will no longer have to borrow from the association for capital as they already have sufficient amount for their livelihood. In case of calamity, the Enhanced Pangkabuhayan Program encourages the beneficiaries to utilize their savings instead of borrowing again from the association so that their loan will not bloat.

Encourages the beneficiaries to utilize their savings instead of borrowing again from the association so that their loan will not bloat



Enhanced Pangkabuhayan Program



Pondong Pangkabuhayan Livelihood Program

Provides financial and technical assistance to its beneficiaries



The Program has helped not only Michael Dangpas, but also more than

2,000

beneficiaries become financially-independent

The technical assistance in the enhanced program includes the provision of orientations, trainings, and seminars on financial literacy and various livelihood programs. The ComRel Department of FCF Minerals invites experts from the Municipal Office, Department of Trade and Industry, and Technical Education and Skills Development Authority (TESDA) to share their knowledge and skills when it comes to improving financial and livelihood practices.

Indeed, the Pondong Pangkabuhayan Livelihood program has helped not only Michael Dangpas, but also more than 2,000 beneficiaries become financially-independent, equipping them to grow their businesses.

Treating Indigenous Peoples with Respect (103-1, 103-2, 103-3)

Indigenous Peoples (IPs) are inheritors and practitioners of unique cultures and traditions. With this, their norms and way of living must be respected and given utmost importance.

The National Commission on Indigenous Peoples (NCIP) has declared the areas of operation of FCF Minerals as “non-overlap” or the site does not overlap with any ancestral domain area of any IPs, but was found that there are still some migrant IPs living near the site. This means that the residence and livelihood of these IP groups are also affected by the Company’s operations. To obtain further information about the IP groups, a survey was conducted within the FTAA. There were also

information, education, and communication sessions for effective information dissemination of the projects being implemented by the Company. It was also guaranteed that in case of need for relocation, the IPs within the project area will be fairly compensated.

FCF Minerals coordinates closely with LGUs and line agencies of the government including MGB, NCIP, and the Provincial Environment and Natural Resources Office (PENRO) to ensure that the company’s actions when dealing with IPs are legal and appropriate. FCF Minerals also goes beyond regulatory compliance by offering basic services to the IPs such as health and livelihood programs.



FEATURE STORY



Helping the IPs Earn while they Learn

FCF Minerals has established the loom weaving project which aims to revive and preserve the culture and tradition of the community, as well as provide additional source of income to the identified IP members of the Runruno Indigenous Peoples Organization (RIPO). RIPO was organized in 2015 through the assistance and guidance of the NCIP. It is composed of five tribal groups, namely Kankanaey, Ibaloi, Kalanguya, Tuwali, and Ayanan. The selected IP members have received weaving threads and back strap loom purchased from the capital assistance given by FCF Minerals.

The Company has also partnered with TESDA of Nueva Vizcaya in providing skills training to the identified IP members. As a result, the beneficiaries of the program are already earning from producing and selling woven costumes.

At present, the weavers are also accepting orders and weaving contracts outside of Barangay Runruno. They are now engaged in weaving the tribal costume of other barangays of the municipality of Quezon. Aside from costumes, they also sell other woven products such as tapis (wrap-around skirts for women), ladies' belt and topper, wanes (G-string for men), head gear for men, table runners, among many others.

Antonette, the chairperson of RIPO, mentioned that their training on loom weaving started in August 2019. It was initially a five-day training, but was extended for another three days to further demonstrate its process. They are constantly learning other designs and improving their skills and crafts, as weaving cannot be mastered for a short amount of time. According to Mona, another member of RIPO, loom weaving is not a one-method-

Php
15,000

is the price of three complete sets of woven clothing and can vary based on the type and quality of the clothing

To weave one complete set of clothing, the loom weavers of RIPO takes them

5 days



fits-all kind of process, since it is also important to consider the context and culture of the different IP tribes in making their clothing. Approximately, the price of three complete sets of woven clothing is around PHP15,000, but can vary based on the type and quality of the clothing. The loom weavers of RIPO shared that it generally takes them five days to make one complete set.

When asked about the benefits of the loom weaving project, Mona said that it will be their source of livelihood which will eventually help them earn more income. Since the project just recently started, they have not seen its progress yet in terms of generating income. They are looking to increase their customers with the assistance of FCF Minerals. Once this livelihood project begins to benefit them economically, it will be easier for them to recruit more weavers as well. More than the economic benefits, it will also contribute to preserving their culture as they can impart these skills to their children and grandchildren.

Compliance with Laws and Regulations

(103-1,103-2, 103-3, 307-1)

Environmental compliance covers how a company conforms with environmental laws and regulations. At FCF Minerals, environmental compliance is crucial in its business continuity, image, and reputation. Similarly, the Company's operations can also impact the livelihood, quality of life, and immediate environment of their host community. Hence, FCF Minerals developed processes to cultivate a company-wide culture of awareness and compliance education. The Company also conducts periodic monitoring and audits of standards and codes to maintain full compliance and meet or exceed all applicable environmental laws and regulations in the Philippines, and other industry standards to which FCF Minerals subscribed to. Compliance procedures are also reviewed regularly and updated appropriately. Inspection practices are in place, which allows FCF Minerals to evaluate and ensure the effectiveness of its environmental management systems. Although there are noted observations being raised during site inspections conducted by numerous stakeholders, no findings resulting in significant fines have been noted for two consecutive years (2018–2019). Appropriate action is also being done to prevent the escalation of non-conformity.

FCF Minerals has developed and implemented mitigating controls and enhanced existing controls to address the adverse impacts and sustain the positive impacts that are beneficial to the Company's corporate image and reputation.

FCF Minerals' is compliant with different environmental laws and regulations of the following regulatory bodies:

1. DENR and its bureaus:
 - o Mines and Geosciences Bureau
 - o Environmental Management Bureau
 - o Forest Management Bureau
2. PENRO-DENR
3. Municipal and Barangay LGUs
4. Multipartite Monitoring Team
5. Other government agencies:
 - o PNP
 - o Philippine Drug Enforcement Agency
 - o National Water Resources Board
 - o Department of Energy
6. Other relevant interested parties

FEATURE STORY



FCF Minerals' Road to ISO Re-certification

FCF Minerals maintains a balance between their operations and its possible impacts on the environment. Its commitment towards environmental compliance has led to the establishment of their first ISO 14001:2015 certification – Environmental Management Systems (EMS). The International Organization for Standardization (ISO) Certification is an accreditation conducted by external parties to ensure that an organization performs their inter-related processes within international standards. For this certification, they evaluated the Company's environmental performance by reviewing its measures to address its adverse impacts, prevent pollution, and comply with its obligations, among others.

To address any possible major non-conformances, FCF Minerals decided to conduct the recertification audit last June 2019, ahead of the end of their ISO 14001:2015 certification validity in August 2019. The ISO Audit Committee organized a kick-off meeting in June 2019 that was attended by all FCF Minerals' department heads and their representatives. To ensure the Company's compliance with environment management standards, and laws and regulations affecting

its operations, an interview on management commitment was conducted with the Company's top management. After this, a review of all the regulatory requirements such as validity of permits and certificates, and validation of evidence of compliances was conducted.

The efforts of the Company's employees show their commitment towards their ISO recertification. The ISO Audit Committee applauded FCF Minerals for receiving the Best Mining Forest Award – Metallic Mining Operation Category in November 2018. After validating the state of development and maturity of the Company's implementation of the ISO Standards in their daily activities, the Société Générale de Surveillance Philippines announced that the EMS implemented in the Company meets the international standards of ISO 14001:2015, thus granted the re-certification of FCF Minerals Corporation.

FCF Minerals is proud that its EMS is compliant with internationally recognized ISO 14001:2015 Standards. This achievement would not be possible without the cooperation and support of its management, employees, contractors, trainees, and the perseverance of the EMS Committee in checking and updating their departments' ISO requirements.

GRI CONTENT INDEX



For the Materiality Disclosures Service, GRI Services review shows that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.



For the SDG Mapping Service, GRI Services reviewed that the disclosures included in the content index are appropriately mapped against the SDGs.

GRI Standard	Disclosure	Page number(s), direct answer and/or URLs and Reason for Omission	SDG Linkage to Disclosure
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational Profile		
	102-1	Name of the organization	FCF Minerals Corporation
	102-2	Activities, brands, products, and services	p.6
	102-3	Location of headquarters	22/F Salcedo Towers, 169 HV dela Costa Street Salcedo Village, Makati City 1227
	102-4	Location of operations	Brgy. Runruno, Quezon, Nueva Vizcaya, Philippines 2713
	102-5	Ownership and legal form	p. 6
	102-6	Markets served	India
	102-7	Scale of the organization	p. 17
	102-8	Information on employees and other workers	p. 35
	102-9	Supply chain	p. 18
	102-10	Significant changes to the organization and its supply chain	No significant changes.
	102-11	Precautionary Principle or approach	FCF Minerals has no precautionary principles as of the moment, but has plans in drafting one.
	102-12	External initiatives	None
	102-13	Membership of associations Chamber	Chamber of Mines of the Philippines, ANZCHAM
	Strategy		
	102-14	Statement from senior decision-maker	p. 8
	Ethics and integrity		
	102-16	Values, principles, standards, and norms of behavior	p. 6
	Governance		
	102-18	Governance structure	FCF Minerals adapts the governance structure of its mother company, Metals Exploration.
	Stakeholder engagement		
	102-40	List of stakeholder groups	p. 13
	102-41	Collective bargaining agreements	p. 35
	102-42	Identifying and selecting stakeholders	p. 12
	102-43	Approach to stakeholder engagement	p. 12
	102-44	Key topics and concerns raised	p. 13
	Reporting practice		
	102-45	Entities included in the consolidated financial statements	FCF Minerals Corporation
	102-46	Defining report content and topic Boundaries	Inside Front Cover
	102-47	List of material topics	p. 14
	102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	None	
102-50	Reporting period	Inside Front Cover	
102-51	Date of most recent report	January 2019	
102-52	Reporting cycle	Biennial	
102-53	Contact point for questions regarding the report	Ian Moller ian.moller@fcfminerals.com	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.	
102-55	GRI Content Index	p. 51	
102-56	External Assurance	The report has not been externally assured.	
Material Topics			
Economic Category			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 17
	103-2	The management approach and its components	p. 17
	103-3	Evaluation of the management approach	p. 17
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distribute	p. 17 SDG No. 8 Decent Work and Economic Growth SDG No. 9 Industry, Innovation and Infrastructure
	201-2	Financial implications and other risks due to climate change	p. 18 SDG No. 13 Climate Action
	201-4	Financial assistance received from the government	FCF Minerals did not receive any financial assistance from the government.

GRI Standard	Disclosure		Page number(s), direct answer and/or URLs and Reason for Omission	SDG Linkage to Disclosure
Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 43	
	103-2	The management approach and its components	p. 43	
	103-3	Evaluation of the management approach	p. 43	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	p. 43	SDG No. 5 Gender Equality SDG No. 9 Industry, Innovation and Infrastructure SDG No. 11 Sustainable Cities and Communities
	203-2	Significant indirect economic impacts	p. 43	SDG No. 1 No Poverty SDG No. 3 Good Health and Well-being SDG No. 8 Decent Work and Economic Growth
Procurement Practices				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 18	
	103-2	The management approach and its components	p. 18	
	103-3	Evaluation of the management approach	p. 18	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	About 30% and 25% of FCF Minerals' suppliers in 2018 and 2019, respectively, are from the Philippines.	
Environmental Category				
Materials				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 18	
	103-2	The management approach and its components	p. 18	
	103-3	Evaluation of the management approach	p. 20	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	FCF Minerals used 7,027,150 MT and 7,340,372 MT of non-renewable materials for 2018 and 2019, respectively. Meanwhile, water is the only renewable material that the company uses, which is reported in 303-5.	SDG No. 8 Decent Work and Economic Growth SDG No. 12 Responsible Consumption and Production
	301-3	Reclaimed products and their packaging materials	This disclosure is not applicable to FCF Minerals because they do not package their products.	SDG No. 8 Decent Work and Economic Growth SDG No. 12 Responsible Consumption and Production
Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 20	
	103-2	The management approach and its components	p. 20	
	103-3	Evaluation of the management approach	p. 20	
GRI 302: Energy 2016	302-1	Energy consumption with the organization	p. 20	SDG No. 7 Affordable and Clean Energy SDG No. 8 Decent Work and Economic Growth SDG No. 12 Responsible Consumption and Production SDG No. 13 Climate Action
	302-3	Energy intensity	p. 21	SDG No. 7 Affordable and Clean Energy SDG No. 8 Decent Work and Economic Growth SDG No. 12 Responsible Consumption and Production SDG No. 13 Climate Action
Water and Effluents				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 22	
	103-2	The management approach and its components	p. 22	
	103-3	Evaluation of the management approach	p. 22	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as shared resources	p. 22	
	303-2	Management of water discharge-related impacts	p. 22	
	303-3	Water withdrawal	p. 22	SDG No. 6 Clean Water and Sanitation
	303-5	Water consumption	FCF Minerals' total water consumption from all areas in megaliters in 2018 was 1,102.66 which increased to 1,135.126 in 2019. FCF Minerals has also no identified water stress areas.	
Biodiversity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 27	
	103-2	The management approach and its components	p. 27	
	103-3	Evaluation of the management approach	p. 27	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas	p. 28	SDG No. 6 Clean Water and Sanitation SDG No. 15 Life on Land
	304-2	Significant impacts of activities, products, and services on biodiversity	p. 28	SDG No. 6 Clean Water and Sanitation SDG No. 15 Life on Land
	304-3	Habitats protected or restored	p. 29	SDG No. 6 Clean Water and Sanitation SDG No. 15 Life on Land
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	p. 29	SDG No. 6 Clean Water and Sanitation SDG No. 15 Life on Land

GRI Standard	Disclosure		Page number (s), direct answer and/or URLs and Reason for Omission	SDG Linkage to Disclosure
	MM1	Amount of land disturbed or rehabilitated	p. 30	SDG No. 3 Good Health and Well-being SDG No. 6 Clean Water and Sanitation SDG No. 7 Affordable and Clean Energy SDG No. 8 Decent Work and Economic Growth SDG No. 9 Industry Innovation and Infrastructure SDG No. 12 Responsible Consumption and Production SDG No. 13 Climate Action SDG No. 15 Life on Land SDG No. 17 Partnership for the Goals
	MM2	Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number of those sites with plans in place	A total of 871.34 hectares or 28.17% of the FTAA area has been assessed under the criteria as in need of a Biodiversity Management Plan (BMP), while a total of 19.64 hectares or 2.25% of the BMP area have BMP in place and operational.	SDG No. 6 Clean Water and Sanitation SDG No. 14 Life on Water SDG No. 15 Life on Land
Emissions				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 21	
	103-2	The management approach and its components	p. 21	
	103-3	Evaluation of the management approach	p. 21	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	p. 21	SDG No. 3 Good Health and Well-being SDG No. 12 Responsible Consumption and Production SDG No. 13 Climate Action SDG No. 14 Life on Water SDG No. 15 Life on Land
	305-2	Energy indirect (Scope 2) GHG emissions	p. 21	SDG No. 3 Good Health and Well-being SDG No. 12 Responsible Consumption and Production SDG No. 13 Climate Action SDG No. 14 Life on Water SDG No. 15 Life on Land
	305-3	Other indirect energy (Scope 2) GHG emissions	p. 21	
	305-4	GHG emissions intensity	FCF Minerals' GHG emissions intensity for each ton of gold produced was 0.49 in 2018 while 0.35 in 2019. FCF Minerals is using state of the art technologies and energy saving initiatives, which decreased their GHG emissions intensity in 2019.	SDG No. 13 Climate Action SDG No. 14 Life on Water SDG No. 15 Life on Land
	305-6	Emissions of ozone depleting substances (ODS)	FCF Minerals does not use any ODS in any of its operations, therefore no ODS emissions are generated. Additionally, equipment such as air conditioning units, chillers, and fire extinguishers use only non-ODS or its alternatives.	SDG No. 3 Good Health and Well-being SDG No. 12 Responsible Consumption and Production
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	p. 21	
Effluents and Waste				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 23	
	103-2	The management approach and its components	p. 23	
	103-3	Evaluation of the management approach	p. 23	
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	p. 23	SDG No. 3 Good Health and Well-being SDG No. 6 Clean Water and Sanitation SDG No. 12 Responsible Consumption and Production
	306-2	Waste by type and disposal method	p. 23	SDG No. 3 Good Health and Well-being SDG No. 6 Clean Water and Sanitation SDG No. 12 Responsible Consumption and Production
	306-3	Significant spills	There are no significant spills during the reporting period.	SDG No. 3 Good Health and Well-being SDG No. 6 Clean Water and Sanitation SDG No. 12 Responsible Consumption and Production SDG No. 15 Life on Land
	306-4	Transport of hazardous waste	p. 23	SDG No. 3 Good Health and Well-being SDG No. 12 Responsible Consumption and Production
	306-5	Water bodies affected by water discharges and/or runoff	p. 23	SDG No. 6 Clean Water and Sanitation
	MM3	Total amounts of overburden, rock, tailings, and sludges, and their associated risks	p. 23	SDG No. 12 Responsible Consumption and Production
Environmental Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 50	
	103-2	The management approach and its components	p. 50	
	103-3	Evaluation of the management approach	p. 50	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations.	p. 50	SDG No. 16 Peace, Justice and Strong Institutions
Supplier Environmental Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 18	

GRI Standard	Disclosure		Page number(s), direct answer and/or URLs and Reason for Omission	SDG Linkage to Disclosure
	103-2	The management approach and its components	p. 18	
	103-3	Evaluation of the management approach	p. 18	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	About 10% and 20% of FCF Minerals' new suppliers were screened in 2018 and 2019, respectively.	
	308-2	Negative environmental impacts in the supply chain and actions taken	In 2018, 12 suppliers were assessed for environmental impacts and an additional supplier was assessed in 2019.	
Social Category				
Employment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 34	
	103-2	The management approach and its components	p. 34	
	103-3	Evaluation of the management approach	p. 34	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	p. 36	SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 37	SDG No. 8 Decent Work and Economic Growth
	401-3	Parental leave	p. 37	SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth
Labor-Management Relations				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 39	
	103-2	The management approach and its components	p. 39	
	103-3	Evaluation of the management approach	p. 39	
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	FCF Minerals provides four weeks to employees prior to the implementation of significant operational changes.	SDG No. 8 Decent Work and Economic Growth
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 41	
	103-2	The management approach and its components	p. 41	
	103-3	Evaluation of the management approach	p. 41	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	p. 41	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 41	
	403-3	Occupational health services	p. 41	
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 41	
	403-5	Worker training on occupational health and safety	p. 41	
	403-6	Promotion of worker health	p. 41	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 41	
	403-8	Workers covered by an OHS management system	All workers are covered by an OHS management system that has been internally audited and has been certified by an external body.	SDG No. 8 Decent Work and Economic Growth
	403-9	Work-related injuries	There are no significant recordable work-related injuries by employees and workers in 2018 and 2019.	SDG No. 3 Good Health and Well-being SDG No. 8 Decent Work and Economic Growth
	403-10	Work-related ill health	p. 41	SDG No. 3 Good Health and Well-being SDG No. 8 Decent Work and Economic Growth
Training and Education				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 34	
	103-2	The management approach and its components	p. 34	
	103-3	Evaluation of the management approach	p. 34	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	FCF Minerals has average training hours of 34.77 and 38.82 per employee for 2018 and 2019, respectively.	SDG No. 4 Quality Education SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth
	404-3	Percentage of employees receiving regular performance and career development reviews	All FCF Minerals employees except for the contractual and fixed-term receive regular performance and career development reviews.	SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 39	
	103-2	The management approach and its components	p. 39	
	103-3	Evaluation of the management approach	p. 39	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	p. 39	SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth
	405-2	Ratio of basic salary and remuneration of women to men	The ratio is 1:1	SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth SDG No. 10 Reduced Inequalities
Non-Discrimination				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 39	

GRI Standard	Disclosure		Page number(s), direct answer and/or URLs and Reason for Omission	SDG Linkage to Disclosure
	103-2	The management approach and its components	p. 39	
	103-3	Evaluation of the management approach	p. 39	
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	There are no incidents of discrimination in FCF Minerals.	SDG No. 5 Gender Equality SDG No. 8 Decent Work and Economic Growth
Freedom of Association and Collective Bargaining				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 39	
	103-2	The management approach and its components	p. 39	
	103-3	Evaluation of the management approach	p. 39	
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	FCF Minerals and its suppliers have no incidents in which the right to freedom of association and collective bargaining are at risk.	
Child Labor				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 40	
	103-2	The management approach and its components	p. 40	
	103-3	Evaluation of the management approach	p. 40	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	FCF Minerals and its suppliers have no incidents that have significant risks of child labor.	SDG No. 8 Decent Work and Economic Growth SDG No. 16 Peace, Justice and Strong Institutions
Security Practices				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 40	
	103-2	The management approach and its components	p. 40	
	103-3	Evaluation of the management approach	p. 40	
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	p. 40	SDG No. 16 Peace, Justice and Strong Institutions
Rights of IPs				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 48	
	103-2	The management approach and its components	p. 28	
	103-3	Evaluation of the management approach	p. 28	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of IPs	There are no incidents of discrimination and violations involving the rights of IPs during the reporting period.	SDG No. 2 Zero Hunger
	MM5	Total number of operations taking place in or adjacent to IPs' territories, and number and percentage of operations or sites where there are formal agreements with IP communities	There are no operations taking place in or adjacent to IPs' territories.	SDG No. 1 No Poverty SDG No. 2 Zero Hunger
	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and IPs	There are no significant disputes during the reporting period.	SDG No. 1 No Poverty SDG No. 2 Zero Hunger
Human Rights Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 40	
	103-2	The management approach and its components	p. 40	
	103-3	Evaluation of the management approach	p. 40	
GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	FCF Minerals has no current employee training on human rights, but there are plans to implement this in the future.	
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Approximately 20 (30%) and 25 (35%) contracts underwent human rights screening in 2018 and 2019, respectively.	
Local Communities				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 43	
	103-2	The management approach and its components	p. 43	
	103-3	Evaluation of the management approach	p. 43	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	All of FCF Minerals' operations have local community engagements, impacts, assessments, and development programs.	
Marketing and Labelling				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 50	
	103-2	The management approach and its components	p. 50	
	103-3	Evaluation of the management approach	p. 50	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labelling	The sourcing of components, content, safe use, and disposal of the product is required by FCF Minerals' procedures for product and service information and labeling.	SDG No. 12 Responsible Consumption and Production
	417-2	Incidents of non-compliance concerning product and service information and labelling	FCF Minerals has one incident of non-compliance with regulations on product and service information labelling resulting in a fine or penalty.	SDG No. 16 Peace, Justice and Strong Institutions
	417-3	Incidents of non-compliance concerning marketing communications	FCF Minerals has two incidents of non-compliance with regulations on marketing communications resulting in a fine or penalty.	SDG No. 16 Peace, Justice and Strong Institutions

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