

GRI Content Index GRI 102-55

Indicators			Pages (Supplementary data)		External Assurance
GRI 102: GENERAL DISCLOSURES					
102-1. Name of organization					79
102-2. Primary brands, products and/or services					12
102-3. Location of the organization's headquarters					115
102-4. Location of operations					3 and 11
102-5. Nature of ownership and legal form					10 and 22
102-6. Markets served					12
102-7. Scale of the organization					11 and 12
102-8. Total number of employees					61
			2015	2016	2017
Brazil					
Own employees	Paid monthly	Men	1,576	1,541	1,541
		Women	338	312	344
	Paid hourly	Men	1,204	1,196	1,213
		Women	45	51	65
	Trainees	Men	3	5	0
		Women	7	5	0
Interns and apprentices	Interns	Men	49	42	47
		Women	52	44	57
	Apprentices	Men	2	24	31
		Women	3	13	17
	Service providers (third-parties)	Permanent	522	553	1,115
		Temporary (projects)	1,752	359	396
Total			5,553	4,145	4,826
			2015	2016	2017
Abroad					
Own employees	Paid monthly	Men	2,246	2,075	2,098
		Women	163	168	165
	Paid hourly	Men	0	0	0
		Women	1	2	0
	Trainees	Men	18	25	14
		Women	1	7	6
Interns and apprentices	Interns	Men	80	28	26
		Women	33	18	19
	Apprentices	Men	0	4	0
		Women	0	1	0
	Service providers (third-parties)	Permanent	5,782	6,029	5,856
		Temporary (projects)		0	0
Total			8,324	8,357	8,184
			2015	2016	2017
Total					
Own employees	Paid monthly	Men	3,822	3,616	3,639
		Women	501	480	509
	Paid hourly	Men	1,204	1,196	1,213
		Women	46	53	65
	Trainees	Men	21	30	14
		Women	8	12	6
Interns and apprentices	Interns	Men	129	70	73
		Women	85	62	76
	Apprentices	Men	2	28	31
		Women	3	14	17
	Service providers (third-parties)	Permanent	6,304	6,582	6,971
		Temporary (projects)		359	396
Total			13,877	12,502	13,010

Indicators	Pages (Supplementary data)	External Assurance
Information Omitted	Reasons for Omission	Explanation for Omission
Gender of third-parties	Nexa Resources does not manage this information.	Not available
Type of work (full or part-time) of third-parties		
Comment: All employees are hired for an indefinite period; trainees and apprentices have temporary contracts.		
102-9. Supply chain		96
102-10. Significant changes in the organizational structure		6, 8 and 22
102-11. Precautionary principle	All of the company's operating units have obtained certification under the ISO 14001 standard. This standard is a tool that helps to identify, prioritize and manage environmental risks as part of day-to-day practices. It ensures that the company gives more attention to the most important business issues and it requires strong commitments by the company on pollution prevention and continuous improvement, integrating them into the routine business management cycle. The management system also takes into consideration the precautionary principle established by the United Nations Conference on Environment and Development in 1992 (Eco 92). The adoption of this principle is a way to guarantee the company against potential risks that, given the current state of knowledge, cannot yet be identified.	
102-12. Charters or other initiatives	Available in the online version	
102-13. Memberships of associations		33
102-14. CEO's statement		6 and 8
102-15. Description of key impacts, risks and opportunities		26 and 27
102-16. Values, principles and standards of behavior		26 and 27
102-18. Governance structure		23, 24 and 25
102-40. Stakeholder groups engaged		33
102-41. Employees covered by collective bargaining agreements	100% of employees are covered by collective bargaining agreements (Brazil)	
102-42. Basis for identification and selection of stakeholders		33
102-43. Approach to stakeholder engagement		32 and 33
102-44. Key topics and concerns identified and organization's approach		3
102-45. Entities included in the financial statements		3
2017		
Campos Novos Energia S.A. - "Enercan"		
Capim Branco Energia		
Cia. Minera Gaico S.A.		
Cia. Magistral S.A.C		
Cia. Minera Dona Isabel Ltda.		
Cia. Minera Shalipayco S.A.C		
Nexa Resources Atacocha S.A.A. - "NEXA ATACOCHA" (formerly Compañia Minera Atacocha S.A.A)		
Nexa Resources Perú S.A.A. - "NEXA PERU" (formerly Compañia Minera Milpo S.A.A - "Milpo")		
Consórcio UHE Igarapava		
InPac Holding Limited		
Inversiones Garza Azul S.A.C		
L.D.O.S.P.E Empreendimentos e Participações Ltda.		
L.D.Q.S.P.E Empreendimentos e Participações Ltda.		
L.D.R.S.P.E Empreendimentos e Participações Ltda.		
Nexa Resources El Porvenir S.A.C (formerly Milpo Andina Peru S.A.C.)		
Nexa Resources UK Ltd. - "NEXA UK" (formerly Milpo UK Limited)		
Minera Bongará S.A.		
Minera Cerro Colorado S.A.C		
Minera Chambará S.A.C		
Minera Pampa de Cobre S.A.C		
Minera Rayrock Ltda.		
Mininig Dardanelos Ltda.		
Mininig Santa Maria Ltda.		
Otavi Mining Investments (Pty) Ltd.		
Otjitombo Mining Proprietary Ltd.		
Pollarix S.A.		
Rayrock Antofagasta S.A.C		

Indicators	Pages (Supplementary data)	External Assurance	
SMRL CMA nº54			
SMRL Ltda. Pepita 1			
Votorantim Andina S.A. - "VASA"			
Votorantim GmbH			
Votorantim Investimentos Latino-Americanos S.A. - "VILA"			
Votorantim Metais Argentina S.A.			
Votorantim Metais Bolívia S.R.L.			
Nexa Resources Cajamarquilla S.A. - "NEXA CJM" (formerly Votorantim Metais Cajamarquilla S.A.)			
Nexa Recursos Minerais S.A. - "NEXA BR" (formerly Votorantim Metais Zinco S.A. - "VMZ")			
Votorantim Metals Canada Inc.			
Votorantim Metals Namibia. Ltd.			
Votorantim US. Inc.			
102-46. Report content and boundaries	3		
102-47. Material topics	3		
102-48. Restatements of information	57, 64, 73 and 91		
102-49. Significant changes in the material topics and topic boundaries	There were no significant changes in the scope and limits of the material aspects		
102-50. Reporting period	3		
102-51. Date of most recent report	3		
102-52. Reporting cycle	3		
102-53. Contact	3		
102-54. Report 'in accordance' option	3		
102-55. Report content Index	98		
102-56. External assurance policy	3		
GRI 103. MANAGEMENT APPROACH			
103-1. Explanation of the material topic and its boundary	61, 73, 75, 78, 82, 90 and 94		
103-2. Number of grievances related to environmental impacts filed, addressed, and resolved through formal mechanisms	7, 29, 61, 72, 73, 75, 78, 82 and 90		
We maintain dialogue with the leaders of the surrounding communities through regular visits, which are occasions when suggestions, complaints and returns are collected. The units also keep track of the demands of the community and work toward meeting relationship improvement goals, for example, by reducing response times. A weekly report is sent to the Unit's managers. In 2018, we will begin running the Community Dialogue/PDC Panels, holding periodic meetings throughout the year (monthly or bimonthly, according to each locality's characteristics), pursuant to the Relationship Protocol.			
103-3. Evaluation of the management approach	61, 72, 73, 75, 78, 82 and 90		
GRI 200. ECONOMIC SERIES			
GRI 201. ECONOMIC PERFORMANCE			
201-1. Direct economic value generated and distributed, including revenues, operating costs, employee remuneration, donations and other community investments, retained earnings and payments to capital providers and governments	57	✔	
Nexa Resources is a closed-capital company that adopts the accounting and governance practices of listed companies. It has its own board of directors that orients its long-term strategic direction and preserves its values and management beliefs. The generation and distribution of added-value is the result of activities performed after the preparation of long-term plans. These plans are based on macroeconomic scenarios, demand and availability of raw materials and energy, and are part of the strategic planning cycle, which also includes all material topics of sustainability and strategic targets. The monitoring of the budget execution includes the preparation of a statement of the value-added distributed (DVA). The DVA demonstrates the government taxes paid and the amounts distributed to the company's various stakeholder groups.			
Breakdown of Value-Added (US\$ thousand)	2015	2016	2017
Direct Economic Value Generated			
1) Revenues	-	-	-
1.1) Sales of products and services	2,706,831	2,265,111	2,070,659
1.2.) Other operating revenues (expenses)	5,279	408	11,491
1.3) Provision for bad debts	385	653	-285
1.4) Total revenues	2,712,495	2,266,172	2,081,865
2) Inputs acquired from third parties	-	-	-
2.1) Cost of goods sold	-1,511,124	-1,505,750	-1,053,232
2.2) Selling, general and administrative expenses	-43,673	-32,611	-28,380
2.3) Impairment of fixed assets	0	979	-8,574
3) Gross value-added	1,157,698	728,790	991,679
3.1) Depreciation, amortization and depletion	-270,454	-275,034	-295,258
4) Net value-added produced	887,244	453,756	696,421

Indicators		Pages (Supplementary data)	External Assurance
5) Value-added received in transfers	-	-	-
5.1) Equity pick-up	60	-158	-256
5.2) Realization of other impacts when investment is written-down	0	0	0
5.3) Financial revenues	167,827	507,731	201,426
Total value-added received in transfers	167,887	507,573	201,170
6) Total value-added to be distributed	1,055,131	961,329	897,591
7) Distribution of value-added	-	-	-
7.1) Salaries, benefits and social charges	278,285	233,755	202,876
7.1.1) Salaries	146,766	126,570	112,072
7.1.2) Benefits	76,677	66,863	60,761
7.1.3) Social charges	54,842	40,322	30,043
7.2) Taxes, tariffs and contributions	285,175	167,026	273,178
7.2.1) Federal	195,413	134,421	116,307
7.2.2) State	70,127	55,592	55,221
7.2.3) Municipal	138	114	113
7.2.4) Deferred taxes	19,497	-23,101	101,537
7.3) Remuneration of third-party capital	326,406	450,039	561,333
7.3.1) Financial expenses	298,008	428,650	543,357
7.3.2) Rents	28,398	21,389	17,976
7.4) Remuneration of own equity	165,265	110,509	-139,796
7.4.1) Net profit (loss) for the period	165,265	110,509	-139,796
8) Distribution of value-added	1,055,131	961,329	897,591
8.1) Economic value retained	-	-	-
8.2) Operating costs	-	-	-

GRI 202. MARKET PRESENCE

202-1. Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.

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Nexa Resources remuneration policies and practices are in line with the market. The company does not discriminate salaries by gender. The salaries are established for Salary Groups (SG), each one being composed of a number of employee categories. The variations in salaries within each SG are due to merit, competence and service time served in the position.

2015 In 2015 no employee earning below the local minimum salary was identified.

2016 In 2016 no employee earning below the local minimum salary was identified.

2017 In 2017 no employee earning below the local minimum salary was identified.

Comments:

1. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.

GRI 203. INDIRECT ECONOMIC IMPACTS

203-1. Infrastructure investments and services supported..

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GRI 204. PROCUREMENT PRACTICES

204-1. Proportion of spending on local suppliers at significant locations of operation.

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Amount spent on local suppliers	2015	2016	2017
Amount spent on local suppliers (US\$)	839,304,369.31	1,000,928,740.85	1,021,352,882.75
Total amount spent on local suppliers (US\$)	1,090,186,000.00	1,537,382,000.00	1,554,797,000.00
Percentage spent with local suppliers	77.0%	65.1%	65.7%

Information Omitted	Reasons for Omission	Explanation for Omission
São Paulo head office	Indicator is not applicable to the São Paulo head office	Not Applicable

Comments:

1. Indicator is not applicable to the São Paulo head office, since it does not fit into the classification criteria for local suppliers.

2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.

GRI 205. ANTI-CORRUPTION

205-2. Communication and training on anti-corruption policies and procedures

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The company's governance structure for fighting corruption includes: the Ethics Channel; Anti-Corruption Policy; Policy for Transactions with Stakeholders; internal audit; internal controls; and the compliance area.

Training sessions on these policies are held annually for managers. All other stakeholders are informed about them through the Code of Conduct.

Indicators					Pages (Supplementary data)	External Assurance
2017	Employee category	Total number of employees (405-1)	Total number of employees informed about anti-corruption policies	Percentage of employees informed about anti-corruption policies	Total number of employees who received anti-corruption training	Percentage of employees who received anti-corruption training
Brazil	CEO/Director	9	2	22.2%	0	0.0%
	Manager	106	101	95.3%	82	77.4%
	Coordinator/Consultant	396	378	95.5%	322	81.3%
	Technician/Analyst/Supervisor	497	370	74.4%	303	61.0%
	Trainee	0	0	0.0%	0	0.0%
	Operator	2,155	596	27.7%	172	8.0%
	Intern	103	71	68.9%	36	35.0%
	Apprentice	49	0	0.0%	0	0.0%
	Total	3,315	1,518	45.8%	915	27.6%
Peru	CEO/Director	3	0	0.0%	0	0.0%
	Manager	31	0	0.0%	0	0.0%
	Coordinator/Consultant	138	1	0.7%	1	0.7%
	Technician/Analyst/Supervisor	470	1	0.2%	1	0.2%
	Trainee	20	0	0.0%	0	0.0%
	Operator	1,621	0	0.0%	0	0.0%
	Intern	45	0	0.0%	0	0.0%
	Apprentice	0	0	0.0%	0	0.0%
Total	2,328	2	0.1%	2	0.1%	
Business partners to which the anti-corruption policies and procedures adopted were communicated by the organization	Nexa Resources addresses the fight against corruption through its Code of Conduct which can be accessed by internal and external stakeholders. In addition, internally, it communicates specific standards and policies such as the Global Corporate Anti-Corruption Policy which is applicable to all employees.					
205-3. Confirmed cases of corruption and the actions taken by the organization					27	✓
GRI 300. ENVIRONMENTAL PERFORMANCE						
GRI 301. MATERIALS						
301-1. Materials used by weight and volume					-	
All Nexa Resources' raw materials are managed based on: a five-year demand forecast (strategic plan); available stocks of resources (renewable and non-renewable); management of licenses for mining and production; and installed production capacities. Each year in the budget the amounts of inputs are fine-tuned for the following year. During the current year sales and production are planned on a monthly basis to manage material flows.						
Consumption of main materials (metric tons)	Category	2015	2016	2017		
ROM (internal supply)	Non-renewable	12,671,535	13,206,043	12,976,233		
Concentrates (internal supply)	Non-renewable	1,215,433	1,209,593	1,143,562		
Other Materials (external supply)	Non-renewable	102,309	110,095	354,458		
Other Materials (internal supply)	Non-renewable	152,064	143,189	161,051		
Total weight of main materials	-	14,141,340	14,668,919	14,635,305		
Comments:						
1. For the purposes of this indicator Nexa Resources adopted the assumption of informing the main mineral ores and chemical inputs utilized by each unit. An input was considered to be significant when its consumption was equal or greater than one metric ton/month.						
2. Indicator is not applicable to the São Paulo head office.						
3. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.						
301-2. Percentage of materials used that are recycled materials					-	
Percentage of recycled materials	2015	2016	2017			
Total recycled materials used	84,070.31	78,633.23	92,298.30			
Total de materiais usados (GRI 301-1)	14,141,340.29	14,668,918.90	14,520,708.91			
Percentage of recycled materials used	1%	1%	1%			
Comments:						
1. The Juiz de Fora unit (Brazil) is the only unit that has recycling of materials						
2. Indicator is not applicable to the São Paulo head office.						
3. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.						
GRI 302. ENERGY						
302-1. Energy consumption within the organization					79	✓
Comments:						
1. Indicator is not applicable to the São Paulo head office.						
2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.						
302-2. Energy consumption outside the organization					79	✓
Comments:						
1. Indicator is not applicable to the São Paulo head office.						
2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.						

Indicators	Pages (Supplementary data)	External Assurance	
302-3. Energy intensity	81	✓	
Comments: 1. Indicator is not applicable to the São Paulo head office. 2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
GRI 303. WATER			
303-1. Total water withdrawal by source	76	✓	
Comments: 1. Nexa Resources' water balance was prepared according to the Water Accounting Framework (SMI/MCA, 2014), and encompassed the total volume of fresh water withdrawn and used by the organization. The data being reported included the withdrawal of surface water (rivers and the ocean), groundwater (from wells or the deepening of the mine itself, even when it is not used in the production process) and rainwater from the storage structures located at the units. 2. Nexa conducts 28.8% of the measuring through equipment installed its units. The rest reported is calculated through estimates of the data 3. Indicator is not applicable to the São Paulo head office. 4. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
303-3. Percentage and total volume of water recycled and reused	76	✓	
Comments: 1. The figures were calculated according to the both the Water Accounting Framework (SMI/MCA, 2014), which uses the ratio of the total volume of reused water/ total volume of water used, and the GRI method, which uses the ratio of the total volume of reused water/total volume of fresh water withdrawn. 2. Indicator is not applicable to the São Paulo head office. 3. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
GRI 305. EMISSIONS			
305-1. Direct (Scope 1) GHG emissions	80 and 81	✓	
Comments: 1. Indicator is not applicable to the São Paulo head office. 2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
305-2. Energy indirect (Scope 2) GHG emissions	80 and 81	✓	
Comments: 1. Indicator is not applicable to the São Paulo head office. 2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
305-3. Other indirect (Scope 3) GHG emissions	80 and 81	✓	
Comments: 1. Indicator is not applicable to the São Paulo head office. 2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended. 3. The data presented is included in the greenhouse gas (GHG) emissions inventory which is prepared based on NBR ISO 14.064-1/07 and the Brazilian GHG Protocol program.			
305-4. GHG emissions intensity	81	✓	
Comments: 1. Indicator is not applicable to the São Paulo head office. 2. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
GRI 306. EFFLUENTS AND WASTE			
306-1. Total water discharged by quality and destination	-	✓	
We comply with all legal requirements concerning effluents and waste and with the values specified in the respective licensing processes. We have set a corporate goal that aims to reduce the generation of waste per metric ton produced in all processes. To achieve this our technology teams seek to develop new techniques and technologies, for more sustainable and profitable alternatives for the waste generated, as well as other relevant aspects.			
Volume discharged (cubic meters)	2016	2017	
Effluents requiring treatment	195,763,337.25	109,108,670.72	
Effluents not requiring treatment	741,000.00	814,900.70	
Effluents not classified	0	10,489,891	
Total	196,504,337.25	120,413,462.72	
Destination (cubic meters)	2016	2017	
Reused by the organization	73,791,210.96	61,961,922.26	
Reusing by another organization	0	0	
Sea	1,521,739.50	1,993,276.50	
Lakes	0	0	
Rivers	119,021,406.80	107,700,668.50	
Other (specify)	2,169,980.00	10,489,891.41	
Comments: 1. Indicator is not applicable to the São Paulo head office.			
306-2. Total weight of waste by type and disposal method	74	✓	
Total weight of waste (metric tons)	2015	2016	2017
Disposal of NON-HAZARDOUS waste	13,498.74	13,967.10	15,436.58
Composting	880.41	867.22	726.58
Reuse/recycling	9,034.83	10,807.76	11,394.02
Recovery	1,316.00	0.00	0.00
Incineration (or use as a fuel)	0.00	29.19	79.33
Sanitary landfill	1,183.77	1,574.56	1,741.21
Co-processing/processing	0.00	11.00	140.70
Storage on site	1,015.84	555.55	1,311.58

Indicators		Pages (Supplementary data)	External Assurance
Underground injection of waste	0.00	0.00	0.00
Industrial landfill	67.89	121.82	43.17
Disposal of HAZARDOUS waste	5,159.61	2,909.59	3,053.62
Composting	0.00	0.00	0.00
Reuse/recycling	363.31	408.18	372.79
Recovery	4.43	13.51	5.93
Incineration (or use as a fuel)	0.18	0.27	0.19
Sanitary landfill	0.00	0.00	0.00
Co-processing/processing	736.80	766.81	732.38
Storage on site	646.96	365.50	175.43
Underground injection of waste	716.00	0.00	0.00
Industrial landfill	2,691.93	1,355.32	1,766.90
TOTAL waste disposal	18,658.35	16,876.69	18,490.20
Composting	880.41	867.22	726.58
Reuse/recycling	9,398.14	11,215.94	11,766.81
Recovery	1,320.43	13.51	5.93
Incineration (or use as a fuel)	0.18	29.46	79.52
Sanitary landfill	1,183.77	1,574.56	1,741.21
Co-processing/processing	736.80	777.81	873.08
Storage on site	1,662.80	921.06	1,487.01
Underground injection of waste	716.00	0.00	0.00
Industrial landfill	2,759.82	1,477.14	1,810.07

Comments:

- Indicator is not applicable to the São Paulo head office.
- Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.
- The final disposal of waste is carried out in accordance with the classification of waste defined in NBR 10.004.
- The data reported in previous years for mining operations in Peru was reclassified. As from 2016 the data includes the amounts of metals and mining waste injected underground.

GRI 307. ENVIRONMENTAL COMPLIANCE

307-1. Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

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A high proportion of Nexa Resources' products are sold to other industries (B2B). Therefore, we follow the criteria required by our customers in relation to these issues. For the products destined to direct consumption we have developed best practice manuals including information on their use and disposal.

Period	2015	2016	2017
Total number of legal sanctions	11	3	5
Total monetary value of significant fines	1,010,249.24	378,547.60	964,411.75
Legal actions filed through arbitration mechanisms	0	0	0

Comments:

- This item included the fines and sanctions received and amounts paid, including both completed legal actions and administrative proceedings.
- Indicator is not applicable to the São Paulo head office.
- Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.

GRI 308. SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1. Percentage of new suppliers that were selected considering environmental criteria

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Comments:

- Indicator is not applicable to the São Paulo head office.

GRI 400. SOCIAL

GRI 401. EMPLOYMENT

ASPECT: EMPLOYMENT

401-1. Total number and rates of new employee hires and employee turnover by age group, gender and region

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The company's guidelines and policies for human resources include:

- Hiring: the company values the candidates' skills, with fair and equitable opportunities for all groups.
- Career management: the company values meritocracy, pragmatism, excellence, open dialogue on all issues, and a sense of belonging. Career management includes the setting of short and long-term targets, management of an opportunities pipeline and professional training, including courses at the corporate university (Votorantim Academy).
- Termination: the employee leaving completes a questionnaire on the degree of his/her satisfaction/motives for leaving. This is conducted in the cases of both voluntary and involuntary terminations in order to understand the circumstances and improve the management of the subject.

Indicators	Pages (Supplementary data)				External Assurance
2017					
Brazil					
			Age Group		
	Men	Women	Under 30 years old	Between 30 and 50 years old	Over 50 years old
Total employees (GRI 102-8)	2,754	409	874	1,995	294
Employees hired	379	144	329	188	6
Terminations	422	130	237	225	90
Rate of new hires	14%	35%	38%	9%	2%
Abroad					
			Age Group		
	Men	Women	Under 30 years old	Between 30 and 50 years old	Over 50 years old
Total employees (GRI 102-8)	2.112	171	255	1.485	543
Employees hired	191	69	103	145	12
Terminations	254	104	146	182	46
Rate of new hires	9%	40%	40%	10%	2%
Rates					
New hires	14%				
Terminations	17%				
Information Omitted		Reasons for Omission		Explanation for Omission	
Turnover rate		Not managed		Not managed	
GRI 403. OCCUPATIONAL HEALTH AND SAFETY					
403-2. Type of injury and rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities, by region and gender			66 and 67		✓
Occupational Health and Safety Indicators			2015	2016	2017
Man-hours worked (own, permanent third-parties, temporary third-parties and Capex Projects)			32,091,747	32,978,913	33,771,849
Total number of injuries (Level 1)			145	211	200
Total number of injuries without lost days (Levels 2 and 3)			47	50	44
Total number of injuries with lost days (Levels 4, 5 and 6)			26	24	39
Fatalities			1	2	7
Number of lost days			2,263	674	748
Injury Rate (IR)			0.45	0.45	0.49
Occupational Disease Rate (ODR)			3.44	0.33	0
Lost Days Rate (LDR))			14.10	4.09	2.61
Frequency rate of injuries with and without lost days			2.27	2.25	2.46
Frequency rate of injuries with lost days			0.81	0.73	1.15
Information Omitted		Reasons for Omission		Explanation for Omission	
Information on third-parties by gender					
Number of occupational diseases, non-occupational diseases and accidents outside work for permanent and temporary third-party contract staff and those working on Capex projects.		Nexa Resources does not manage this information.		Not available	
Absenteeism rate					
Comments:					
1. The frequency rate of injuries with and without lost days was calculated based on the total number of injuries for Levels 2 to 5, for own employees, permanent and temporary third-party contract staff, and those working on Capex projects, multiplied by one million and divided by the total man-hours worked.					
2. The calculations of injury rates do not include Level 1 injuries (outpatient care).					
3. The calculation of lost days is defined as the number of days elapsed, beginning on the day after the accident.					
4. We do not manage the absenteeism rate, since we manage, monitor and improve the controls that are part of our efforts on behalf of the well-being, health and safety of our employees, based on the rates for accident severity and frequency and with and without lost time, among other performance indicators.					
GRI 404. TRAINING AND EDUCATION					
404-1. Average number of hours of training per year per employee by gender, and by employee category			62 and 63		
Each unit develops its own training plans based on the technical and management needs of its operations. For management training the company uses Votorantim's corporate university (Votorantim Academy), which provides courses on leadership development and the preservation of the company's values and management beliefs.					
Performance evaluations are carried out annually. The objectives and the targets to be achieved during the current period are defined for each position. In January each year, the results are evaluated using a standard format.					
Employee categories	Gender	2015	2016	2017	
CEO/Director	Women	20	18	4	
	Men	21	21	2	
Manager	Women	54	41	32	
	Men	61	46	33	

Indicators		(Supplementary data)	Pages	External Assurance
Coordinator/Consultant	Women	32	19	19
	Men	42	23	34
Technician/Analyst/Supervisor	Women	25	42	28
	Men	47	66	54
Trainee	Women	85	85	169
	Men	33	140	121
Operator	Women	8	22	30
	Men	25	35	47
Intern	Women	16	18	20
	Men	11	21	20
Apprentice	Women	24	7	14
	Men	64	15	27
Overall average	Women	23	30	27
	Men	31	40	46

GRI 405. DIVERSITY AND EQUAL OPPORTUNITY

405-1. Composition of governance bodies and breakdown of employees by employee category, by gender, age range, minority group, and other diversity indicators 61

All new hires in Nexa are selected based on their skills. No distinction is made in terms of gender, age groups, minorities, ethnic groups, etc.

Employee categories	Gender	Total employees	Age Group		
			Under 30 years old	Between 30 and 50 years old	Over 50 years old
CEO/Director	Men	11	0	5	6
	Women	1	0	0	1
Manager	Men	115	1	83	31
	Women	22	0	20	2
Coordinator/Consultant	Men	381	54	262	65
	Women	153	39	111	3
Technician/Analyst/Supervisor	Men	771	132	524	115
	Women	196	84	103	9
Trainee	Men	14	14	0	0
	Women	6	6	0	0
Operator	Men	3,574	719	2,261	594
	Women	202	80	111	11
Intern	Men	73	71	2	0
	Women	76	75	1	0
Apprentice	Men	32	31	1	0
	Women	17	17	0	0

Composition of minority groups in the organization	2015	2016	2017
Employees over 50 years old	-	858	837
Women	-	618	673

Composition of governance bodies (Board Members and Directors) by gender	2015	2016	2017
Men	-	13	11
Women	-	1	1

Composition of governance bodies (Board Members and Directors) by age group	2015	2016	2017
Under 30 years old	-	0	0
Between 30 and 50 years old	-	4	5
Composition of minority groups in the organization	-	10	7

405-2. Ratio of basic salary and remuneration of women to men by employee category, at significant locations of operation -

Nexa remuneration policies and practices are in line with the market. The company does not discriminate salaries by gender. The salaries are established for Salary Groups (SG), each one being composed of a number of employee categories. The variations in salaries within each SG are due to merit, competence and service time in the employee category.

Employee category	2016		2017	
	Salary	Remuneration	Salary	Remuneration
CEO/Director	Not reported	Not reported	Not reported	Not reported
Manager	1.18	1.21	0.96	0.98
Coordinator/Consultant	0.87	0.88	1.09	1.10
Technician/Analyst/Supervisor	0.81	0.82	0.84	0.85
Trainee	0.40	0.40	0.45	0.45
Operator	0.67	0.66	0.75	0.75
Intern	0.78	0.81	0.89	0.89
Apprentice	0.84	0.84	0.94	0.94



Indicators	Pages (Supplementary data)	External Assurance	
Information Omitted	Reasons for Omission	Explanation for Omission	
Base salary and remuneration of the CEO/Director category	Confidential information	Confidential information	
GRI 406. NON-DISCRIMINATION			
406-1. Total number of reports of discrimination and actions taken		29	
Comments: 1. Of the 27 reports considered valid, 10 were related to harassment and/or abuse of power and 17 to other categories. For the reports considered valid, corrective measures were taken, including: dismissals, verbal warnings, suspensions and/or transfers. 2. The category "Other" included reports related to: persecution, violations of labor laws, conflicts of interest, disrespect, discrimination, accusations or complaints associated with health, safety and the environment			
GRI 408. CHILD LABOR			
408-1. Operations and suppliers at significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		27 and 95	
Comments: 1. Indicator is not applicable to the São Paulo head office.			
GRI 409. FORCED OR COMPULSORY LABOR			
409-1. Operations and suppliers at significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor.		27 and 95	
Comments: 1. Indicator is not applicable to the São Paulo head office.			
GRI 412. EVALUATION IN HUMAN RIGHTS			
412-2. Total number of hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		27 and 29	
PERFORMANCE: SOCIETY			
GRI 413. LOCAL COMMUNITIES			
413-1. Percentage of operations with local community engagement, impact assessments, and development programs		82	
GRI 414. SUPPLIER SOCIAL ASSESSMENT			
414-1. Percentage of new suppliers that were selected considering labor practices' criteria. Percentage of new suppliers that were selected considering human rights criteria. Percentage of new suppliers that were selected using criteria for impacts on society.		95 and 96	
Comments: 1. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended.			
GRI 419 - SOCIOECONOMIC COMPLIANCE			
419-1. Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations in the social and economic area		-	
The management of legal compliance is accomplished through the Legal Department's internal processes, which are applied to the whole of the organization's operations. This includes the use of specialized and dedicated systems to ensure the review by, and approval of, the Legal Department. In addition, we have intensified the management of corporate procedures and policies, with the establishment of procedures for all areas affected by legal aspects and liable to corruption. We also implemented ongoing training programs, especially on the topics of anti-corruption and anti-trust.			
Year	2015	2016	2017
Total value of significant fines (US\$)	12,325,721.34	26,280,637.49	30,339,871.16
Number of non-monetary sanctions	0	0	0
Legal actions filed through arbitration mechanisms	0	0	0
Comments: 1. This item included the fines and sanctions received and amounts paid, including both completed legal actions and administrative proceedings. 2. Does not include information on the Fortaleza de Minas and Cajamarquilla units. Information is not available.			
Sub-category: Metals and Mining Sector			
MM1. Amount of land (owned or leased, and managed for production or extractive activities) disturbed or rehabilitated.		-	
All our mining units have plans for the environmental rehabilitation of their areas, in accordance with the development of the mines, and their remediation costs are accounted for in the company's financial statements. The company has a department which manages the release of the area and its environmental rehabilitation (LARA). This department also prepares plans for the management of green areas and decommissioning, in accordance with Votorantim Metais' Management Standards.			
Area of disturbed or rehabilitated land (hectares)	2015	2016	2017
Total area of land disturbed and not yet rehabilitated	1,283	3,190	2,094
Total area of land disturbed during the reporting period	19	32	9
Total area of land rehabilitated during the reporting period, considering the agreed end-use	131	148	119
Total area of land disturbed and not yet rehabilitated	1,171	3,074	2,027
Comments: 1. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended. 2. Indicator is not applicable to the São Paulo head office.			

Indicators	Pages (Supplementary data)		External Assurance
MM2. The number and percentage of total sites identified as requiring biodiversity management plans (BMP), and the number of sites with plans in place.	-		✓
Year	2015	2016	2017
Total number of units	8	7	8
Total number of units identified as requiring a BMP	3	4	4
Number of units that have a BMP in place	2	2	4
Percentage of units that have a BMP in place	67%	50%	100%
Comments: 1. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended. 2. Indicator is not applicable to the São Paulo head office.			
MM3. Total amounts of overburden, rock, tailings and sludge and their associated risks.	74		✓
Comments: 1. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended. 2. Indicator is not applicable to the São Paulo head office.			
MM4. Number of strikes and lock-outs exceeding one week's duration, by country.	-		
Management is proactively seeking to identify the requests of employees and their union leaders, and to comply with the terms of the collective agreements in each of the operational areas. The monitoring of relations with employees occurs continuously throughout the year, through meetings between supervisors and their teams to address the problems identified in anticipation of the demands by trade unions. The aim is to maintain friendly and ongoing relations with the unions in order to prevent critical situations.			
2015	There were no cases of strikes or stoppages lasting more than a week in 2015.		
2016	There were no cases of strikes or stoppages lasting more than a week in 2016.		
2017	There were no cases of strikes or stoppages lasting more than a week in 2017.		
MM5. Total number of operations taking place in, or adjacent to, indigenous peoples' territories, and the number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	-		
Even though Nexa Resources does not currently have operations in, or adjacent to, indigenous lands, the company considered that this possibility could arise in future projects and created a Traditional Communities Committee with the task of preparing guidelines and procedures to deal with the issue. This committee is composed of representatives from the areas of communications, mineral exploration, sustainability, environment, legal and the Votorantim Institute. These areas work together to prepare plans and actions.			
Year	2015	2016	2017
Total number of operations located in, or adjacent to, indigenous peoples' territories	0	0	0
Number of operations that have formal agreements on community benefits or community development plans with indigenous peoples' communities	0	0	0
Percentage of operations that have formal agreements on community benefits or community development plans with indigenous peoples' communities	0	0	0
Comments: 1. Indicator is not applicable to the Fortaleza de Minas unit, since its production activities have been temporarily suspended. 2. Indicator is not applicable to the São Paulo head office.			
MM6. Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	-		
2015	There were no cases of significant disputes with local communities or indigenous peoples relating to land use and customary rights.		
2016	In 2016, there was a conflict situation related to land use with the local community in Anexo de Jorainiyoc, in the Community of Yarusyacán, in the region of Pasco, Peru.		
2017	There were no cases of significant disputes with local communities or indigenous peoples relating to land use and customary rights.		

Indicators	Pages (Supplementary data)	External Assurance	
ARTISANAL AND SMALL SCALE MINING			
MM8. Number (and percentage) of company operating units where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	-		
Nexa Resources does not have any areas that have artisanal or small-scale mining. Nexa Resources' environmental management system requires that a risk assessment be carried out for any new project or any change in the operations of the existing units.			
Year	2015	2016	2017
Locations where artisanal mining activities take place on, or adjacent to, the site, or in locations that may pose risks to the organization's operations.	Not applicable	Not applicable	Not applicable
Nature of the risks associated with artisanal and small-scale mining, and the measures taken by the organization to manage and mitigate these risks.	Not applicable	Not applicable	Not applicable
The total number and percentage of these sites in relation to the total number of the organization's operations.	Not applicable	Not applicable	Not applicable
MM9. Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process		-	
Nexa Resources has developed a standard for the health, safety, environment (HSE) and sustainability requirements of projects and this standard requires that any need for resettlement be registered. Over the past five years no new mining areas have been opened. Thus, there was no need for re-allocations or payment of compensation.			
2015	In 2015 there was no need to create a resettlement program, because there were no families or individuals in this situation. Consultation and practical measures to restore an affected community were not necessary, as this did not occur due to the actions of our operations.		
2016	In 2016 there was no need to create a resettlement program, because there were no families or individuals in this situation. Consultation and practical measures to restore an affected community were not necessary, as this did not occur due to the actions of our operations.		
2017	In 2017 there was no need to create a resettlement program, because there were no families or individuals in this situation. Consultation and practical measures to restore an affected community were not necessary, as this did not occur due to the actions of our operations.		
Year	2015	2016	2017
Report the number of families involved in any resettlement program. If available, report the number of individuals or an estimate.	0	0	0
Identify the sites where communities were resettled.	0	0	0
Report the consultation processes and practical steps taken to restore the affected community, to mitigate the impacts of the changes. What were the results of these measures in terms of the impacts on livelihoods, including sustainable land use?	0	0	0
Report any significant disputes related to resettlement and the measures employed to address these issues.	0	0	0
MM10. Number and percentage of operations with a closure plan (Decommissioning Plan)		91	✔
Year	2015	2016	2017
Total number of operations	13	13	13
Total number of operations with decommissioning plans	13	13	13
Percentage of operations with decommissioning plans	100%	100%	100%
Financial provision for the closing of activities	219,575,025.82	208,886,624.15	260,942,224.80
Comments:			
1. Due to the nature of its activities the São Paulo Head office does not require a decommissioning plan.			