

# Summary of GRI Standards

GRI 102-55

This report was prepared in accordance with the GRI Standards: Essential option. GRI 102-54

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
<b>GRI 101: Fundamentals 2016</b>					
<b>Standard contents</b>					
<b>GRI 102:</b>	<b>Profile</b>				
<b>Standard Content 2016</b>					
	102-1 Name of the organization	2, 3 and 12	-	-	-
	102-2 Activities, brands, products and services	12, 14 and 83	-	-	-
	102-3 Location of the headquarters	12 and 137	-	-	-
	102-4 Location of the Operations	12 and 14	-	-	-
	102-5 Ownership and legal form	12 and 49	-	-	-
	102-6 Markets served	12 and 38	-	-	-
	102-7 Scale of the organization	12, 13, 14, 16 and 64	-	-	-
	102-8 Information on employees and other workers	68 and 108	-	6	8
	102-9 Supply chain	105	-	-	-
	102-10 Significant changes to the organization and its supply chain	12	-	-	-
	102-11 Approach or precautionary principle	81	-	-	-
	102-12 External Initiatives	37	-	-	-
	102-13 Participation in associations	56	-	-	-

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<b>GRI 101: Fundamentals 2016</b>					
<b>Standard contents</b>					
<b>Strategy</b>					
	102-14 Statement from senior decision-maker	6 and 8	-	-	-
	102-15 Key impacts, risks and opportunities	54	-	-	-
<b>Ethics and integrity</b>					
	102-16 Values, principles, standards and norms of behavior	52	-	10	16
	102-17 Mechanisms for advice and concerns about ethics	53	-	10	16
<b>Governance</b>					
	102-18 Governance structure	49 and 51	-	-	-
	102-22 Composition of the highest governance body and its committees	49	-	-	-
	102-23 Chair of the highest governance body	49	-	-	-
	102-40 List of stakeholder groups	56	-	-	-
	102-41 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements (Brazil).	-	3	8
	102-42 Base used for identifying and selecting stakeholders for engagement	56	-	-	-
	102-43 Approach to stakeholder engagement	56	-	-	-
	102-44 Key topics and concerns raised during engagement	3	-	-	-

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<b>GRI 101: Fundamentals 2016</b>					
<b>Standard contents</b>					
<b>Reporting practice</b>					
	102-45 Entities included in the consolidated financial statements	109	-	-	-
	102-46 Defining report content and topic boundaries	3	-	-	-
	102-47 List of material topics	3, 4 and 5	-	-	-
	102-48 Restatements of information	62 and 105	-	-	-
	102-49 Changes to list of topics and topic boundaries	No alterations	-	-	-
	102-50 Reporting period	3	-	-	-
	102-51 Date of most recent report	3	-	-	-
	102-52 Reporting Cycle	3	-	-	-
	102-53 Contact point for questions relating to the report	139	-	-	-
	102-54 Claims of reporting in accordance with the GRI Standards	123	-	-	-
	102-55 Content index	123	-	-	-
	102-56 External verification assurance	3	-	-	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
<b>Topics</b>					
<b>GRI 200 Series Economic Series</b>					
<b>Economic performance</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	54	-	-	-
	103-3 Evaluation of the management form	54	-	-	-
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	110	-	-	2,5, 8, 9
<b>Market presence</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	24 and 48	-	-	-
	103-3 Evaluation of the management approach	24 and 48	-	-	-
<b>GRI 202: Market presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	In 2019, no employee was identified below the local minimum wage.	-	6	1, 5, 8
<b>Indirect Economic Impacts</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	90	-	-	-
	103-3 Evaluation of the management approach	90	-	-	-
<b>GRI 203: Indirect economic impacts 2016</b>	203-1 Investment in infrastructure and services	17 and 91	-	12	-
<b>Purchase practices</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
<b>GRI 204: Buying Practices 2016</b>	204-1 Proportion of spending on local suppliers	105	-	-	12

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<b>Topics</b>					
<b>Anti-corruption</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	52	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management approach	52	-	-	-
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and Training in Anti-Corruption Policies and Procedures	53 and 111	-	10	16
	205-3 Confirmed cases of corruption and measures taken	53	-	10	16
<b>GRI 206 Anti-Competitive Behavior Standards</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management approach	52	-	-	-
<b>GRI 206: Anti-Competitive Behavior</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	53	-	-	-
<b>GRI 300 Environmental Series Standards</b>					
<b>Materials</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	80, 81 and 100	-	-	-
	103-3 Evaluation of the management form	80 and 100	-	-	-
<b>GRI 301 - Materials 2016</b>	301-1 Materials used by weight or volume	111	-	7, 8	8, 12
	301-2 Recycled materials used	111	-	8	8, 12
<b>Energy</b>					
<b>GRI 103: Management approach 2018</b>	103-1 Explanation of the material topic and its limit	4	-	-	-
	103-2 The management approach and its components	88	-	-	-
	103-3 Evaluation of the management approach	88	-	-	-

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<b>Topics</b>					
<b>GRI 300 Environmental Series Standards</b>					
<b>GRI 302 – Energy 2016</b>	302-1 Energy consumption within the organization	89	-	7, 8	7, 8, 12, 13
	302-2 Energy consumption outside the organization	89	-	8	7, 8, 12, 13
	302-3 Energy intensity	89	-	8	7, 8, 12, 13
<b>Water</b>					
<b>GRI 103: Management approach 2018</b>	103-1 Explanation of the material topic and its limit	4	-	-	-
	103-2 The management approach and its components	86	-	-	-
	103-3 Evaluation of the management approach	86	-	-	-
<b>GRI 303: Water 2018</b>	303-1 Water interaction as a shared resource	87	-	7, 8	6
	303-2 Management of water discharge related impacts	86	-	7, 8	6
	303-3 Water withdrawal	112	-	7, 8	6
	303-4 Water discharge	113	-	8	3, 6, 12, 14
<b>Emissions</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	88	-	-	-
	103-3 Evaluation of the management approach	88	-	-	-
<b>GRI 305: 2016 Emissions</b>	305-1 Direct (scope 1) GHG emissions	89	-	7, 8	3, 12, 13, 14, 15
	305-2 Indirect emissions of greenhouse gases (GHG) from energy acquisitions (scope 2)	89	-	7, 8	3, 12, 13, 14, 15
	305-3 Other indirect (scope 3) GHG emissions	89	-	7, 8	3, 12, 13, 14, 15
	305-4 Greenhouse gas emissions (GHG) intensity	89	-	8	14, 15
	305-7 NOx, SOx and other significant air emissions	115	-	7, 8	3, 12, 14, 15

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<b>Topics</b>					
<b>GRI 300 Environmental Series Standards</b>					
<b>Waste</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	82	-	-	-
	103-3 Evaluation of the management approach	82	-	-	-
<b>GRI 306: Effluents and Waste 2016</b>	306-2 Waste by type and disposal method	83 and 114	-	8	3, 6, 12, 14, 15
<b>Environmental compliance</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	80	-	-	-
	103-3 Evaluation of the management approach	80	-	-	-
<b>GRI 307: Environmental Compliance 2016</b>	307-1 Non-compliance with environmental laws and regulations	115	-	8	16
<b>Environmental Evaluation of Suppliers</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	104	-	-	-
	103-3 Evaluation of the management approach	104	-	-	-
<b>GRI 308: Environmental Evaluation of Suppliers 2016</b>	308-1 New suppliers that were screened using environmental criteria	104	-	8	-
<b>GRI 400 Series Social Standards</b>					
<b>Employment</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	66 and 70	-	-	-
	103-3 Evaluation of the management approach	66 and 70	-	-	-
<b>GRI 401: 2016 Employment</b>	401-1 New employee hires and turnover	115	-	6	5, 8

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<b>Topics</b>					
<b>GRI 400 Series Social Standards</b>					
<b>Occupational Health and Safety</b>					
<b>GRI 103: Management approach 2018</b>	103-1 Explanation of the material topic and its limit	4	-	-	-
	103-2 The management approach and its components	74 and 78	-	-	-
	103-3 Evaluation of the management approach	74 and 78	-	-	-
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	75	-	-	8
	403-2 Hazard identification, risk assessment and incident investigation	75	-	-	8
	403-3 Occupational health services	79	-	-	8
	403-4 Employee participation, consultation and communication on occupational health and safety	79	-	-	8
	403-5 Worker training on occupational health and safety	76	-	-	8
	403-6 Promotion of worker health	78	-	-	8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77	-	-	8
	403-9 Work-related Injuries	75 and 116	-	-	8
<b>Training and education</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	71	-	-	-
	103-3 Evaluation of the management approach	71	-	-	-
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	71 and 116	-	6	4, 5, 8
	404-2 Programs for upgrading employee skills and transition assistance programs.	71	-	-	8



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<b>Topics</b>					
<b>GRI 400 Series Social Standards</b>					
<b>GRI 404: Training and Education 2016</b>	404-3 Percentage of employees receiving regular performance and career development reviews	71	-	6	5, 8
<b>Diversity and equal opportunities</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	66	-	-	-
	103-3 Evaluation of the management approach	66	-	-	-
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity of governance bodies and employees	68 and 117	-	6	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	118	-	6	5, 8, 16
<b>No discrimination</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	52	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management form	52	-	-	-
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	118	-	6	5, 8, 16
<b>Freedom of association and collective bargaining</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
<b>GRI 407: Freedom of association and collective bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	105	-	5	8, 16

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<b>Topics</b>					
<b>GRI 400 Series Social Standards</b>					
<b>Child labor</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	105	-	-	8, 16
<b>Forced labor or analogous to slave labor</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
<b>GRI 409: Forced labor or analogous to slave labor 2016</b>	409-1 Operations and suppliers with significant risk for the occurrence of forced or compulsory labor	105	-	4	8, 16
<b>Human rights evaluation</b>					
<b>GRI 103: Forma de gestão 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	102	-	-	-
	103-3 Evaluation of the management approach	102	-	-	-
<b>GRI 412: 2016 human rights assessment</b>	412-1 Operations that have been subject to human rights reviews or impact assessments	100% of Nexa's operations are subjected to human rights related analyses or assessments.	-	1	-
	412-2 Total number of employee training hours regarding human rights or procedures related to human rights matters material to the Organization's operations, including the percentage of trained employees	103	-	1	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
<b>Tópicos Materiais</b>					
<b>GRI 400 Series Social Standards</b>					
<b>Local communities</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	90	-	-	-
	103-3 Evaluation of the management approach	90	-	-	-
<b>GRI 413: 2016 Local Communities</b>	413-1 Operations with local community engagement, impact assessments and development programs	91	-	1	-
<b>Social assessment of suppliers</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	104	-	-	-
	103-3 Evaluation of the management approach	104	-	-	-
<b>GRI 414: 2016 Supplier Social Assessment</b>	414-1 New suppliers that were screened using social criteria	104	-	2	5, 8, 16
<b>Socio-economic compliance</b>					
<b>GRI 103: Management approach 2016</b>	103-1 Explanation of the material topic and its boundary	52	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management approach	52	-	-	-
<b>GRI 419: Socio-economic Compliance 2016</b>	419-1 Non-compliance with laws and regulations in the social and economic area with respect to products and services	118	-	-	16

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<b>Topics</b>					
<b>Mining sector</b>					
	MM1 Quantity of land (owned, leased or managed for production or extraction activities) that was altered or has already been restored	119	-	-	-
	MM2 Total number and percentage of areas identified with the need to implement Biodiversity Management Plans (PGBs) and the number of areas with implemented plans	119	-	-	-
	MM3 Total quantities of sterile, tailings and sludge and their associated risks	82 and 83	-	-	-
	MM4 Number of strikes and work stoppages lasting more than one week per country	70	-	-	-

<p>MM5 Total number of operations located in territories of indigenous peoples or adjacent to them, and number and percentage of operations or units where there are formal agreements with communities of indigenous peoples</p>	<p>No Nexa operations are located on indigenous or adjacent lands.</p>	-	-	-
<p>MM6 Number and description of significant conflicts related to land use and customary rights of local communities and indigenous peoples</p>	<p>In 2019, two conflicts were registered, one with the community of Chavín and the Association of Defense and Agricultural Development of the Valley of Topara and another with the community of San Juan de Yanacachi, both in the Pasco region, in Peru, related to land use.</p>	-	-	-
<p>MM8 Number (and percentage) of operational units where small-scale and artisanal mining (ASM) occurs, what are the associated risks and the actions taken to manage and mitigate these risks</p>	<p>We do not have artisanal or smallscale mining areas. For any new project or change in the operation of the units, our system requires a risk assessment.</p>	-	-	-
<p>MM9 Places where resettlements occurred, the number of families settled in each, and how their livelihoods were affected in these processes</p>	<p>There were no cases of resettlement.</p>	-	-	-
<p>MM10 Number and percentage of operations with plans for the closure of activities (decommissioning plan)</p>	<p>119</p>	-	-	-