



Delivering on Our Commitments

ESG and Sustainability Report

2019

SSR ESG and Sustainability Report

INTRODUCTION

About Us	01
SSR at a Glance	02
Map of Operations	03
Message from the CEO	04

COMMITTED TO TRANSPARENCY

About this Report	07
Materiality: Topics Discussed in This Report	08
Stakeholder Engagement	08
Refining Materiality for 2019	08

COMMITTED TO SUSTAINABILITY PERFORMANCE

Sustainability Objectives for 2020	12
SSR Mining and the Sustainable Development Goals	13

OUR PROPERTIES

Operational Excellence	15
Marigold Mine	16
Seabee Gold Operation	17
Puna Operations	17

COMMITTED TO DISCIPLINE

Corporate Governance	19
Our Board of Directors	20
Board Responsibilities for Sustainability	21
Ethics and Anti-Corruption	21
Whistleblower Policy	21
Payments to Governments	21
Board Diversity	22

COMMITTED TO OUR PEOPLE

Human Rights	25
Employee Engagement and Training	25
Training and Development	26
Local Employment	26
Team Work and Innovation in a Tight Timeframe at Seabee	27
Diversity and Inclusion	28
Women-focused Training and Education	29

COMMITTED TO SAFE PRODUCTION

Occupational Health Services	32
Worker Participation, Consultation & Communication	32
Health and Safety Training	32
Non-occupational Health Services	32
Health Impacts Related to our Products	32
Earning Safety Awards at Marigold	33

COMMITTED TO COMMUNITIES

Developing & Maintaining Strong Community Relations	36
Bringing Gold Fever to Nevada Schoolchildren	40
Argentina Community Development Fund	41

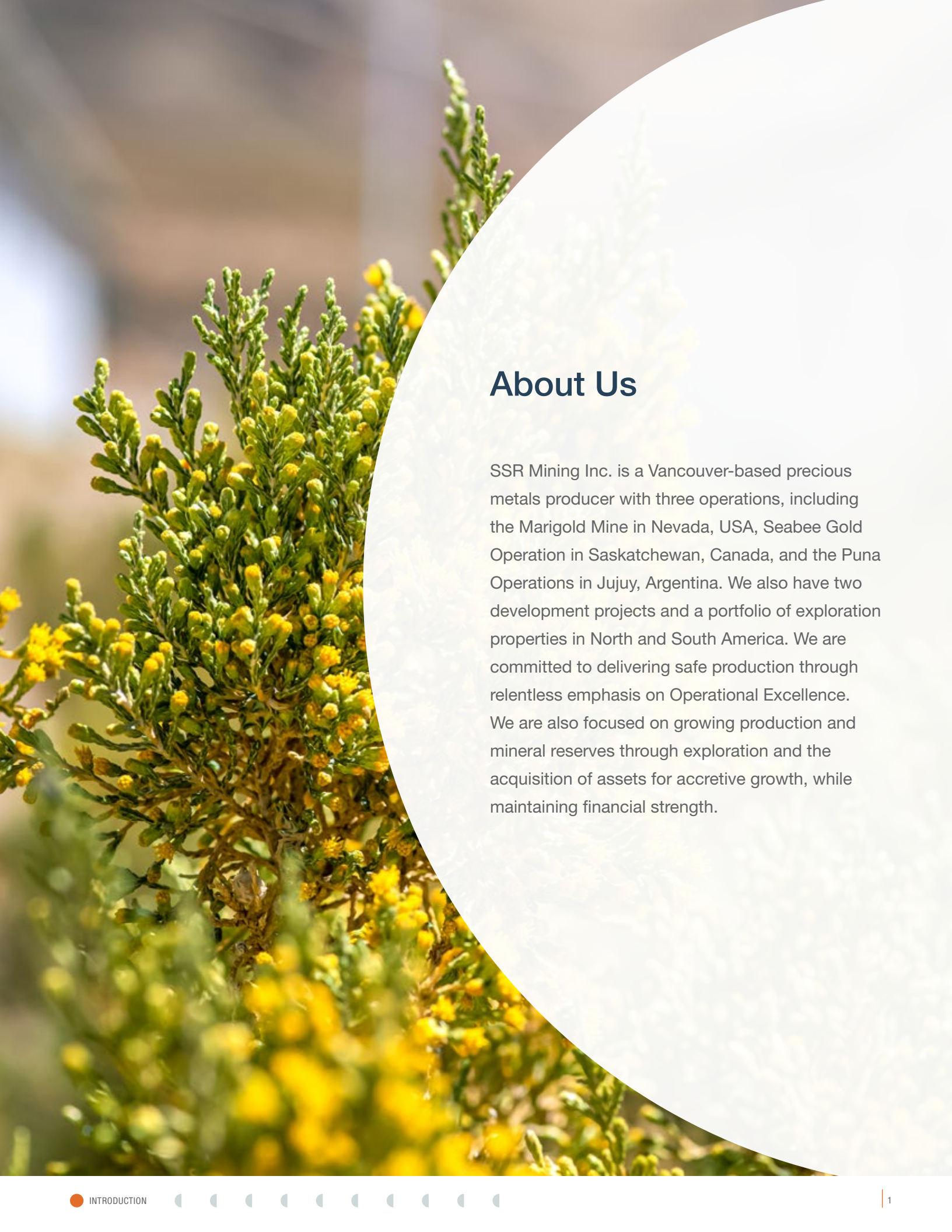
COMMITTED TO ENVIRONMENTAL RESPONSIBILITY

Climate Change Risks	44
Energy and Greenhouse Gas Emissions	44
Water Management	46
Tailings and Waste Management	47
Biodiversity and Land Reclamation	48
Biodiversity at our Operations	48
Mine Closure	49

IN CLOSING

GRI/SASB INDEX

GRI Index	51
SASB Index	55



About Us

SSR Mining Inc. is a Vancouver-based precious metals producer with three operations, including the Marigold Mine in Nevada, USA, Seabee Gold Operation in Saskatchewan, Canada, and the Puna Operations in Jujuy, Argentina. We also have two development projects and a portfolio of exploration properties in North and South America. We are committed to delivering safe production through relentless emphasis on Operational Excellence. We are also focused on growing production and mineral reserves through exploration and the acquisition of assets for accretive growth, while maintaining financial strength.

INTRODUCTION

SSR at a Glance

All values as at December 31, 2019



\$606,805 M

RECORD IN REVENUE



421,828 oz

OF GOLD EQUIVALENT AT CASH COSTS
OF \$740 PER OUNCE SOLD

**CONTINUED TO GROW MINERAL RESERVES
AND RESOURCES YEAR ON YEAR**

MARIGOLD

3.9M oz

INCREASED GOLD MINERAL RESERVES
AT MARIGOLD

SEABEE

1.1M oz

INCREASED GOLD MEASURED AND
INDICATED MINERAL RESOURCES
(incl. Mineral Reserves) and gold Inferred Mineral Resources increased to
583,000 ounces.



4 years

CONSECUTIVE YEAR OF POSITIVE EARNINGS
PER SHARE AND 8 STRAIGHT YEARS OF
MEETING COST AND PRODUCTION GUIDANCE

RECORD PRODUCTION AT ALL THREE MINES

SEABEE

112,137 oz

OF GOLD
(six consecutive years of production growth)

MARIGOLD

220,227 oz

OF GOLD
(exceeding annual guidance)

PUNA

7.7M oz

OF SILVER
(improvements delivered 2.1 million ounces in Q4 alone)



1,484

EMPLOYEES



100%

CONSOLIDATED OWNERSHIP IN PUNA
Acquired the remaining 25% interest, leading to an immediate increase in
production and improved operational flexibility.



\$123M

PAID IN DIRECT WAGES AND BENEFITS

Map of Operations

Seabee Gold Operations

Canada

OWNERSHIP
100%

PRODUCTION
112,137 OZ OF GOLD



● Sunrise Lake

Canada

● Amisk

Canada

Marigold Mine

United States

OWNERSHIP
100%

PRODUCTION
220,227 OZ OF GOLD



● Pitarrilla

Mexico

● San Luis

Peru

Puna Operations

Argentina

OWNERSHIP
100%

PRODUCTION
7.7 M OZ OF SILVER



● Operational Sites

● Development Sites

● Exploration Sites

INTRODUCTION

Message from the CEO

Dear Stakeholders,

Welcome to SSR's second annual ESG and Sustainability Report, with the theme "Delivering on Our Commitments". Reflecting this theme, this year's report meets our 2018 commitment to expand the scope and depth of our sustainability reporting, a commitment that we plan to continue in 2020 and beyond.

For SSR, 2019 was a remarkable year—with record revenues and record production. Our Chinchillas mine, at the Puna Operations in Argentina, had its first full year of production, delivering 7.7 million ounces of silver. In 2019, we completed the acquisition of the remaining 25% interest in the Puna Operations, becoming 100% owners. The Seabee Gold Operation continued its year-on-year trajectory of growth, with record production of 112,137 ounces of gold. And the Marigold Mine also surpassed all previous production records (and exceeded guidance) with 220,227 ounces of gold. Through exploration and acquisition, we continued to grow our Mineral Reserves and Resources. We met our production guidance for the eighth consecutive year, and marked four consecutive years of positive earnings.

Also, in 2019 we started the journey of embedding the Sustainable Development Goals that relate to our industry. Beginning in 2020, we intend to implement the relevant Sustainable Development goals throughout our decision-making and business practices.

The spirit of "delivering on our commitments" is embedded in our operational excellence program, which sets goals for continuous improvement in social, operational, organizational, project development, and growth. Operational excellence has been a foundational principle for our steady success over the past decade.

While SSR is a company with a long history—we will be 75 years old in 2020—it was only six years ago, in 2014, when we became a multinational mine operator. We act, and feel, like a young and nimble company, with responsive governance and disciplined management. The quality of SSR people, our attitudes and ethics—and a strong commitment to risk management throughout our operations—have brought us a long way in only a few years.

Looking forward—after eight straight years of delivering on our commitments to shareholders—we, as a company, are seeing past the upheavals of the COVID-19 pandemic. We are fortunate to face this challenging time with the benefit of a strong balance sheet. Our financial discipline allows us to think long term, and to be patient. I am confident that we have the people, and the processes, and the discipline to grow this company through good times and challenging times. In 2020 and beyond, SSR will continue to deliver on our commitments to our people, to our communities, and to our shareholders.

I invite you to explore our ESG and Sustainability Report, and on behalf of the entire SSR team, I thank you for your interest and welcome your feedback. In closing, I would like to express my gratitude to all the employees at SSR. Our continued success over the past year is testament to the remarkable work taking place at each of our offices, operations, properties and communities around the globe.



Paul Benson
President and CEO

July 2020



The spirit of “delivering on our commitments” is embedded in our operational excellence program, which sets goals for continuous improvement in social, operational, organizational, project development, and growth. Operational excellence has been a foundational principle for our steady success over the past decade.

Committed to Transparency



About This Report

SSR is proud to present our second annual ESG and Sustainability Report, which highlights our achievements in 2019 and our commitments for 2020. This report expands on our first report and provides more performance metrics. Apart from its greater depth, there are no major changes in scope from last year's report.

This report primarily discusses our achievements at our operating mines: the Marigold Mine in Nevada, USA, the Seabee Gold Operation in Saskatchewan, Canada and the Puna Operations in Jujuy Province, Argentina. For any questions regarding this report or its contents please contact us at sustainability@ssrmining.com



Materiality: Topics Discussed in This Report

In preparation for our inaugural ESG and Sustainability Report, we conducted a comprehensive materiality assessment; an analysis and validation process to define the topics of greatest interest to our stakeholders and substantively impact our business.

Working with an independent consultant, our corporate sustainability team conducted a peer and industry benchmarking review of sustainability topics that are common to the mining industry. We assessed international standards and guidelines, such as the Global Reporting Initiative (GRI) topic-specific disclosures and the International Council on Mining and Metals (ICMM) Sustainable Development Framework. The ICMM framework also served as a proxy for emerging industry trends and issues. We considered investor ratings services (i.e., Institutional Shareholder Services (ISS)) to incorporate investor input into the assessment.

We visited our three producing mines and conducted interviews with senior operations management to determine key sustainability issues, risks, and opportunities.

We categorized the list of topics following the general guidance of the GRI’s topic-specific disclosures, and then applied a weighted scoring system based on our enterprise risk management (ERM) system as well as our peer and industry benchmarking results. Senior corporate and operations management were then surveyed to rank the various topics in importance.

Stakeholder Engagement

The report is written for our key stakeholders, including but not limited to:

- our employees and their families
- the people of the communities in which we operate
- our shareholders, business partners, and service providers
- legislators, regulators and government officials

Refining Materiality for 2019

For our second report, we revisited the materiality process, as was promised in 2018:

2018 Commitment	2019 Progress
Include development sites in materiality surveys to increase external stakeholder input	Achieved. Development projects completed surveys
Develop a community survey and integrate it with existing community consultation	Achieved. 100+ surveys completed at sites and development projects
Engage local staff to conduct the survey to encourage local ownership of process	Achieved. Surveys were completed internally by SSR mining local staff
Develop training materials for company personnel	Achieved
Meet investor expectations for SASB disclosures	Report scope expanded to include SASB requirements GRI framework maintained to retain year-on-year comparability

SASB and GRI standards

This report takes guidance from the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). SASB sets internationally-respected financial reporting standards with specific classifications for major industries and sectors, including mining. The GRI Standards are global standards for sustainability reporting, with industry-specific programs that represent the global best practice for reporting on a range of economic, environmental and social impacts.

We believe that these reporting guidelines help us to maintain a high standard of transparency, clarity and comparability, and demonstrate our commitment to transparent reporting, especially in those categories that are most important to our stakeholders.

An index of GRI and SASB topics is at the end of this report.

2019's assessment added extensive stakeholder engagement to the desktop-based internal analysis and peer review. Identified topics were validated through stakeholder interviews and surveys at both operation and development projects, followed by a validation session with the SSR Sustainability Steering Committee.

The table below provides a visual representation of the assessed topics.

- Top Material Focus Areas are considered material for our company and form the key sections of this report
- Subtopics for each key material focus area have been identified and ranked in priority from largest to smallest significance.
- Subtopics of highest and medium significance are addressed in disclosures throughout the report and flagged in a watch-list for future review and consideration
- Subtopics ranked 'lowest' in our ranking process were determined to be of lower relevance to our operations. As they may be important in some contexts, we will continue to monitor their significance

2019 Materiality Assessment Topics Ranked

Top Material Focus Area	Highest Significance	Medium Significance	Lowest Significance
Governance	Human rights Anti-corruption and bribery Ethics	Transparency in government payments Security practices (low in 2018)	
Health & Safety	Health & Safety		
Economic Performance	Production & Cost Guidance		
People	Employees and people development Local employment	Diversity and inclusion ¹	
Environment	Tailings management Water management Waste management (medium in 2018) Permitting and compliance Energy and GHG emissions	Biodiversity Climate change Mine closure Air quality	
Communities	Community / stakeholder engagement Community economic development	Grievance mechanisms Supply chain management Local procurement	Resettlement Artisanal mining

¹) Diversity & Inclusion is included under Employees and People Development



A photograph of two llamas standing in a rugged, high-altitude landscape. The llamas are white and fluffy, with one having a slightly longer, more shaggy coat. They are standing on a rocky, sparsely vegetated slope. In the background, there are large, reddish-brown rock formations and a small stream or riverbed. A thin white line curves across the image, framing the llamas and the text.

Committed to Sustainability Performance

Past Performance, Future Objectives

Sustainability and ESG Objectives for 2020

Top Material Focus Areas	2020 Goals
Governance	Development of Human Rights and Anti-Corruption training package for onboarding
	Training at sites to support the organizations commitments to Human Rights
Health & Safety	Continued implementation of Safety and Health Management System through compliance with Critical Risks Control Procedures (CRCPs)
	Achieve zero fatalities and 5% improvement in Total Recordable Injury Frequency Rate (TRIFR)
Economic Performance	2020 annual cost and production guidance have been removed due to the COVID-19 pandemic
People	Review current gender diversity performance to establish a baseline
	Establish a “think tank” committee to review drivers of diversity and inclusion
Environment	Achieve zero significant non-compliance incidents
	Continued implementation of the Environment Management systems by advancing water; waste and energy management plans at all operations sites
	Development of energy management and greenhouse gas emissions plans
	Continued development of closure management plans
Community Relations	Continued implementation of the Community Relations Management systems by updating stakeholder management plans and grievance mechanism at all sites
	Develop better understanding of economic footprint in Argentina through execution of the Puna Development Fund



SSR Mining and the Sustainable Development Goals

The Sustainable Development Goals (SDGs) are a set of goals adopted by the United Nations whose aim is to eradicate poverty, protect the environment and advance prosperity equitably by 2030. In 2019 we undertook the important step of committing our company to play a role in meeting the SDG objectives. This includes committing to its Ten Principles, which cover human rights, labour, environment and anti-corruption, and support for the UN's Sustainable Development Goals that relate to our industry.

Through 2020 we will begin the process of aligning our policies to the relevant Sustainable Development Goals.

Key UN Sustainable Development Goals Relevant to SSR	
SDG 1	No Poverty
SDG 2	Zero Hunger
SDG 3	Good Health and Wellbeing
SDG 4	Quality Education
SDG 5	Gender Equality
SDG 6	Clean Water and Sanitation
SDG 8	Decent Work and Economic Growth
SDG 13	Climate Change
SDG 15	Life on Land

Our Properties



In 2019, our corporate focus on operational excellence brought dividends: every one of our mining operations delivered record production. We met our guidance for the eighth consecutive year. At SSR, we generate value for our stakeholders through disciplined decision-making and continual improvement.

At Marigold, we have allocated approximately \$12 million for exploration in 2020. Exploration will focus on near-surface targets at Marigold and Trenton Canyon, and diamond drilling targeting high-grade sulphides at Trenton Canyon.

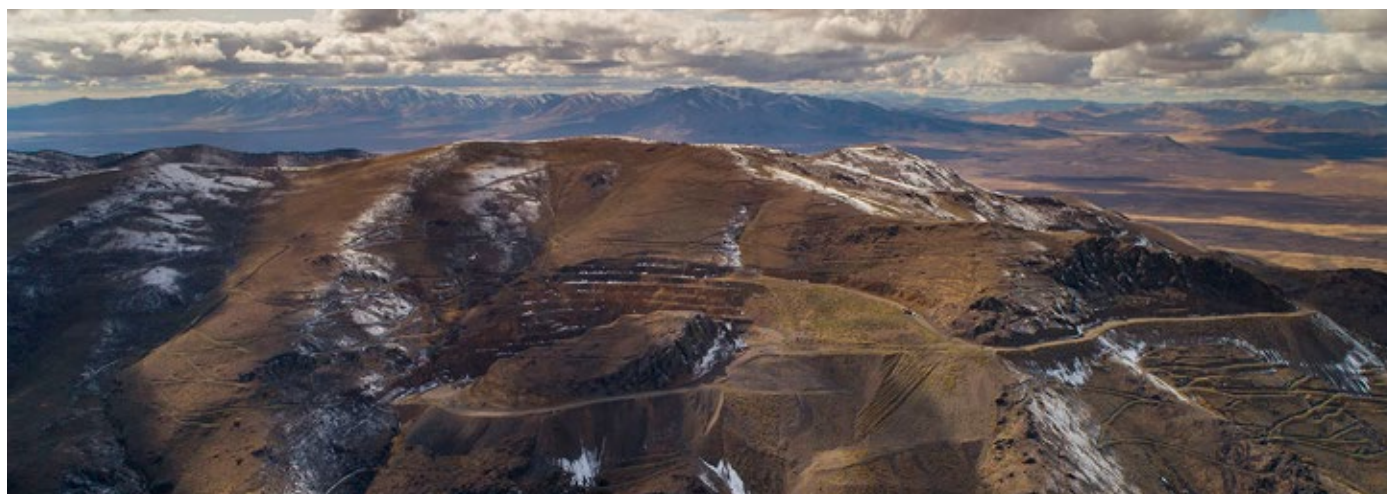
At Seabee Gold Operations, the mill facility, which has been in operation since 1991, is expected to achieve 1,050 tonnes per day in 2020. And at Puna Operations, the Chinchillas mine completed its first full year of commercial production, feeding the Pirquitas processing facilities that previously processed ore from the San Miguel open pit, where mining ended in 2017. Over 2019, the Chinchillas mine stabilized its production and the mine became a significant factor in our production profile, delivering 7.7 million ounces of silver, 24.0 million pounds of lead and 8.4 million pounds of zinc.

Our business generates a wide range of economic benefits, for our employees through salaries and benefits, for our investors and shareholders through financial returns, and for our host governments and communities through taxes, royalties, and community investments. At the time of this report's production, the global COVID-19 pandemic has caused us to temporarily suspend operations at Puna and Seabee, while Marigold remains open with modified work practices to safeguard the health and safety of our employees. Of course, all our pre-COVID-19 production guidance and other commitments are suspended, but once the effects of this global "pause" are behind us, we expect our strong production profile to continue in the mid to long-term future.

Operational Excellence

- Strong safety leadership
- Continuous pursuit of efficiencies
- Maximize productivity, minimize waste
- All processes start with good planning
- Thinking creatively to solve problems and drive value
- Performance managed and controlled
- Always look to optimize our assets

OUR PROPERTIES



Marigold Mine

TYPE

Gold mine
Heap leach operation with processing plant

LOCATION

Humboldt County, Nevada USA

OWNERSHIP

100%

2019 PRODUCTION

220,227 ounces of gold

WORKFORCE

457

PROVEN AND PROBABLE MINERAL RESERVES*

3.9 million ounces of gold (average grade of 0.49 g/t)

EXPECTED MINE LIFE

Forecasted average annual production of approx. 236,000 ounces per year to 2023, with peak production over 265,000 ounces of gold in 2021 and 2022.

PAYMENTS TO GOVERNMENTS

US \$12,620,000

Marigold Marks 30 years of Continuous Production

In 1989, when the Marigold Mine poured its first gold doré bar, there were 13 people working in the open pit. The mine's expected life was eight years.

Thirty years, and 3.9 million ounces of gold later, the Marigold Mine is still in production, running 24/7 with four rotating crews and a staff of more than 400. It's expected to remain in production until 2032. It is a major employer and a significant economic force in Humboldt County and the state of Nevada. The mine supports local schools, sports facilities, teams, the Boys & Girls Club and many other groups and initiatives—in total, it contributes an average of \$205,000 annually in donations and scholarships. Marigold has provided over \$13.3 million in royalty income to the University of Nevada. Marigold people devote their personal time and energy in support of community organizations and initiatives.

And the Marigold Mine story is not over: the new Trenton Canyon acquisition adds 8,900 more hectares of exploration property, nearly doubling the land package and potentially adding many more years of productive life to the mine.

*As of December 31 2019



Seabee Gold Operation

TYPE

Gold mine
Underground mine with processing plant

LOCATION

Northern Saskatchewan, Canada
fly-in operation with ice road access in winter

OWNERSHIP

100%

2019 PRODUCTION

112,137 ounces of gold

WORKFORCE

501

PROVEN AND PROBABLE MINERAL RESERVES*

500,000 ounces of gold (average grade of 10.17 g/t)

EXPECTED MINE LIFE

Estimated gold production averages 100,000 ounces per year from 2018 to 2023

PAYMENTS TO GOVERNMENTS

US \$12,940,000



Puna Operations

TYPE

Open-pit Chinchillas silver/lead/zinc mine
Pirquitas property with processing facilities

LOCATION

Jujuy Province, Argentina

OWNERSHIP

100%

2019 PRODUCTION

7.7 million ounces of silver

WORKFORCE

1021

PROVEN AND PROBABLE MINERAL RESERVES*

49.7 million ounces of silver at an average grade of 149 g/t

EXPECTED MINE LIFE

Average annual silver equivalent production of 8.4 million ounces over an eight-year mine life, and 4,000 tonne per day throughput (Chinchillas pre-feasibility study)

PAYMENTS TO GOVERNMENTS

US \$18,990,000

*As of December 31 2019





Committed to Discipline

Corporate Governance

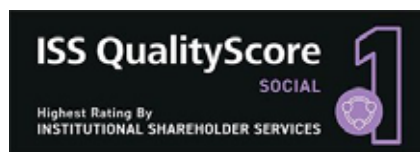
We pride ourselves on our commitment to strong corporate governance, which we believe is foundational to delivering the excellence that our stakeholders expect. Our governance has earned us the highest possible Governance QualityScore from ISS – a widely-recognized investor ratings agency – for the past four years. The score is based on an evaluation of our board structure, compensation practices, shareholder rights, and audit and risk oversight.

COMMITTED TO DISCIPLINE

Our Board of Directors

Our Board of Directors is our senior governance body. Its mandate is to oversee management in its day-to-day conduct of our business and affairs. Four committees assist it in carrying out its mandate:

- Safety and Sustainability Committee
- Audit Committee
- Compensation Committee
- Corporate Governance and Nominating Committee



SIZE OF BOARD

9

INDEPENDENT DIRECTORS

All Directors are considered independent except for CEO.

SEPARATE CHAIR AND CEO

Yes

ALL COMMITTEES INDEPENDENT

Yes

M/F DIRECTORS

7 Male, 2 Female

BOARD DIVERSITY POLICY

Yes

ANNUAL DIRECTOR ELECTIONS

Yes

ANNUAL SAY ON PAY

Yes

BOARD, COMMITTEE AND DIRECTOR EVALUATIONS ANNUALLY

Yes

The SSR Board	Safety & Sustainability Committee	Audit Committee	Compensation Committee	Corporate Governance & Nominating Committee
A.E. Michael Anglin (Chair)				Y
Brian Booth			Y	Y
Simon A. Fish	Y		Y	
Gustavo A. Herrero		Y		Chair
Beverlee F. Park		Chair	Y	Y
Richard D. Paterson	Y	Y		
Steven P. Reid	Chair	Y		
Elizabeth A. Wademan	Y		Chair	

Board Responsibilities for Sustainability

The Safety and Sustainability Committee is tasked with monitoring the health, safety, security, environmental, and community relations performance of the company, and assessing the effectiveness of associated policies and practices on behalf of the Board.

Our corporate policies and charters, including the Board committee charters and policies related to sustainability, environment and community, and governance issues, are available on the SSR website.

Ethics and Anti-Corruption

SSR takes a zero-tolerance approach to bribery and corruption. Every SSR employee, and anyone authorized to work on our behalf, is expected to conduct business legally and ethically, and to comply with our Code of Business Conduct and Ethics, and Anti-corruption Compliance Policy, and all applicable laws. Principally, these include the Corruption of Foreign Public Officials Act (Canada) and the Foreign Corrupt Practices Act (United States).

In 2019, there were no legal actions taken against SSR or its subsidiaries in relation to anti-competitive or anti-trust behavior.

Anti-corruption is a key topic in our ongoing human rights assessment. In corporate risk assessments conducted in 2018 through 2019, we did not find significant risks from corruption and bribery, either at the corporate or operations level.

All directors, officers, and employees are annually required to acknowledge that they have read and understand the Code of Business Conduct and Ethics, the Anti-corruption Compliance Policy, and other corporate governance policies. All employees and Board members complete periodic training in our corporate governance policies.

In 2019, we engaged in additional anti-corruption training for our employees and reviewed our corporate governance policies, in conjunction with our Corporate Governance and Nominating Committee and Board of Directors.

Whistleblower Policy

We maintain anonymous channels for any employee to communicate concerns or complaints and without fear of negative consequences. Our complete Whistleblower Policy is available on our website.

Payments to Governments

As part of our Canadian legal requirements under the Extractive Sector Transparency Measures Act (ESTMA), we report our payments to all levels of government in Canada and abroad. Our annual ESTMA reports are available on the SSR website.

100%

OF OUR BUSINESS UNITS WERE ANALYZED FOR RISKS RELATED TO CORRUPTION

ANTICORRUPTION AND HUMAN RIGHTS TRAINING DELIVERED TO CORPORATE HEAD OFFICE AND OPERATING SITES

COMMITTED TO DISCIPLINE

Board Diversity

We recognize the benefits that diversity provides to our Board of Directors. A diverse mix of skills, expertise, experience, perspectives, age, and characteristics leads to a more robust understanding of opportunities, issues and risks, and to stronger decision-making. We also recognize that the promotion of a diverse Board makes prudent business sense and promotes better oversight and corporate governance.

Our Board Diversity Policy promotes the benefits of – and need for – Board diversity. The policy outlines our commitment to a merit-based system for Board composition within a diverse and inclusive culture that solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. Our Corporate Governance and Nominating Committee reviews our Board Diversity Policy annually and assesses its effectiveness in promoting a diverse Board.

In March 2019, we joined the Catalyst Accord 2022 and the 30% Club Canada, two diversity initiatives aimed at accelerating the advancement of women in Canada.

- **The Catalyst Accord 2022** aims to increase the average percentage of women on boards and women in executive positions in corporate Canada to 30% or greater by 2022 and share key metrics with Catalyst to benchmark collective progress towards these goals.
- **The 30% Club Canada** works with the business community to achieve better gender balance on company boards and within the senior leadership of Canadian companies. The initiative is focused on building a strong foundation of business leaders who are committed to meaningful and sustainable gender balance in business leadership.

JOINED CATALYST ACCORD 2022 AND 30% CLUB OF CANADA



Committed to Our People



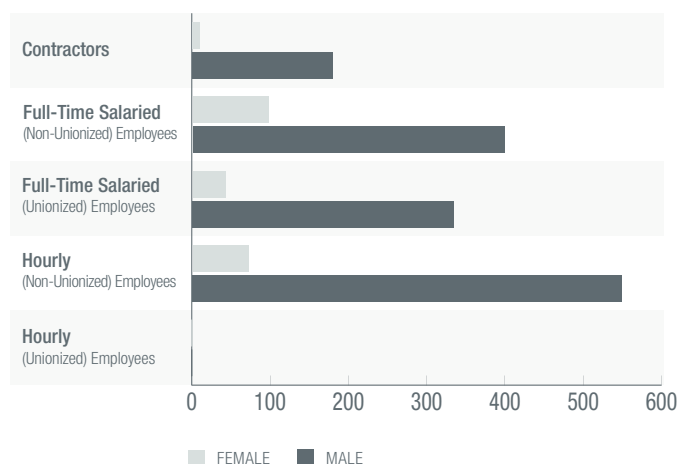
COMMITTED TO OUR PEOPLE

We firmly believe that our employees are the foundation of our business success, and our record-breaking performance in 2019 attests to the commitment and dedication of SSR people. We strive to treat our people fairly and without discrimination, with full regard and respect for their human rights, and encourage and promote a diverse workforce at all levels. We know that our success depends on their success, and we have established company-wide training programs, and promote hiring locally.

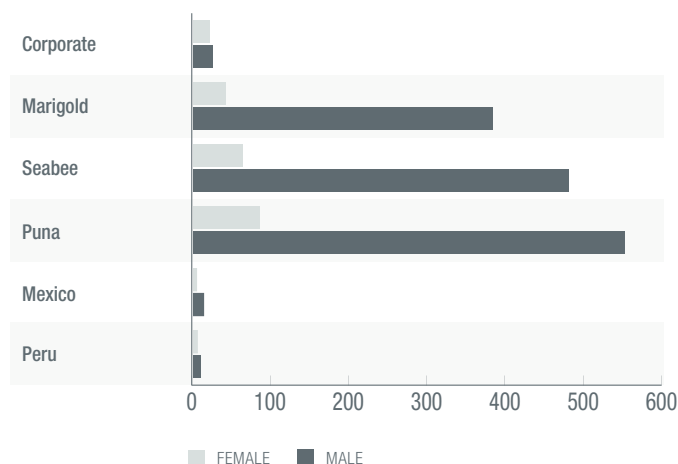
GRI 102-8: 2019 Total Workforce by Country, Employment Type and Gender ¹

	Contractors ²			Full-Time Salaried (Non-Unionized) Employees			Full-Time Salaried (Unionized) Employees			Hourly (Non-Unionized) Employees		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Corporate	0	2	2	21	24	44	0	0	0	0	0	0
Marigold	1	36	37	9	59	68	0	0	0	33	319	352
Seabee	6	133	139	19	79	98	0	0	0	39	230	264
Puna	N/A	N/A	385	43	217	260	42	334	376	0	0	0
Mexico	1	3	4	3	10	13	0	0	0	0	0	0
Peru	1	5	6	4	4	8	0	0	0	0	0	0
Total SSR Mining	9	179	573	99	393	492	42	334	376	67	549	616
Total Workforce	2,057											

GRI 102-8: 2019 Total Workforce by Employment Type



GRI 102-8: 2019 Total Workforce by Site (includes Contractors)



1) Data was collected from sites and regional offices and represent the number of active employees or contractors as at December 31, 2019.

2) Contractors in this table refer to contractors that work on a more regular, permanent basis

GRI 405-1: Employee Gender Breakdown by Role¹

Breakdown (%)	Female 2019	Male 2019
Board of Directors	22%	78%
Management ²	15%	85%
Officers	20%	80%
Total workforce³	13%	87%

Human Rights

SSR does not discriminate on the basis of race, religion, ethnicity, national origin, color, gender, age, sexual orientation, citizenship, veteran status, marital status or disability or any other grounds prohibited by law. Harassment, including sexual, physical and verbal, is prohibited. We treat our people fairly and without discrimination, with full regard for their human rights.

Our policies are aligned with the ‘Protect, Respect, Remedy’ framework of the United Nations Guiding Principles on Business and Human Rights.

As a mining company, we understand that our operations and activities may impact a broad range of human rights within the company and in local communities. We recognize our roles and responsibilities in respecting, and protecting the human rights of those affected by our activities.

Since 2019, we have been conducting an ongoing, voluntary, human rights assessment to enhance our understanding and management of human rights. We are assessing impacts across a range of human rights topics, including working conditions, environmental issues, security arrangements, vulnerable groups, Indigenous relations, and supply chain management. This assessment is being conducted by an independent, third-party consultant, to ensure impartial, objective results.

In 2019, we developed and published an enterprise-level human rights policy that serves as the framework for our operating sites.

On an ongoing basis, our operations are subject to internal and external human rights reviews, in which we assess a range of impacts related to human rights as part of environmental and social impact assessments. We also assess human rights risks as part of our enterprise risk management reviews.

In 2020, our ongoing human rights assessment will continue, and we will work to align our internal policies to the relevant commitments of the UN’s Sustainable Development Goals.

Employee Engagement and Training

Our business success depends on our ability to recruit and retain the most talented and high performance employees – people who share our commitment to sustainable development that benefits all stakeholders. We take great care in every step of the employment process, with emphasis on equality, diversity, workplace safety and employee welfare.

At the end of 2019, to measure the engagement and motivation of our people, we conducted the first employee engagement survey. The survey sought feedback on critical workplace factors that affect performance, including safety, immediate supervisor, compensation, work environment, performance feedback, professional growth, diversity and inclusion, and more.

Participation of 88% was well above industry benchmark and engagement level was 69% which is very close to industry benchmark. That points to greater reliability of the results. Employee responses indicate that the primary drivers of engagement at SSR are innovation and professional growth, and the organization’s vision and diversity and inclusion. These results reinforce our drive for a respectful workplace with equal opportunities and a shared vision for the future.

As a result of the survey, we will be holding employee focus groups and developing action plans—both for SSR as an organization, and at site level, to address site-specific matters.

1) Breakdown is based on employees and excludes contractors.

2) Managers represent positions with direct reports.

3) Includes contractors. (Excluded 385 Puna’s Contractors since they do not have gender data on contractors)

COMMITTED TO OUR PEOPLE

Training and Development

Training and development are key to our approach to organizational excellence. In 2019, we made a significant commitment to improve leadership competencies among our line managers through the implementation of a customized leadership development program (LEAD). In addition to defining critical competencies that impact safety and operations, we commenced a long-term development program in 2019 that will be followed by additional site-specific leadership development activities designed to foster long-term leadership enhancement. After running a pilot program at our three operations, we rolled out LEAD across the company in 2019. This ambitious program is part of our commitment to operational excellence and to developing our people for long, successful careers at SSR.

CHINCHILLAS

100%

2018-2019 HIRES HAVE BEEN RESIDENTS OF THE LOCAL COMMUNITY

GRI 404-1: 2019 Average Total hours of training by gender (LEAD Training Only)

Location	Female Employees	Male Employees	Total
Corporate	312	368	680
Marigold	376	2560	2936
Seabee	640	2100	2740
Puna	364	5266	5630
Mexico	0	0	0
Peru	0	0	0
Total	1,692	10,294	11,986

Local Employment

For local communities, employment opportunities are a primary benefit of our presence, and we seek to maximize local hiring at all our operations.

At Seabee, five local communities, (defined by their proximity to the mine) are the focus of our outreach efforts. At Puna Operations, there are 14 local communities. Six are defined as 'direct', and eight as 'indirect', based on their proximity. At the Chinchillas mine, 100% of recent hires have been residents of local communities. At the Marigold Mine, a significant majority of the workforce are residents of Nevada.

Local Employment

Site	2019 No. of employees (as of Dec 31st)	% of Total Workforce (does not include contractors)
Marigold ¹	386	100%
Seabee		
Northern ²	77	19%
Indigenous	121	30%
Local Community ³	52	13%
Puna ⁴	322	51%

1) Local employee at Marigold is defined as an employee residing in one of the following counties: Humboldt, Lander, or Elko.

2) As defined by regulatory requirements.

3) defined as communities that may be affected by, have an interest in and/or an influence a project

4) Local employee is defined as an employee from one of the 'direct' or 'indirect' impact communities.

Case Study

Teamwork and Innovation in a Tight Timeframe at Seabee

In 2019, the Seabee plant team were faced with a challenge: a need to increase the flow through the Water Treatment Plant by approximately 25%, compared to the previous maximum that the “moving biofilm bed reactor” achieved. When the plant’s capacity is exceeded, effluent water is held in a storage facility—but the storage facility was at maximum capacity. More pressing was the temperature factor—the work had to be completed during the brief summer thaw. A new design was finalized, and the entire plant team (electrical, metallurgy, millwrights, and management) worked together with commitment and motivation.

The upgrade was delivered on time, in scope and cost effectively, and the Seabee water treatment plan now runs with 25% more waterflow (and gold recovery).



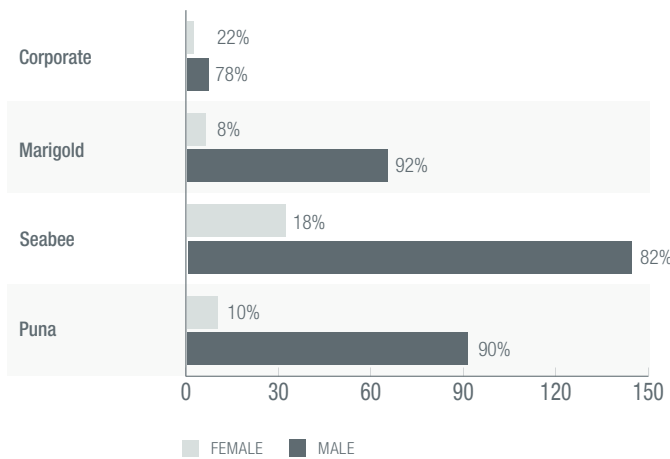
COMMITTED TO OUR PEOPLE

Diversity and Inclusion

We are committed to a work environment of mutual trust and respect, where diversity and inclusion are valued, and where every employee feel welcomed.

In 2019, we initiated a company-wide diversity strategy that is continuing throughout 2020 and 2021. In support of gender diversity, we developed a gender mainstreaming strategy to help identify impacts and opportunities for promoting the inclusion of women across our enterprise.

GRI 401-1: 2019 New Employee Hires (No. Employees)



GRI 405-1: 2019 Employees by Age No. of Employees

Location	18-29	30-49	50-Above
Corporate	3	25	16
Marigold	60	204	156
Seabee	47	202	113
Puna	121	454	61
Mexico	1	9	3
Peru	0	7	1
Total	232	901	350

In 2020, we will be formally reviewing our performance regarding gender diversity, with the objective of establishing a baseline for the future. We are establishing an inclusive committee—a “think tank”—which will review the factors that drive diversity and inclusion.

GRI 102-8: 2019 Total Workforce by Site¹

Location	Female	Male	Total
Corporate	21	26	47
Marigold	43	414	457
Seabee	59	442	501
Puna	85	551	1021 (Includes 385 contractors)
Mexico	4	13	17
Peru	5	9	14

¹ Gender breakdown includes contractors except for Puna Operations where gender breakdown for contractors was not available.

Case Study

Women-Focused Training and Education

Our diversity strategies extend to local employment with specific, targeted programs to promote underrepresented groups. At Puna Operations, our training program for female heavy equipment operators was extremely successful. Many of the women, who may not have driven motorized vehicles of any kind before entering the program, are now operating trucks and other heavy equipment. Fully 30% of the 180 new hires were women from local communities.

In Saskatchewan, our Community Partners Scholarship program was established to support women in the Lac La Ronge Indian band and the Peter Valentine Cree Nation, in partnership with the RBC Foundation and the Government of Canada's INDSPIRE program.

In Nevada and British Columbia, we are encouraging gender diversity in mining through scholarships: the first "Women in Mining Scholarship by SSR Mining" at the Colorado School of Mines was awarded in 2019, and the first "SSR Mining Award for Women in Mining Engineering" at the University of British Columbia will be awarded in 2020. Each award is for CAD\$20,000, to support a female mining engineering student in advancing her future career.

PUNA OPERATIONS

30%

OF THE 180 NEW HIRES WERE WOMEN FROM LOCAL COMMUNITIES

A welder wearing a yellow protective suit and a black welding mask is working on a large metal structure. The welder is positioned in the foreground, leaning over a large metal component. In the background, a large yellow truck is visible, and the sky is blue with some clouds. The scene is set in an industrial or construction environment.

Committed to Safe Production

At SSR, our safety vision is “Safe for Life”. Our company-wide safety system balances the human and technical aspects of safety, and blends leadership behaviours with traditional management activities to create a safety-first, productive culture. In this positive environment, our workers maintain safety awareness, recognizing hazards and analyzing risk in their daily activities. Every employee is empowered to take the necessary actions to minimize risk.

Our Safety and Health Policy applies to all our employees and contractors across all of our operations. In 2018, we revised our enterprise-level safety and health management system (SHMS)—to ensure alignment to Occupational Health and Safety Assessment Series (OHSAS) 18001 and International Standards Organization (ISO) 45001. The major focus of the SMHS is risk management. In 2019, we began implementation of the revised SHMS across the company, at all operating sites—even when the standard’s performance requirements exceed local requirements.

Our safety reporting is focused on leading indicators in addition to lagging indicators such as injuries. This approach allows us to better anticipate and assess risks, and work to control them.

While we succeeded in substantially reducing our safety indicators and improved our Total Recordable Injury Frequency Rate (TRIFR) by 50% year-over-year, there was a safety incident at the Seabee underground mine. The incident resulted in lost time injuries and thankfully the employees have made full recoveries. The investigation identified opportunities to further reduce risk in safety and operational procedures.

The corrective actions identified with the investigation included enhanced training, the introduction of more mechanized mobile equipment, and focused initiatives to leverage leadership competencies developed through our LEAD program, and positively impact the safety culture.

PUNA OPERATIONS

4M hrs

WITHOUT A LOST TIME INJURY

On August 27, 2019, Puna Operations proved the value of the Safe for Life program in achieving the safety milestone of 4 million hours worked without a single lost-time injury.

MARIGOLD MINE

70%

REDUCTION IN TRIFR ACHIEVED

Occupational Health Services

We employ full-time safety and health professionals at the corporate office and mines, as well as at development projects as required. The Seabee Gold Operation and Puna Operations have on-site medical clinics, with off-site medical clinics available when necessary. The Marigold Mine has access to a variety of medical services in nearby communities.

Worker Participation, Consultation, and Communication

Workers participate in risk assessments, including job hazard analysis and field-level risk assessments. At Puna and Seabee, joint worker-management safety committees meet on a scheduled basis to provide input on safety issues; the Marigold Mine is rebuilding its committee structure to be more effective and collaborative.

Health and Safety Training

Safety and skills training is central to our workforce development programs. Workers receive health and safety training through qualified trainers or competent site personnel. For special topics, instruction may be given by subject matter experts or through technology, such as virtual reality and equipment simulators.

GRI 403-9: Work-Related Fatalities¹

Work-related fatalities	2019
Marigold	0
Seabee	0
Puna	0
Projects	0
Aggregated SSR Mining Work-Related Fatalities	0

GRI 403-9: Total Recordable Injury Frequency Rate (TRIFR)

(Jan 1-Dec 31st average)

Metric	2019
TRIFR (200,000 hours)	
Marigold	0.58
Seabee	4.4
Puna	0.23
Projects	0
Aggregated SSR Mining TRIF (200,000 hours)	1.08

¹ Contractor fatalities are in parentheses

GRI 403-9: Lost Time Injury Frequency Rate (LTIFR)

Metric	2019
LTIFR (200,000 hours)	
Marigold	0.57
Seabee	2.75
Puna	0
Projects & Corporate	0
Aggregated SSR Mining LTIFR (200,000 hours)	0.6

Non-Occupational Health Services

For general health and wellness care, workers and contractors can access non-occupational health services through the national healthcare system (in Canada), company-supported health insurance coverage (in the USA, if provided to contractors) and, company-sponsored insurance coverage from their respective employer (in Argentina).

In some cases voluntary wellness health assessments are available for health metrics, such as blood pressure, body mass, and blood sugar.

Health Impacts Related to our Products

As an organization involved in the production of precious metals, we address product risk that may affect non-company personnel through safety data sheets, and responding to inquiries from governments, transporters, and end-use customer inquiries.



Case Study

Earning Safety Awards at Marigold

On September 7, 2019, six members of our Marigold team were recognized by the Nevada Mining Association for their above-and-beyond safety performance. Selected from approximately 25,000 mining professionals in the state of Nevada, 52 people won awards—and six of them work at Marigold! Congratulations to General Supervisor Rodney Sample, Supervisors Steve Bean and Marty Kelley, and Safety Champions Matthew Cagle, Jamie Hays and Efrain Zarate.





Committed to Communities

At SSR, we recognize the importance of establishing strong relationships with the communities where we operate. Relationships that are built on a foundation of trust and transparency are essential to securing, and maintaining, our social license to operate.

COMMITTED TO COMMUNITIES

Developing and Maintaining Strong Community Relations

Our community relations begin during the exploration phase, and continue through a mine's development and operation, and long after the mine's eventual closure.

Each operation's Environmental Impact Assessment includes a comprehensive examination of issues and potential impacts, including environmental, social, and economic issues. In each operation, we identify affected stakeholders based on the potential and severity of impacts – both positive and negative – and develop an engagement plan for consultations. We measure, track, and manage our impacts on an ongoing basis.

In 2019, we launched an enterprise-level community relations management system, which required each development project and operation to develop a formal community relations strategy and plan to meet each community's specific needs. The systems include formal grievance mechanisms.

We also engaged with communities as part of our 2019 materiality assessment, and this report's improved disclosures are, in part, in response to the results of the assessment.

Our community relations system's policies and activities are monitored and governed by the Safety and Sustainability Committee of the Board of Directors, which helps ensure compliance with applicable laws, legislation, and policies.

Case Study

Protecting Our People - Our COVID-19 Response

From the first days of the COVID-19 pandemic, our primary concern has been the safety of our people and their communities. As COVID-19 began to show its effects on people and local economies, we responded quickly. We donated supplies and equipment to local health authorities, and provided financial support in the form of a \$350,000 community support fund.

The Seabee Gold Operation was quick to respond. They sent supplies intended for the mine site to the Lac La Ronge Indian Band, as well as all the food remaining at their exploration camp, which was closed due to COVID-19. They ordered supplies from the Band's grocery supplier for use in food hampers. To the Peter Ballantyne Cree Nation and Grandmother's Bay, they provided funding for food hampers and other supplies, and had a food hamper prepared for each household in Brabant Lake, which were delivered over the ice road.



Seabee Gold Operation

Local training/recruitment, sponsorships and procurement

The Seabee Gold Operation in Northern Saskatchewan is a remote, fly-in fly-out operation whose only land-transportation access is an ice road that is only open for about ten winter weeks. Our engagement and outreach is focused on five local, majority Indigenous, communities.

Our training, education, and recruitment support targets local communities—and currently more than 34% of Seabee staff identify as Indigenous, and 17% are from local communities.

The mine's local sponsorship commitment ensures that funds are directed strategically. We supported the construction of the Hector Thiboutot Community School Youth Camp, which promotes cultural heritage among youth in the Peter Ballantyne Cree Nation Band. For several years we have funded a breakfast program at the Gordon Deny School in La Ronge, in partnership with the Breakfast Club of Canada. The program provides a nutritious breakfast in an inclusive, caring environment for nearly 220 students.

The mine's procurement policy screens suppliers using Northern Saskatchewan criteria. A Northern business is defined as any business or ownership structure that is located within, and provides employment to, residents of the Northern Saskatchewan Administration District.





Puna Operations

Local schools, training and procurement

The Puna Operations in Jujuy Province, Argentina has six local communities that are closest to, and most directly affected by, our operations. We engage with those communities as well as with another eight communities that are further away and less directly impacted.

In rural Jujuy, we partner with many local schools to improve educational outcomes. Since 2012, we have supported the renovation of six local schools. In collaboration with the Argentina Ministry of Education, we helped create a program to enable community members, including our employees, to complete their secondary education.

Our training program to encourage women to train as heavy equipment operators in the mine—which is discussed elsewhere in this report—resulted in approximately 60 local women joining the workforce.

Our procurement policies are targeted to local services and suppliers, especially during the development and construction phases of the Chinchillas mine in 2018. We also provided entrepreneurship training to help community members and businesses secure procurement contracts at the mine.



Marigold Mine

In-state businesses and education

The Marigold Mine in Nevada is less remote, with less of a clearly-defined “local community”, but our community relations management system has identified communities for the focus of our engagement. While we do not have a local procurement process, most of our procurement comes from within the State of Nevada.

The Marigold Mine continues to support the University of Nevada, Reno. Since 2013, the mine has contributed over \$13.3M in royalties to the university. Through the Colorado School of Mines the first “Women in Mining Scholarship by SSR Mining” was awarded in 2019 to support a female mining engineering student in advancing her future career.



Case Study

Bringing Gold Fever to Nevada Schoolchildren

For Fourth Grade students in several Nevada schools, “Gold Fever” is a highly anticipated educational event. Every year geologists and engineers from the Marigold Mine—in partnership with staff from Nevada Gold Mines—present exciting half-day long sessions on mineral science and today’s mining industry. The students enjoy hands-on mineral discovery (and possibly, see the industry as a potential future career). They are eager learners—they live in Nevada’s renowned gold-mining district, and many have family in the industry.



Case Study

Argentina Community Development Fund

In addition to the direct investments such as local employment, SSR's Puna Operations has partnered with the local regional government to invest in host communities through a Social Development Fund. This innovative partnership between the mine and host communities will promote financial inclusion and create opportunities for local entrepreneurs as well as support a wide-range of social and community development projects.

SSR's initial contribution of US\$500,000 will be aimed supporting sustainable projects to diversify economic activity in the area. The projects will be focused on the 14 host communities – all of which have tremendous potential to develop agriculture, livestock, and tourism.

The management of the fund will be done in a participatory manner with a board of directors made up of representatives of each of the communities that will work together with the Puna Operations Team in the evaluation, approval and delivery of financing for the projects.







Committed to Environmental Responsibility

COMMITTED TO ENVIRONMENTAL RESPONSIBILITY

All SSR operations are subject to the applicable environmental laws and regulations at the locations we operate, and require a variety of permits, licenses, and associated approvals.

At all times, we manage our operations in compliance with, or in excess of, all relevant environmental standards. Precautionary measures are taken to avoid impact to ecosystems wherever possible. When adverse impacts occur, integrated programs are implemented to promote the recovery of the affected ecosystems.

Our Environmental Policy outlines the values and standards for our environmental programs and management systems. All suppliers and vendors are required to follow the policy, which is available on the SSR website.

SSR has a designated Vice President of Environment and Community Relations, who reports to the Senior Vice President and Chief Operating Officer, who reports directly to the Chief Executive Officer and the SSR Board of Directors.

Climate Change Risks

We recognize that climate change and extreme weather are material issues across the mining industry and that our operations potentially contribute to these throughout their life. In 2019, we started a formal approach to assessing climate risks throughout our operations starting with assessment of physical risks associated with climate change.

The physical risk assessment includes risks associated to changes in rainfall rates, reduced water availability, higher temperatures, increased snowpack, and extreme weather events. For example, rising temperatures could affect the seasonal service time of the ice road connecting Seabee to its sources of supplies and equipment.

The results of the physical risk assessments will form the basis of a comprehensive strategy and framework that will allow SSR mining to manage the associated risks of Climate Change.

At SSR, we are committed to being part of the global solution to the climate change challenge, by managing our energy use and reducing GHG emissions to contribute to achieving global reduction targets, including those set out in the Paris Agreement. Reducing energy usage is part of our mine planning and optimization strategies. Reducing haul distances, minimizing our mining fleet, and optimizing grinding processes, can all reduce our energy requirements and GHG emissions.

Energy and Greenhouse Gas Emissions

In 2019, we developed an enterprise-level energy management framework for our business, based on the Mining Association Canada's (MAC) Energy and GHG Emissions Management Protocol. It sets energy reduction targets to help us reduce our emissions intensity over time.

We employ extensive environmental monitoring to track emissions and ensure compliance with applicable laws and regulations.

Energy Consumption (GJ)

Business unit	Electricity purchased	Diesel ¹	Natural gas	Propane	Total
Marigold Mine	126,862.37	1,338,514.05	0.00	25,305.01	1,490,681.43
Seabee Gold Operations	175,892.32	132,526.45	0.00	32,270.25	340,689.02
Puna Operations	0.00	421,517.55	49,680.27	4,190.30	475,388.11
Total	302,754.69	1,892,558.04	49,680.27	61,765.56	2,306,758.57

Energy Intensity

Business unit	GJ/oz gold produced	GJ/kt material mined
Marigold Mine	6.77	0.02
Seabee Gold Operations	3.04	0.99
Puna Operations ²	61.74	0.04
Total³	5.51	0.03

Greenhouse Gas Emissions Intensity (Tonnes of CO₂e)

Business unit	Per oz gold produced	Per kt material mined
Marigold Mine	0.51	1.51
Seabee Gold Operations	0.42	135.44
Puna Operations ⁷	146,155.18	2.85
Total	0.48	2.24

Greenhouse Gas Emissions (Tonnes of CO₂e)

Business unit	Scope 1 (direct) ⁴	Scope 2 (indirect) ⁵	Total ⁶	% of company total
Marigold Mine	101,860.92	10,284.36	112,145.27	58%
Seabee Gold Operations	11,903.12	34,689.88	46,593.00	24%
Puna Operations	35,003.69	0.00	35,003.69	18%
Total	148,767.73	44,974.23	193,741.96	100%

Renewable and Non-Renewable Energy Consumption (as % of Overall Consumption)

Business unit	Renewable ⁶	Non-renewable
Marigold Mine	2.5%	97.5%
Seabee Gold Operations	8.8%	91.2%
Puna Operations	0%	100.0%
Total	2.9%	97.1%

Electricity Consumption by Source

Business unit	Grid	Non-grid
Marigold Mine	99.5%	0.5%
Seabee Gold Operations	97.3%	2.7%
Puna Operations	0.0%	100.0%
Total	41.1%	58.9%

1) Values include diesel used for backup power generation.

2) Puna Operations produces primarily silver; as such, this metric is reported in thousands of ounces of silver produced.

3) Consolidated energy intensity totals per oz of gold produced exclude Puna Operations.

4) DEFRA emissions factors were used to calculate Scope 1 emissions. All calculations include CO₂, CH₄, and N₂O.

5) The Climate Registry Default Emissions Factors (2019) were used to calculate Scope 2 emissions. Calculations include CO₂, CH₄, and N₂O.

6) Scope 1 + Scope 2 emissions. We do not currently report Scope 3 emissions.

7) Puna Operations produces primarily silver. Production emissions intensity is calculated as tonnes of CO₂e per kt of silver produced.

COMMITTED TO ENVIRONMENTAL RESPONSIBILITY

Water Management

Water is a critical shared resource for our stakeholders as well as for global society, and water management and stewardship are critical sustainability issues.

Our environmental impact studies and assessment all include comprehensive water management plans that are tailored for each operation. We maintain comprehensive water quality monitoring programs to help ensure that we meet all applicable regulatory requirements. The plans include establishing a baseline water conditions and provisions for ongoing water sampling and testing. Site-level environment teams maintain the primary responsibility for water management.

All our operations use water for processing, and we recycle and reuse water.

The Marigold Mine is a zero discharge site, which does not release water to the environment. At other operations, water is tested before discharge, to ensure its quality meets all applicable discharge requirements. In 2019, there were no incidents of water discharge where water quality exceeded applicable regulatory requirements.

At our Puna Operations, water must be removed from the pit, and water runoff from surface waste rock facilities must be managed. At Seabee, water must be removed from the underground workings. The Marigold Mine and Puna Operations require water for dust suppression around pits and on haul roads.

At the Marigold Mine, the primary water source is groundwater; no surface water is consumed. At Seabee, we use only surface water and do not consume groundwater. At Puna Operations, most water is drawn from local pumping wells.

In 2019, we adopted the MAC's Water Management Protocol, and in 2020 will be refining active water-balance models at our sites, and conducting further watershed-level assessments.

2019 Water Consumption (m³)

Business unit	Surface water consumed	Ground water consumed	Water recycled (m3)	Water recycled as % of consumption	Water discharged (m3)
Marigold Mine	2,339	1,186,791	237,565	20%	-
Seabee Gold Operation	-485,218	0	571,454	-118%	522,388
Puna Operations	5,492,287	308,060	3,801,860	66%	158,620
Total	5,009,408	1,494,851	4,610,879	71%	681,008

Tailings and Waste Management

Tailings—the residue from minerals processing—is a critical area of environmental management, and tailings storage facilities are an issue of global concern to the mining industry. At SSR, we manage our tailings facilities responsibly, and to the applicable international standards and to applicable local laws and regulations to meet site-specific conditions. Tailings management is a key component of our Environmental Impact Assessments and our corresponding management plans.

All tailings facilities are monitored as part of our regular environmental monitoring programs. In 2019, we were in full compliance with all internal and external requirements.

In 2019, SSR introduced an enterprise-wide tailings management policy, and created an Independent Tailings Review Board in addition the third-party tailings facilities review. The review board is comprised of recognized geotechnical, water, and mine closure experts.

Tailings Management at Seabee

The Seabee Gold Operation has two tailings management facilities, the East Lake and Triangle Lake facilities. In 2019, we began an expansion project on the Triangle Lake facility, with expected completion in 2020. The Seabee facilities operate in accordance with a Tailings Operation Maintenance and Surveillance Manual, which was developed by recognized independent engineering experts, and follow the Canadian Dam Association Safety Guidelines.

A water treatment plant, installed in 2017, separates solids and treats water, which flows to a settling pond, and from there through a series of wetlands before being discharged to the northern arm of Laonil Lake. All discharged water meets provincial standards.

Tailings Management at Puna

At Puna Operations, ore from the Chinchillas mine is processed at the Pirquitas facilities. Tailings are disposed into the mined-out Pirquitas pit. This design innovation eliminated the need for an expanded tailings facility, which reduced costs and minimized our overall environmental footprint. No cyanide is used in the processing of Chinchillas ore, eliminating any cyanide concerns within the tailings.

The existing Pirquitas tailings facility is still in use, as an emergency alternative to the pit disposal, and it may be used as a water treatment pond in the future.

Tailings Management at Marigold

In 1994, the Marigold Mine became a heap leach operation, and its tailing facility was decommissioned and reclaimed. The closed tailings facility is monitored on an ongoing basis.

2019 Tailings Deposition

	Tailings Volume (m ³)
Seabee Gold Operation	195,555
Puna Operations	756,191



Case Study

The First Mine Certified Under the Cyanide Code

In January of 2007, Marigold became the first gold mine in the world to be certified under the International Cyanide Management Code—and continues to maintain its certification. The “Cyanide Code” is a voluntary initiative that focuses on the safe management of cyanide in gold and silver mining, and the production, transportation and use in the recovery of gold and silver). Originally developed under the guidance of the United Nations Environmental Program (UNEP) and the then-International Council on Metals and the Environment (ICME), its comprehensive requirements include financial assurance, accident prevention, emergency response, training, public reporting, stakeholder involvement and verification procedures. 46 mining companies (some representing a portfolio of compliant mines) are now signatories. For more on the Code and the International Cyanide Management Institute, visit www.cyanidecode.org

COMMITTED TO ENVIRONMENTAL RESPONSIBILITY

Biodiversity and Land Reclamation

In the mining industry, there are many issues surrounding land use, including the need to preserve biodiversity, to conserve land and reclaim it as mining proceeds—and the requirement to plan for land reclamation after the mine closes.

At SSR, we recognize the role we can play in meeting these challenges. We seek to minimize our biodiversity impacts through a variety of mechanisms, beginning with land use planning in the project design and evaluation phases. For every major project we conduct an Environmental Impact Assessment and develop a corresponding management plan. The plans include site-specific mitigation measures for impacts on land, flora, and fauna, within the applicable environmental requirements.

We conduct comprehensive baseline assessments of flora and fauna, including gathering information on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species.

In 2019, we reviewed the MAC Biodiversity Conservation Management Protocol, a widely-recognized tool for managing biodiversity in mining operations. We integrated an enterprise-level biodiversity standard into our overall Environmental and Community Relations Management System.

Biodiversity at Our Operations

The Seabee Gold Operation and Marigold Mine are not located within or adjacent to protected areas, or areas of high biodiversity value (as defined by national biodiversity strategies).

In the Jujuy province of Northern Argentina, the Chinchillas mine occupies a 0.76 km² footprint, approximately 25 km from the Laguna de Los Pozuelos, a UNESCO-designated protected biosphere reserve. The Laguna de los Pozuelos is a wetland, designated of international importance under the Ramsar Convention. The reserve is a habitat for a variety of wildlife, including waterfowl and vicuñas.

The Puna Operations maintain comprehensive environmental monitoring to ensure that we do not affect the reserve, and our monitoring data indicate that our operations have no impact, including impacts on water quality or quantity. The Environmental Impact Assessment for the Chinchilla mine, which was given full government approval in 2017, indicated that the ongoing operations will not negatively impact the reserve. We also obtained agreement from the six communities located near the mine to establish the Community Development Fund.

Land Disturbed and Rehabilitated, 2019

	All operations
Total land disturbed and not rehabilitated at the beginning of 2019	5086 ha
Total land disturbed in 2019	561ha
Total land rehabilitated in 2019	1.9 ha
Total land disturbed and not rehabilitated at the end of 2019	5,645.10



Mine Closure

Mining operations have a finite life, and their social, economic and environmental impacts—positive and negative—continue long after the mine closes. At every mine, we continue to update our plans for the mine’s eventual closure, to plan for the costs and ensure that we leave a sustainable, positive legacy for our host communities and stakeholders.

Planning for mine closure is integral to environmental management. The plans encompass a wide range of environmental, social, and economic concerns, including reclamation and remediation, decommissioning, public safety, social management, post-closure monitoring, and the transfer of assets.

When legally required, we post financial assurance to cover closure costs. As at December 31, 2019, we had consolidated surety bonds totaling \$54 million to cover these obligations.

In 2019, we continued to develop and implement an enterprise-level mine closure standard that is integrated in our overall environment and community relations management system. We are developing social closure plans for all our operating sites to further deliver on our commitment to providing long-term, lasting benefits for our host communities.

- At Marigold, the mine closure plan totaled \$46.5 million on December 31, 2019 (developed in 2002; approved by the BLM and the State of Nevada approve the financial bond estimates).
- At Seabee Gold Operation, the mine closure plan’s reclamation bond requirements totaled \$5.3M on December 31, 2019. (Developed in 1996, updated every five years, the plan includes provisions for reclamation, rehabilitation and eventual relinquishment of the property to the Government of Saskatchewan)
- At Puna Operations, mine closure plans were part of the Chinchillas Environmental Impact Assessment, and were approved as part of the broader EIA approval.



In Closing

2019 was a remarkable year for SSR, with both record revenues and record production, as well as step change improvements in safety performance.

2019 is also the year we deepened our commitment to reporting our ESG and sustainability performance. This effort has supported our organization to learn, adapt, and continuously improve our practices to better enable us in dealing with the challenging environment that businesses face.

At the time of publication of this report, SSR Mining has been addressing and supporting its employees and host communities with the COVID-19 pandemic; as well as announced a merger with Alacer Gold. One thing remains true - and that is SSR's unwavering commitment to transparency and delivering value to all stakeholders.

GRI/SASB Index

GRI Content Index

Reference	Topic	Reference and Notes
Organizational Profile and Governance		
General (GRI 102)		
102-1	Name of the organization	Page 1
102-2	Activities, brands, products, and services	Page 2
102-3	Location of headquarters	Page 57
102-4	Location of operations	Page 3
102-5	Ownership and legal form	2019 Annual Information Form - Page 6
102-6	Markets served	2019 Annual Information Form - Page 6
102-7	Scale of the organization	Page 2, 16 - 17
102-8	Workforce by Composition	Page 24
102-10	Significant changes to the organization and its supply chain	2019 Annual Information Form - Page 7
102-11	Precautionary Principle or approach	Page 19 - 21, 44
102-14	Statement from senior decision-maker	Page 4
102-16	Values, principles, standards, and norms of behaviour	Page 5, 15, 19
102-17	Mechanisms for advice and concerns about ethics	Page 21
102-18	Governance structure of the organization, including committees under the highest governance body. Identify any committees responsible for decision making on economic, environmental and social impacts	Page 20 - 21 2019 Annual Information Form - Page 10
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 44
102-22	Composition of the highest governance body and its committees	Page 20 2019 Annual Information Form - Page 15
102-23	Is the chair of the highest governance body also an executive officer? If so, why, and what is their function?	No
102-26	Role of highest governance body in setting the organization's purpose, values, and strategy related to economic, environmental and social impacts	2019 Annual Information Form - Page 10
Reporting (GRI 102)		
102-32	Highest governance body's role in reviewing/ approving sustainability reporting	Page 20 Board of Directors – Safety and Sustainability Committee
102-40	List of stakeholder groups	Page 8 Investors, shareholders, employees, local communities, local governments, regional governments, national governments, regulatory agencies, unions, suppliers and contractors, local businesses, NGOs, royalty holders, mining and professional associations, standards organizations, universities and colleges, media.
102-41	Percentage of total employees covered by collective bargaining agreements	Page 24
102-46	Defining report content and topic boundaries	Page 8-9
102-47	List of material topics	Page 9
102-48	Restatements of information	No restatements were made in 2019 Sustainability Report

GRI Content Index

Reference	Topic	Reference and Notes
Reporting (GRI 102)		
102-49	Changes in reporting	No changes were made in 2019 Sustainability Report
102-50	Reporting period	Jan 01 - Dec 31 2019
102-51	Date of most recent report	July 05 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@ssrmining.com
Management Approach (GRI 103)		
103-1	Explanation of material topics and their boundaries	Page 8 - 9
103-2	Labour grievances filed, addressed, and resolved	Zero
103-2	Human Rights Grievances filed, addressed, and resolved	Zero
Economics		
Economic Value (GRI 201)		
201-1	Direct economic value generated and distributed - - revenues - operating costs, - employee wages and benefits - donations and other community investments - retained earnings, - payments to capital providers - payments to governments	Page 2, 36 - 41 (partial) 2019 ESTMA Report
201-2	Financial implications and other risks and opportunities due to climate change	MD&A
Indirect Economic Impacts (GRI 203)		
203-1	Infrastructure investments and services supported	2019 ESTMA Report
Procurement Practices (GRI 204)		
204-1	Proportion of spending on local suppliers	Page 37 - 41
Anti-Corruption (GRI 205)		
205-1	Operations assessed for risks related to corruption	Page 21
205-2	Communication and training about anti-corruption policies and procedures	Page 21
205-3	Confirmed incidents of corruption and actions taken	Zero
Anti-Competitive Behaviour (GRI 206)		
206-1	Number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Zero
Environment		
Energy		
Energy (GRI 302)		
302-1	Energy consumption within the organization	Page 45
302-2	Energy consumption outside of the organization	Page 45
302-3	Energy intensity	Page 45
302-4	Initiatives to reduce energy consumption (through energy-efficiency or renewable energy) and resultant reductions	Page 44

GRI Content Index

Reference	Topic	Reference and Notes
Water		
Water (GRI 303)		
303-1	Water withdrawal by source	Page 46
303-2	Water sources significantly affected by withdrawal of water	Page 46
303-3	Volume/ or percent of water recycled and reused	Page 46
Effluents and Waste (GRI 306)		
306-1	Water discharge by quality and destination	Page 46
306-3	Significant spills (number and volume)	None
306-5	Water bodies affected by water discharges and/or runoff	Zero
Biodiversity		
Biodiversity (GRI 304)		
304-2	Significant impacts on protected areas and areas of high biodiversity value	Page 48
304-3	Habitats protected or restored	Page 48
Air		
Emissions (GRI 305)		
305-1	Direct (Scope 1) GHG emissions	Page 45
305-2	Indirect (Scope 2) GHG emissions	Page 45
305-4	GHG emissions intensity	Page 45
Environmental Compliance (307)		
307-1	Fines or non-monetary sanctions for non-compliance with environmental laws and regulations	None
People		
Employment (GRI 401)		
401-1	New employee hires and employee turnover by age group, gender and region	Page 28
Occupational Health and Safety (GRI 403)		
403-1	Workers' representation in formal joint management-worker health and safety committees	Page 32
403-2	Types and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 32
403-8	Workers covered by an occupational health and safety management system	Page 31
403-9	Work-related injuries: numbers and rates of injuries and fatalities and total hours worked	Page 32
Training and Education (GRI 404)		
404-1	Average hours of training per year per employee	Page 26
404-3	Percentage of employees receiving regular performance and career development reviews	100%
Diversity and Equal Opportunity (GRI 405)		
405-1	Diversity of governance Bodies and employees	Page 22, 24

GRI Content Index

Reference	Topic	Reference and Notes
Non-discrimination (GRI 406)		
406-1	Incidents of discrimination and corrective actions taken	Zero
Child Labour (GRI 408)		
408-1	Operations and suppliers at significant risk for incidents of child labour	Zero
Forced or Compulsory Labour (GRI 409)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Zero
Rights of Indigenous Peoples (GRI 411)		
411-1	Incidents of violations involving rights of indigenous peoples and actions taken	Zero
Human Rights (GRI 412)		
412-1	Operations that have been subject to human rights reviews or impact assessments	All
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Zero
Communities and Indigenous Peoples		
Local Communities (GRI 413)		
413-1	Operations with local community engagement, impact assessments, and development programs	100%
413-2	Operations with significant actual and potential negative impacts on local communities	All mining operations have the potential of negative impacts on communities.
Mining & Metals Supplement		
MM-5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	The Seabee Gold Operations is located adjacent to the Lac La Ronge Indian Band and the Peter Ballantyne Cree First Nation territories No formal agreements are in place with Indigenous Peoples' communities
MM-6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Zero
MM-7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	No land disputes recorded.
MM-8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site and the associated risks and the actions taken to manage and mitigate these risks	Zero
Public Policy (GRI 415)		
415-1	Value of political contributions by country and recipient/ beneficiary	Zero
Socioeconomic Compliance (GRI 419)		
419-1	Fines and non-monetary sanctions for non-compliance with laws and regulations in the social and economic area	Zero

SASB Content Index

Reference	Topic	Reference and Notes
Governance		
Business Ethics & Transparency (SASB 510)		
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Page 21
EM-MM-510a.2	Business Ethics & Transparency	Not applicable. Operations located in Argentina (rank 66 out of 183), Canada (rank 12 out of 183) and United States of America (rank 23 out of 183)
Environment		
Waste		
Energy Management (SASB 130)		
EM-MM-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Page 45
Water		
Water Management (SASB 140)		
EM-MM-140a.1.	(1) Total fresh water withdrawn (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Page 46
EM-MM-140a.2.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Zero
Biodiversity		
Biodiversity Impacts (SASB 160)		
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Page 44, 48
Air		
GHG Emissions (SASB 110)		
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Page 45
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 44
Air Quality (SASB 120)		
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Page 45 (partial)

SASB Content Index

Reference	Topic	Reference and Notes
People		
Labour Relations (SASB 310)		
EM-MM-310a.1.	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Page 24
EM-MM-310a.2	Number and duration of strikes and lockouts	Zero
Workforce Health and Safety (SASB 320)		
EM-MM-320a.1.	(1) MSHA all-incidence rate (2) fatality rate (3) near miss frequency rate (NMFR) (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees	Page 32
Security, Human Rights & Rights of Indigenous Peoples (SASB 210)		
EM-MM-210a.1.	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Zero
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	The Seabee Gold Operations is located adjacent to the Lac La Ronge Indian Band and the Peter Ballantyne Cree First Nation territories No formal agreements are in place with Indigenous Peoples' communities
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Page 21, 25, 26
Communities and Indigenous Peoples		
Community Relations (SASB 210)		
EM-MM-210b.1.	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 35 - 36
EM-MM-210b.2.	Number and duration of non-technical delays	Zero



Contact us

SSR Mining Inc.
Suite 800 – 1055 Dunsmuir St.
PO Box 49088
Vancouver, BC
Canada V7X 1G4

Telephone:
1-604-689-3846

U.S. & Canada toll-free:
1-888-338-0046

Fax:
1-604-689-3847

Email:
sustainability@ssrmining.com

ssrmining.com



SSR Mining Inc.

Suite 800 – 1055 Dunsmuir Street
PO Box 49088
Vancouver, BC
Canada V7X 1G4

Telephone:

1-604-689-3846

U.S. and Canada toll-free:

1-888-338-0046

Fax:

1-604-689-3847