

ESG 2020 at Taseko

Environment, Social & Governance

Published April 2021

ENVIRONMENT

Continuous improvement in energy efficiency, land reclamation, water and waste management are important components of Taseko's success.

Benefiting from hydro power, the Gibraltar Mine has a low carbon intensity. Taseko has reported Scope 1 and 2¹ greenhouse gas emissions for the Gibraltar Mine which show that the mine ranks in the first quartile of all copper mines globally. When commercial operations at Florence Copper commence, the Company's combined GHG emissions intensity will drop even lower, to an estimated 1.53 tonnes of CO₂e per tonne of copper equivalent, based on an independent analysis by Skarn Associates.

In 2020, Gibraltar was recognized from the British Columbia Technical and Research Committee on Reclamation with the Jake McDonald Award for outstanding work in mine reclamation and Indigenous collaboration. Details of the award winning land reclamation initiatives, as well as the recycling and water management policies can be found in Taseko's 2020 ESG Report.

GOVERNANCE

Corporate governance policies provide a framework for our Board of Directors to monitor and evaluate the management of the Company. Having the right policies, processes and structures in place ensures proper management and direction for our business affairs and sustainability practices.

Project	Performance Metrics	2020	2019	2018
Energy Management				
Gibraltar	kWh Used	499,421,305	485,687,562	491,758,463
	kWh Saved	28,803,939	24,081,828	38,272,840
	Dollars Saved (Based on kWh Saved)	\$2,885,826	\$2,262,563	\$3,487,903
	Diesel Used (Litres)	31.5 M	39.8 M	37.9 M
	Scope 1 GHG Emissions (t CO ₂ e/t Cu eq)	1.66	-	-
	Scope 2 GHG Emissions (t CO ₂ e/t Cu eq)	0.09	-	-
Florence Copper ²	kWh Used	2,828,576	-	-
	Diesel (Gallons)	4,710	-	-
Land Reclamation				
Gibraltar	Area Disturbed within (ha)	23	105	73
	Area Reclaimed (ha)	0	9	11
	Area of Grass Seeded (ha)	1.2	13.5	95
	Trees Planted (Count)	11,903	4,730	14,670
	Shrubs Planted (Count)	53,172	0	0
Waste Management				
Gibraltar	Tires Recycled (Count)	1,064	2,467	2,464
	Batteries Recycled (Kg)	7,969	7,978	9,479
	Recycled Steel Recycled (Kg)	4,332,599	4,890,806	4,577,750
	Waste oil Recycled (Litres)	276,800	275,950	262,450
	Grease/Oil Products Recycled (Litres)	212,490	204,802	148,285
	Oil Filters Recycled (Kg)	18,200	23,900	17,300
	Cardboard Recycled (Kg)	20,520	23,610	22,350
Florence Copper ³	Lead Acid Batteries Recycled (lbs)	80	-	-
	Florescent Bulbs Recycled (lbs)	62	-	-
	Computers & Monitors ⁴	59	-	-
Water Management				
Gibraltar	Water Consumed	0	0	0
	Water Discharged (Mm ³)	4.8	4.13	3.24
	Water Recirculated (Mm ³)	49.08	44	50.8
Florence Copper ²	Water Consumed (Million Gallons)	14.3	-	-
	Water Recirculated (Million Gallons)	14.3	-	-

Performance Metrics	2020	2019	2018
Governance			
Percentage of Independent Directors	83%	85%	85%
Percentage of Female Directors	14%	14%	14%
Board Meeting Attendance	100%	100%	100%
Average Committee Attendance	100%	100%	97%
Policies			
Director Independence Standard	√	√	√
Say on Pay Policy	√	√	√
Code of Ethics and Trading Restrictions	√	√	√
Related Party Investment Protocol	√	√	√
Disclosure Controls & Procedures	√	√	√
Whistleblower Hotline	√	√	√

SOCIAL: OUR EMPLOYEES

Taseko's workforce reflects the diversity of the communities in which we operate. Our culture of inclusion, respect, and diversity in the workforce helps us deliver on our promise of realizing collective potential by generating value and opportunity.

Taseko's continued success depends on the quality, talent and energy of its employees. Gibraltar achieved outstanding safety performance with zero loss time incidents, zero days lost, zero loss time severity, and zero loss time frequency.

SOCIAL: OUR COMMUNITIES

Taseko's success is derived through mutual benefit, where communities and people gain value and opportunity from the investments we make and the work we perform. We are committed to buying & hiring locally, to support the communities we are proud to call home.

Generating community benefit and value extends beyond payroll and corporate procurement. Opportunities for improved health, athletic endeavour, arts and cultural experience, new learning and discovery are important contributors to the individual spirit and community growth and resilience. Since 2011, the combined list of donations to charitable and community support groups provided by Gibraltar, Florence Copper, and Taseko is \$6.6 million.

In addition, Taseko is dedicated to supporting community initiatives and establishing enduring beneficial relationships with local stakeholders and Indigenous community members. In 2020, Taseko spent over \$340,000 in procurement with local Indigenous businesses.

The Company continued discussions with our Indigenous neighbours, that included a Framework Agreement with a local Indigenous Nation to begin discussions on the Yellowhead Project, as well as an extension to the standstill agreement with Tsilhqot'in Nation as both parties seek a long-term solution to the conflict regarding Taseko's proposed gold-copper mine currently known as New Prosperity.

Project	Performance Metrics	2020	2019	2018
Employment & Culture				
	Total Employees	757	751	726
	% of Local Employees - Gibraltar ⁵	96%	96%	95%
	% of Local Employees - Florence Copper ⁶	58%	60%	63%
	% of Female Employees	13%	12%	11%
	% of Female New Hires	28%	21%	14%
	% of Indigenous Employees ⁷	13%	13%	12%
	% of Indigenous New Hires ⁷	15%	14%	14%
	Average Length of Employment (Years)	6.8	6.5	5.8
	Turnover Rate	9%	13%	14%
Training & Development				
	Annual Investment in Training	\$588,915	\$886,630	\$457,957
	Number of Employees Under Age of 35	197	201	202
	Number of Apprenticeships	9	9	10
	Number of Engineers in Training	13	13	9
	Number of Summer & Co-op Positions	13	13	19
Health & Safety				
Gibraltar	Lost Time Incident (YTD)	0	5	0
	Medical Aids (YTD)	11	16	5
	Days Lost (YTD)	0	538	0
	Loss Time Severity (YTD)	0	72.7	0
	Loss Time Frequency (YTD)	0	0.68	0
	Total Reportable Injury Frequency ⁸	1.53	2.84	0.7
Florence Copper ⁹	First Aid Cases (YTD)	3	1	0
	Medical Treatment (YTD)	1	0	0
	Lost Time Injuries (YTD)	1	0	1
	Lost Time Incident Rate (YTD)	2.45	0	10.16
	Total Recordable Incident Rate (YTD)	4.89	0	10.16
	All Injury Frequency Rate (YTD)	4.89	0	10.16
Generating Economic & Social Value				
	% of Local Employees ¹⁰	96%	96%	95%
Gibraltar	Wages Distributed Locally ¹⁰	\$72,372,917	\$71,662,332	\$67,701,687
	% of Wages Distributed Locally ¹⁰	96%	95%	94%
	Procurement Distributed Locally ¹¹	\$116,301,804	\$121,864,983	\$120,936,517
	% of Procurement Distributed Locally ¹¹	39%	38%	36%
Florence Copper	% of Local Employee ¹²	57%	60%	63%
	Wages Distributed Locally ¹² (USD)	\$2,137,191	\$1,418,860	\$861,160
	% of Wages Distributed Locally ¹²	62%	59%	72%
	Procurement Distributed Locally ¹³ (USD)	\$2,540,916	\$1,161,565	\$9,403,479
	% of Procurement Distributed Locally ¹³	23%	20%	36%
Community Investment & Engagement				
	Charitable Giving	\$151,178	\$169,438	\$244,720
	# of Florence Copper Scholarships Awarded	2	4	2
	Procurement w/ Indigenous Suppliers (CAD)	\$344,154	\$125,724	-

Notes: 1. Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization, such as diesel used in vehicles. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, heat, or cooling. 2. Florence Copper began tracking usage metrics in 2020. 3. Florence Copper began tracking recycling metrics in 2020. 4. Donated to local schools. 5. Includes Williams Lake, 100 Mile House and Quesnel. 6. Includes Florence, Coolidge, San Tan Valley, Queen Creek. 7. Gibraltar only. 8. The total reportable injury frequency rate is the number of lost time injuries, fatalities and other injuries requiring treatment by a medical professional per total hours worked. 9. Average not applicable to Florence Copper as it is not a typical mining operation. It is regulated under the United States Department of Labor Occupational Safety Health and Administration. 10. Includes Williams Lake, 100 Mile House and Quesnel. 11. Includes Williams Lake, 100 Mile House, Quesnel, Prince George, Kamloops and surrounding areas. 12. Includes Florence, Coolidge, San Tan Valley and Queen Creek. 13. 42 mile radius from project, includes Apache Junction, Casa Grande, Chandler, Coolidge, Florence, Gilbert, Gold Canyon, Kearny, Maricopa, Mesa, Queen Creek, and San Tan Valley. 2018 procurement includes PTF construction.