

Hello Aidan:

Thank you for giving Torex Gold the opportunity to respond to this case study. We want to be firmly on the record that this case study is a significant misrepresentation of Torex Gold and the events that transpired as outlined in the account that was provided. Quite the opposite, Torex is a Company that stands for the human rights of our employees, local community members and everyone touched by our business; we have made – and continue to make – a positive and lasting impact to improve lives around us in Guerrero, grounded in our ongoing actions to align the economic interests of our Company, our people and the surrounding communities. Operating responsibly is in the DNA of our Company; we would never condone, or be a party to, the kind of radical behaviour, threats and violence that the Company is accused of in this article.

The work stoppage referred to in the case study was an illegal blockade that began in November 2017 by a union named Los Mineros, that sought to take over representation of our workers from the CTM Union, which still represents our workers today. While the case study implies the CTM Union was imposed on employees by the Company, in fact, the Company encouraged the matter to be resolved through a government sanctioned process for the Company's workers to vote on their preferred union. In December 2017, after six weeks of business interruption due to the blockade, the Company organized an off-site vote for its employees to ask if they wished the blockade to be lifted so they could return to work. A full 99% voted in favour of the blockade ending; however, it continued until April 2018, during which time there were numerous acts of extreme violence, including deaths, that were criminal in nature and entirely outside of the Company's control.

We have a very positive and productive relationship with our employees and the CTM union. While the norm in Mexico is for mining companies and unions to negotiate Collective Bargaining Agreements (CBAs) on an annual basis, in 2020 we came together to sign a 2-year CBA – setting a new standard in Mexico's mining industry. This CBA was ratified by the individual members of the union and was one of the first in the mining space ratified under the US-Mexico-Canada Agreement (USMCA). With new labour laws in Mexico requiring democratic unions and ratification of CBAs by employees, Torex takes some comfort that the kind of harmful allegations presented in this case study with respect to labour relations, which are directly counter to the workplace culture we have worked so hard to build, will be avoided.

Our protection of human rights is paramount, and I invite you or anyone from the Canadian Network on Corporate Accountability to visit our operations in Mexico to see firsthand the values that we hold, and how we apply those values in our approach to relationships with our employees, neighbouring communities, regulators, institutions and business partners. Our objective is to be a benchmark in the global mining industry when it comes to human rights issues, and we are completely transparent in this regard.

Sincerely,

Jody Kuzenko  
President & CEO  
Torex Gold Resources Inc.