

GLENCORE

December 1st, 2020

Mr. Pierre Gratton
President and CEO
The Mining Association of Canada
275 Slater Street, Suite 1100
Ottawa, ON K1P 5H9

RE: Letter of assurance - Glencore Canada Kidd Operations

Dear Mr. Gratton,

This letter is to attest that Glencore Canada's Kidd Operations has a process in place to verify the information provided to the Mining Association of Canada with respect to our Towards Sustainable Mining (TSM) performance indicators.

Over the course of 2020, Kidd Operations retained the services of EEM EHS Management Inc. to conduct an independent, third-party review of its 2019 TSM self-evaluation results. The scope of the verification included the results of the Corporate Crisis Management and Communications Planning protocol for the Global Zinc Department.

The verification was conducted in line with ISO 19011:2018 - *Guidelines for Management Systems Auditing* and the Mining Association of Canada's terms of reference for Verification Service Providers (revised 2019).

Through the verification process, the following modifications were made to Kidd Operations' self-assessment results. No changes were made to the Global Zinc Department's self-evaluation of the Corporate Crisis Management and Communications Planning protocol.

- Biodiversity Conservation Management:
 - Indicator 3: Biodiversity conservation reporting (AA to A).
- Safety and Health:
 - Indicator 1: Commitment and accountability (AA to A); and,
 - Indicator 2: Planning and implementation (AAA to A).
- Water Stewardship:
 - Indicator 4: Water reporting and performance (AA to B).

We acknowledge and agree with these findings and have modified our self-evaluation accordingly.

Kind regards,



Denis Hamel

Head of Zinc Operations