

A growing company with sustainability at its core

SSR Mining Inc. is a leading, free cash flow focused gold Company with operations in; Argentina, Canada, Turkey and the United States, and exploration activities in Mexico and Peru. In 2020 SSR Mining merged with Alacer Gold and the Company's four operating assets produced 711,000 gold equivalent ounces in 2020.



Integrating Sustainability into the heart of the new business

Recognising the importance of good governance and sound ESG policies, immediately following the merger between SSR Mining and Alacer Gold, management sought to review and refresh the company's policies ESG and governance policies.

To aid this process, Digby Wells reviewed and benchmarked the key sustainability and governance policies of each legacy company and benchmarked them against peers, larger companies and recognized industry leaders, as well as against investor standards and disclosure requirements. Digby Wells then provided SSR Mining with a set of recommendations for each policy, to ensure the new policies were reflective of SSR's size and intended growth trajectory.

Recommendations included actions to take over the short, medium and long term to ensure the company keeps pace with growing stakeholder and sustainability expectations.

SSR Mining

Embedding good ESG governance and evolving disclosures

Recommendations were discussed and agreed by management and the company board, Digby Wells then worked to update SSR's policies, providing language, and structural and readability advice to ensure policies clearly set out the company's commitments and the steps it would take to meet these commitments, but are also understandable to workers on the ground, and integrated into the new company culture.

Work is now under way to implement policy commitments and ensure these values are further embedded across each site and at corporate offices.

Executive Education

Alongside and as part of policy update work, in October 2020, Digby Wells provided an ESG Education session for members of SSR Management and Senior leadership.

The session set out the key drivers behind the growth in ESG as an investment thesis and the importance of integrating ESG aspects into day-to-day company. The session also provided a guide to the ESG alphabet and tips for determining where to focus.

Evolving the Sustainability Report to meet stakeholder expectations

Since 2016 Digby Wells helped the former Alacer Gold to compile Sustainability Reports in line with the requirements of the GRI Sustainability Report Standards Core Option.

Following the merger with SSR Mining Digby Wells worked with the team to develop a sustainability report for the newly expanded company

This included :

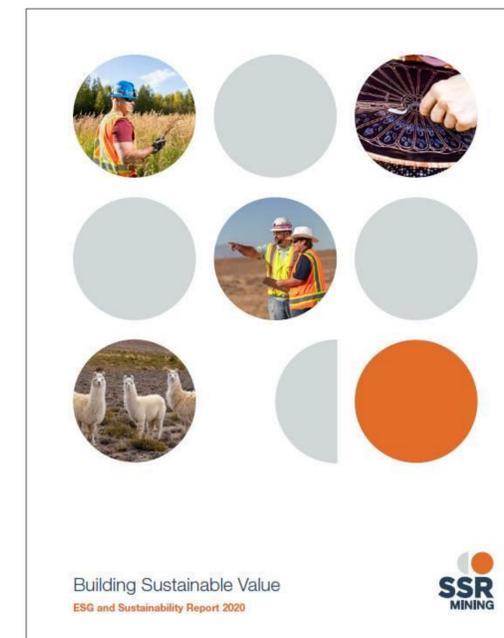
- Developing and refining its sustainability messaging
- Consolidating data for the legacy companies identifying key metrics, and setting new targets
- Integrating the disclosure requirements of both the GRI and the Sustainability Accounting Standards Board (SASB) into the report
- Ensuring sustainability trends and concerns were sufficiently addressed.

The sustainability report process also provided opportunity to provide a thorough ESG health check, to highlight areas for improvement and keep the Company abreast of emerging best practice.

Disclosing to CDP

Alongside the group sustainability report, Digby Wells also assisted SSR Mining to compile its first responses to the CDP Climate and Water investor responses.

This involved drafting an initial response based on existing public disclosures and compilation of a memorandum highlighting disclosure gaps and suggested steps to take to over the short and long term in order to close gaps and improve the company's scores.



Message from the Project Manager



Sarah Cooper
Group Sustainability
Manager

We worked with the former Alacer Gold since 2016, helping the company to compile its first Sustainability report in line with GRI standards and meet lenders' expectations. The relationship we developed with the Alacer team both at Corporate level and on the ground reflects the partnership model we seek to build. Since the merger with SSR Mining during 2020, we have continued to provide support to the newly merged company to develop and evolve its ESG strategy and communications.

