



*Basis of Reporting on Non-Financial Key  
Performance Indicators (KPIs) and GHG  
recalculation*

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# 1. Purpose and Scope of this document

The purpose of this document is to provide clarity on the definitions and the underlying processes applied for the collection and verification of non-financial key performance indicators (KPIs) and provide a framework for the systematic adjustment of DPM's GHG emissions data, when required.

## 2. General context

### a. Boundaries and scope

In this document "DPM," "the company," "we," "us" and "our" mean Dundee Precious Metals Inc. and/ or its operating sites and/or development projects.

DPM's reporting boundaries for its non-financial sustainability disclosure are as follows:

- Producing assets with operational control report environmental, social, human resource and health and safety data
- Exploration and Development projects with operational control and corporate offices report human resource and health and safety data

The scope of the KPIs considered in this document are based on information and data from our operating sites<sup>1</sup> (Chelopech and Ada Tepe), development and exploration projects<sup>2</sup> (Loma Larga and Coka Rakita), and our corporate offices based in Canada and Bulgaria.

*Reporting boundaries for non-financial sustainability disclosures*

Operating Sites	Exploration and Development Projects	Corporate offices
Bulgaria: Chelopech	Serbia: Coka Rakita	Canada: Toronto
Bulgaria: Ada Tepe	Ecuador: Loma Larga	Bulgaria: Corporate RMS
	Bulgaria: Exploration subsidiary	

### b. Limitations and exclusions

In preparing this document, DPM has made estimates and assumptions from data derived from multiple sources and based on information available to DPM at the time. Figures and methods presented throughout this document are subject to changes at any time without notice and without the immediate update of this document.

### c. Reporting period

This document is applicable for the reporting period (beginning January 1<sup>st</sup> and ending December 31<sup>st</sup>) for the reporting year, ensuring that all relevant data and information are accurately represented and compliant with the specified timeframe. Refer to the latest Sustainability Report available on the Company's website, for information on the specific reporting period.

### d. Time horizons

The time horizons considered in our reporting documents align with the life of our assets. Short-term impacts cover the period of one-year, medium-term impacts cover the life of mine, and long-term impacts

<sup>1</sup> Operating sites are defined as mining properties where active mining operations are being conducted (encompasses the entire area and infrastructure involved in the extraction and processing processes).

<sup>2</sup> Development projects are defined as properties where exploration and development activities are carried out.

persist beyond the end of life of the respective assets. For the assessment of environmental risks, such as climate-related risks, the definitions of short-, medium-, and long-term horizons are aligned with available forecasting models. Short: Relevant to implications and actions for the current reporting cycle. Medium: Implications and actions toward 2030. Long: Implications and actions toward 2040.

#### e. Use of estimates

Where estimates are used (e.g., for projections and modelling), such estimates and assumptions are described in the corresponding section where the topic is reported in the public reports.

#### f. General criteria for restatements of non-financial key performance indicators

Ongoing improvements in data collection and measurement techniques may result in updates to previously disclosed data. If possible, we will revise information about whether changes in measurement methods or errors would materially affect what was previously reported. We will document these revisions, and if restatements are not feasible, we will provide detailed explanations.

### 3. Re-statement of GHG data

DPM may undergo structural changes like acquisitions, divestments, and asset commissioning/decommissioning, which are common in the mining industry. The GHG Protocol<sup>3</sup> provides guidelines for recalculating historical emissions to ensure consistent comparisons with the base year and to evaluate progress in emissions reduction (refer to the [GHG Protocol Corporate Accounting and Reporting Standard](#)). Any such changes could affect DPM's emissions inventory and impact on its ability to meet its GHG emissions reduction targets. Some changes may also necessitate recalculating the base year emissions.

Based year emissions will be recalculated retroactively to account for company changes that could affect the consistency and relevance of reported GHG emissions. Structural changes that trigger these recalculations are detailed in the table below.

*Structural changes and their impact on 2020 emissions baseline.*

Structural change	2020 base year impact
a. Acquisition of a producing asset	Yes
b. Acquisition of a non-producing asset	No
c. Asset closure	No
d. Divestment	Yes

#### a. Acquisition of a producing asset (existing operating mine)

If DPM acquires a mine that was operational during the GHG target base year, its historical emissions must be estimated and added to DPM's base year emissions, increasing the total base year emissions for the GHG target. Emissions for subsequent years will also be recalculated to include the new mine's historical emissions. If the mine started operating after the GHG target base year, recalculating historical emissions is not necessary.

<sup>3</sup> GHG Protocol: A Corporate Accounting and Reporting Standard - Chapter 5: Tracking Emissions Over Time

#### **b. Acquisition of a non-producing asset**

Base year emissions do not need recalculations for facilities that were not operating during DPM's GHG target base year. Therefore, acquiring or taking control of a non-producing asset will not alter the base year emissions. However, once the new asset starts producing, it will lead to an increase in emissions.

#### **c. Asset closure**

If DPM closes or decommissions an operating site that was active in the GHG target base year, no adjustments to the GHG target base year emissions are needed. According to the GHG Protocol, asset closure is considered an organic decline, resulting in an absolute reduction in emissions, which should be counted as a decrease in the company's emissions profile.

#### **d. Divestment**

When DPM sells an asset, the GHG target base year emissions inventory must be recalculated because the GHG emissions associated with the asset will be transferred to the buyer's inventory. Emissions from the sold assets are subtracted from the GHG target base year onwards, as they now belong to the purchasing company.

#### **e. Other methodological changes (changes in calculation methodology or improvements in data accuracy)**

Changes in methodology may lead to adjustments in DPM's GHG target base year emissions inventory. Relevant instances include significant updates to emission factors, improved data access, changes in calculation methods or protocols, and discovery of significant errors affecting emissions by more than 5%. Adjustments for changes of less than 5% may also be considered if they involve structural changes, ensuring the emissions inventory remains consistent and comparable over time.

## **4. Health & Safety KPIs**

The majority of DPM's health and safety data collection processing, and analysis has been automated using software solutions at the Company's operating sites (Chelopech and Ada Tepe). At the Company's development projects and corporate offices, data collection is still a manual process. Automated and manually collected data are uploaded daily into DPM's Data Warehouse (DWH) for further analysis and reporting.

- **Worker:**
  - **Definition:** An individual engaged in work-related activities on behalf of DPM. A worker may be an employee, intern, apprentice, consultant, self-employed person, independent contractor or any third party engaged in work-related activities on DPM-controlled premises.
  - **Units:** Number of workers
- **Fatalities:**
  - **Definition:** A fatality is defined as the death of a worker as a direct result of an occupational or work-related injury or occupational illness.
  - **Units:** Number of fatalities resulting from an occupational or work-related injury / illness
- **Work hours:**
  - **Definition:** Work hours are defined as the actual number of hours worked during the reporting period by employees or contractors carrying out work-related activities in

locations that are under the control of DPM or under the direction of DPM regardless of location. Time off duty, even if this time is spent on company premises, is not included in the calculation of exposure hours, but incidents during this time are included in statistics if they are the result of a failure or absence of management controls.

- **Units:** Number of hours worked
- **Lost Time Injuries (LTI):**
  - **Definition:** A Lost Time Injury (LTI) is an occupational or work-related injury where the injured worker cannot return to work their next scheduled workday/shift, or any other scheduled workday subsequent to the injury, due to the nature and/or severity of the injury after assessment and on the advice of a qualified medical practitioner.
  - **Units:** Number of work-related LTIs of workers
- **Lost Time Injury Frequency Rate (LTIFR):**
  - **Definition:** The LTIFR measures the frequency of LTIs based on the number of work hours.
  - **Units:** Number of LTIs per hour worked
$$LTIFR = \frac{\# \text{ LTI} * 200000}{\# \text{ Work Hours}}$$
- **Medical Treatment Injuries (MTIs):**
  - **Definition:** A Medical Treatment Injury (MTI) is an occupational injury which requires a higher degree of patient management to ensure a full recovery, following which the worker can resume normal duties immediately or for the next regularly scheduled shift. At minimum, the following are considered medical treatments:
    - Suturing of wounds.
    - Treatment of fractures.
    - Treatment of bruises by drainage of blood.
    - Treatment of second- and third-degree burns; and
    - Providing prescription drugs or non-prescription drugs at prescription dosage to manage symptoms, except a single dose administered on the first visit for minor injury or discomfort.
  - **Units:** Number of work-related MTIs of workers
- **Medical Treatment Injury Frequency Rate (MTIFR):**
  - **Definition:** The MTIFR measures the number of medical treatment incidents based on the number of work hours.
  - **Units:** Number of MTIs per hour worked
$$MTIFR = \frac{\# \text{ MTI} * 200000}{\# \text{ Work Hours}}$$
- **Restricted Work Injuries (RWIs):**
  - **Definition:** A Restricted Work Injury (RWI) is an occupational injury where the injured worker returns to work for their next scheduled shift but with restrictions that prevent them from doing any of the essential functions of their job, i.e., those routine activities the employee performs at least weekly. Restrictions are imposed after assessment and on the advice of a qualified medical practitioner considering the nature of workers' duties.
  - **Units:** Number of work-related RWIs of workers
- **Restricted Work Injury Frequency Rate (RWIFR):**
  - **Definition:** The RWIFR measures the frequency of RWIs based on the number of work hours.
  - **Units:** Number of RWIs per hour worked

$$RWIF = \frac{\# RWI * 200000}{\# \text{ Work Hours}}$$

- **Near Miss:**

- **Definition:** An unplanned event in which no damage nor personal injury was sustained but where, given a slight shift in time or position, damage, injury, or illness easily could have occurred.
- **Units:** Number of near-miss events of workers

- **Near Miss Frequency Rate (NMFR):**

- **Definition:** The NMFR measures the frequency of near misses based on the number of work hours.
- **Units:** Number of nearly miss events per hour worked

$$NMFR = \frac{\# NM * 200000}{\# \text{ Work Hours}}$$

- **Total Recordable Injury Frequency Rate (TRIFR):**

- **Definition:** The TRIFR measures the frequency of Total Recordable Injuries (TRIs), which combine Medical Treatment Injuries (MTIs), Restricted Work Injuries (RWIs), Lost Time Injuries (LTIs) and fatalities, based on a number of work hours.
- **Units:** Numbers of TRIs per hour worked

$$TRIFR = \frac{(\text{Fatalities} + LTI + RWI + MTI) * 200000}{\text{Work Hours}}$$

- **Average number of training hours provided to the employees for health, safety, and emergency management training:**

- **Definition:** Calculation of the total number of training hours dedicated to health, safety, and emergency management, and then dividing this by the total number of employees.
- **Units:** Average number of training hours

$$\text{Average number of training hours} = \frac{\text{Total qualifying training hours provided by DPM}}{\text{Total number of employees}}$$

- **Trained safety personnel:**

- **Definition:** Employees who have received specific training in health, safety, and emergency management. This training ensures they are equipped to handle safety protocols, emergency situations, and promote a safe working environment.
- **Units:** Number of trained safety personnel

- **Specialized rescue personnel:**

- **Definition:** Individuals trained to perform specific types of rescue operations, often requiring advanced skills and equipment. These personnel are typically involved in complex rescue scenarios such as:
  - Urban Search and Rescue (USAR): Operations in collapsed structures or confined spaces.
  - Maritime/Coastal/Waterborne Rescue: Operations involving water-based environments.
  - Cave/Spelunking Rescue: Operations in underground or confined spaces.
  - High-Angle Rescue: Operations involving steep or vertical environments.
- **Units:** Number of specialized rescue personnel

- **On-site health care practitioners:**
  - **Definition:** Medical professionals who provide health services directly at the workplace. These practitioners are responsible for offering immediate medical care, conducting health assessments, and promoting overall employee well-being.
  - **Units:** Number of on-site health care practitioners
- **Trained voluntary rescue personnel**
  - **Definition:** Individuals who have received specific training to perform rescue operations voluntarily, often in emergency situations. These personnel are typically trained in various rescue techniques, including but not limited to, first aid, fire safety, and emergency evacuation procedures.
  - **Units:** Number of trained voluntary rescue personnel
- **Workers (including employees and contractors) are represented by formal joint management-worker health and safety committees:**
  - **Definition:** A Formal joint management-worker health and safety committee are a committee composed of management and worker representatives, whose function is integrated into an organizational structure, and which operates according to agreed written policies, procedures, and rules, and helps facilitate worker participation and consultation on matters of occupational health and safety.
  - **Units:** Percentage of all workers (including employees and contractors) that are represented by formal joint management-worker health and safety committees

## 5. Human Resources KPIs

The majority of DPM's human resources data has been automated using software solutions. This is applicable for all operating sites and development projects, exploration and corporate offices. For specific metrics that are collected manually, a standard Excel template. Automated and manually collected data are uploaded daily into DPM's Data Warehouse (DWH) for further analysis and reporting.

- **Employees:**
  - **Definition:** An individual, other than an independent contractor, who is in an employment relationship with DPM or its subsidiaries according to national law or its application. This includes full-time, part-time, temporary, and expatriate employees who are paid through the DPM payroll system. Employees are categorized by gender and region. For DPM purposes we will use the country as the region.
  - **Units:** Headcount (Number of employees)
- **Permanent employees by region and gender:**
  - **Definition:** A permanent employee is someone with an indefinite or permanent contract. A permanent employment contract is a contract with an employee, for full-time or part-time work, for an indeterminate period. Permanent employees are categorized by gender and region. For DPM purposes we will use the country as the region.
  - **Units:** Number of permanent employees by region and gender
- **Temporary employees by region and gender:**
  - **Definition:** A temporary employee is someone with a fixed term or temporary contract. A temporary employment contract is of limited duration, and is terminated by a specific event, including the end of a project or work phase or return of replaced employees. Temporary employees are categorized by gender and region. For DPM purposes we will use the country as the region.
  - **Units:** Number of temporary employees by region and gender



- **Employees by employment type by region and gender:**
  - **Definition:** Full-time: A 'full-time employee' is an employee whose working hours per week, month, or year are defined according to national or regional legislation and practice regarding working time (for example, legislation which defines that 'full-time' means a minimum of nine months per year and a minimum of 30 hours per week). Part-time: A 'part-time employee' is an employee whose working hours per week, month, or year are less than 'full-time' as defined by legislation.
  - **Units:** Number of Employees by Employment Type by Region and Gender
- **Employees by employment contract by region and gender:**
  - **Definition:** Contract as recognized under national law or practice that can be written, verbal, or implicit (that is, when all the characteristics of employment are present but without a written or witnessed verbal contract).
    - Fixed term or temporary contract: A fixed term employment contract is an employment contract as defined above that ends when a specific period expires, or when a specific task that has a time estimate attached is completed. A temporary employment contract is of limited duration, and is terminated by a specific event, including the end of a project or work phase or return of replaced employees.
    - Indefinite or permanent contract: A permanent employment contract is a contract with an employee, for full-time or part-time work, for an indeterminate period.
  - **Units:** Number of Employees by Employment Contract by Region and Gender
- **Contractors:**
  - **Definition:** A contractor is a worker for a company under contract to perform work on DPM's behalf on a location under the control or direction of DPM or its subsidiaries. Contractors may be directly employed by the contracted company or retained as subcontractors or independent contractors.
  - **Units:** Number of contractors at each site
- **Senior management (full-time) hired from the local community:**
  - **Definition:** Local community hires are individuals either born or who have the legal right to reside indefinitely (such as naturalized citizens or permanent visa holders) in the same geographic market as the operation. The geographical definition of 'local' can include the community surrounding operations, a region within a country, or a country. For DPM purposes we will use the country (see local community). Senior Management refer to Directors and above.
  - **Units:** Percentage of Senior Management (full-time) hired from the local community
- **Expatriate employees:**
  - **Definition:** Includes those individuals that are not born or who have no legal right to reside indefinitely (such as naturalized citizens or permanent visa holders) in the same geographic market as the operation.
  - **Units:** Percentage of expatriate employees
- **Employees who are members of a trade union:**
  - **Definition:** Employees who are members of a trade union are workers who have joined an organization that represents their interests and negotiates with their employer.
  - **Units:** Percentage of employees who are members of a trade union

- **Full-time employees covered by collective bargaining agreements:**
  - **Definition:** All negotiations which take place between an employer, a group of employers or one or more employers' organizations on the one hand, and one or more trade unions or, in their absence, the representatives of the workers duly elected and authorized by them in accordance with national laws and regulations, on the other for:
    - determining working conditions and terms of employment; and/or
    - regulating relations between employers and workers; and/or regulating relations between employers or their organizations and a workers' organization or workers organizations.
  - **Units:** Percentage of full-time employees covered by collective bargaining agreements
- **Incidents of discrimination:**
  - **Definition:** Discrimination is defined as the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. An 'incident' refers to a legal action or complaint registered with the reporting organization or competent authorities through a formal process (i.e., Speak Up), or an instance of non-compliance identified by the organization through established procedures. Established procedures to identify instances of noncompliance can include management system audits, formal monitoring programs, or grievance mechanisms. This includes incidents of discrimination on grounds of race, color, sex, religion, political opinion, national extraction, or social origin as defined by the ILO, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period.
  - **Units:** Total number of incidents of discrimination
- **Employees by gender and employee category who receive regular performance and career development reviews:**
  - **Definition:** Total employees by gender and by employee category who received a regular performance and career development review during the reporting period. Regular performance and career development reviews are reviews based on criteria known to the employee and his or her superior.
  - **Units:** Number of employees by gender and employee category who receive regular performance and career development reviews
- **Training hours provided to the employees by level and function:**
  - **Definition:** Calculation of the total number of training hours given to employees within a specific job level and functional area, divided by the number of employees in that level and function.
  - **Units:** Average number of training hours provided to the employees per employee level and function

## 6. Environmental KPIs

Environmental data is manually collected with the exception of energy consumption and GHG emissions data, which is collected via an automated data management system.

- **Greenhouse Gas (GHG) emissions:**
  - **Definition:** GHGs are the six gases listed in the Kyoto Protocol: carbon dioxide (CO<sub>2</sub>); methane (CH<sub>4</sub>); nitrous oxide (N<sub>2</sub>O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and Sulphur hexafluoride (SF<sub>6</sub>).
  - **Units:** Tonnes of CO<sub>2</sub>e

- **Scope 1 GHG emissions (direct):**

- **Definition:** Emissions from sources that are owned or controlled by the company.
  - CO<sub>2</sub> emissions from combustion of diesel fuel within the company boundaries (mining machinery)
  - CO<sub>2</sub> emissions from combustion of fuel for the company passenger car and light duty vehicle fleet
  - CO<sub>2</sub> emissions from residual fuel oil used at the steam plant (Chelopech only)

Outside the inventory boundaries are GHG emissions resulting from the use of sulphur hexafluoride in high voltage switchgear equipment (CO<sub>2</sub> equivalent) and fluorinated greenhouse gases in air-conditioning equipment (CO<sub>2</sub> equivalent) as they are insignificant.
- **Units:** Tonnes of CO<sub>2</sub>e

- **Scope 2 GHG emissions (indirect):**

- **Definition:** Emissions that are a consequence of the operations of the company but occur at sources owned or controlled by another company. For DPM, this applies to emissions from the production of purchased electricity.
- **Units:** Tonnes of CO<sub>2</sub>e

- **Scope 3 GHG emissions (indirect):**

- **Definition:** The company's indirect emissions other than those covered in Scope 2. Scope 3 is an optional reporting category that allows for the treatment of all other indirect emissions. The four categories that are deemed material for DPM are the following:
  - **Purchased goods and services and capital goods:** CO<sub>2</sub> emissions resulting from the production of materials and the provision of services purchased by DPM in the reporting year (OPEX); CO<sub>2</sub> emissions resulting from the production of capital goods purchased or acquired by DPM in the reporting year (CAPEX).
  - **Fuel and energy-related activities:** CO<sub>2</sub> emissions due to the production of fuels; CO<sub>2</sub> emissions due to losses in transformation and transmission of electricity.
  - **Downstream transportation and distribution:** CO<sub>2</sub> emissions resulting from fuel and electricity consumption related to transport of concentrate: truck, rail, and water transport.
  - **Processing of sold products:** CO<sub>2</sub> emissions resulting from the processing of sold products (Au-Cu concentrate, Pyrite concentrate).
- **Units:** Tonnes of CO<sub>2</sub>e

**Scope 3 exclusions:** After rigorous GHG scoping performed in 2021, 6 categories have proved immaterial to DPM's GHG inventory and have been excluded from the GHG Inventory boundary:

- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Upstream leased assets
- Investments

- **GHG emissions intensity:**

- **Definition:** Metric that measures the amount of GHG emissions produced relative to a specific unit of output, in DPM's case it is measured based on tonnes of ore processed, tonne of copper equivalent and troy ounce gold equivalent.
- **Units:** tonnes of CO<sub>2</sub> per tonne of ore processed; tonne of copper equivalent and troy ounce gold equivalent

- **Energy use (black oil/heavy fuel oil, diesel, gasoline, electricity, renewable electricity):**
  - **Definition:** Direct energy use from various fuel types for mine operations and vehicles and indirect energy use from electricity.
  - **Units:** Gigajoules
- **Direct energy use intensity (black oil/heavy fuel oil, diesel, gasoline):**
  - **Definition:** Metric that measures the direct energy use from various fuel types for mine operations and vehicles relative to a specific unit of output - per tonne of ore processed and tonne of copper equivalent.
  - **Units:** Direct energy use intensity per tonne of ore processed and tonne of copper equivalent
- **Indirect energy use intensity (electricity, renewable electricity):**
  - **Definition:** Metric that measures the indirect energy use from electricity relative to a specific unit of output - per tonne of ore processed and tonne of copper equivalent.
  - **Units:** Indirect energy use intensity per tonne of ore processed and tonne of copper equivalent
- **Materials used (Lime, cement, blasting agents, steel balls and rods):**
  - **Definition:** Number of materials used in mine operations.
  - **Units:** tonnes, per material type
- **Land use:**
  - **Definition:** The total area of land impacted by mining operations including the total land area owned or leased and not yet rehabilitated at the start/end of the year, the total land area newly disturbed by mining and the total land area newly rehabilitated.
  - **Units:** hectares
- **Biodiversity:**
  - **Definition:** Total amount of land in or adjacent to protected areas and areas of high biodiversity value.
  - **Units:** hectares
- **Water withdrawn:**
  - **Definition:** Total amount of water withdrawn from different sources including groundwater, surface water, municipal water, rainwater.
  - **Units:** cubic meters
- **Water recycled / reused:**
  - **Definition:** Water that has been used more than once in a single process or used in other processes, with treatment as appropriate, to reduce freshwater withdrawal.
  - **Units:** cubic meters
- **Water discharged:**
  - **Definition:** Amount of discharged domestic or industrial wastewater. Domestic wastewater is safe to release to the environment while industrial wastewater is untreated water from operations.
  - **Units:** cubic meters
- **Freshwater intensity:**

- **Definition:** Amount of freshwater use including groundwater in Ada Tepe and surface water in Chelopech relative to a specific unit of output - per tonne of ore processed
- **Units:** cubic meters per tonne of ore processed
- **Mineral waste:**
  - **Definition:** Mineral waste is the solid, liquid, and airborne by-products of mining and mineral processing. For DPM, mineral waste is categorized into three streams:
    - Mill tailings: Mill tailings are the waste material left over after mining and milling ore to extract valuable components.
    - Mined waste rock: Mined waste rock is rock that is removed during mining but is not processed for economic value.
  - **Units:** Tonnes
- **Non-mineral waste:**
  - **Definition:** Non-mineral waste is any waste that is not mineral-based and comes from mining operations. For DPM, non-mineral waste includes other hazardous and non-hazardous waste such as metals, oils, plastics, and construction materials.
  - **Units:** Tonnes