



AGNICO EAGLE

Diversity and Inclusion Policy



At Agnico Eagle, we are committed to valuing workplace diversity and inclusion across all aspects of our business. This commitment aligns with our core values of Family, Trust, Respect, Responsibility and Equality and to the United Nations Sustainable Development Goal No 5 – Gender Equality. This commitment is also reflected in our Sustainable Development Policy and our Code of Business Conduct and Ethics.

In that context:

- Valuing diversity is recognizing and respecting human differences such as, but not limited to, age, ethnicity, heritage, culture, nationality, gender, disability, sexual orientation, beliefs, and family status;
- Maintaining an inclusive workplace means that, while recognizing differences, all employees are involved and empowered to contribute to the success of the business

Agnico Eagle's Diversity and Inclusion commitments are to:

- Treat each other equally, fairly, and consistently with equal access to opportunities and recognition by:
 - Identifying and avoiding biases,
 - Enforcing a non-discriminatory workplace, and
 - Strengthening a culture of inclusion and addressing barriers for career development.
- Value workforce diversity by:
 - Promoting increased representation of women and minorities on the Board and in leadership roles,
 - Adopting, where possible, progressive work/life flexibility,
 - Bridging the skills gap where it is needed the most to achieve diversity by supporting training programs and business-education partnerships, and
 - Measuring and auditing our performance.
- Promote the benefits of diversity and inclusion by:
 - Contributing to innovation and better decision-making through exposure to increased perspectives and ideas,
 - Endeavouring to attract a broader pool of candidates and to improve employee retention, and
 - Reflecting more efficiently the diversity of the communities in which Agnico Eagle operates.

Responsibility

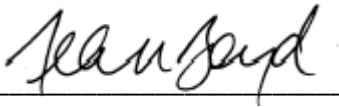
- Diversity and Inclusion are sponsored first by the Board of Directors and executive leadership; as such, they are responsible for the implementation of the policy.
- A Diversity Council, chaired by the Vice-President of Health Safety and Community, has oversight responsibility for the monitoring implementation of this policy. The Council will work with other functions of Agnico Eagle to communicate diversity and inclusion strategies and monitor, track, and audit performance.
- Each manager is responsible for reaching diversity goals, having regard to diversity strategies and initiatives.

- Each employee at Agnico Eagle, no matter what level, also has an important role to play in supporting our commitment to diversity and inclusion.

Equal Opportunity

Agnico Eagle is an equal opportunity employer. We employ based on role requirements and select people to roles based on their qualifications, skills and experience. We do not discriminate on grounds of personal differences.

Approved by:



Sean Boyd, Vice Chairman & Chief Executive Officer
Agnico Eagle Mines Limited

December 17, 2018