



AGNICO EAGLE

Supplier Code of Conduct

Introduction

Agnico Eagle Mines Limited (collectively with its affiliates, “Agnico”), is committed to conducting business in an ethical, legal and socially responsible manner. Agnico values the relationships with its suppliers (“Suppliers”) as they are critical to Agnico’s success and allow us to meet our business objectives. It is Agnico’s objective to partner with Suppliers that share our values and meet our requirements as it relates to this Supplier Code of Conduct (“Code”).

Compliance with Laws

Suppliers must operate their businesses in compliance with all applicable laws, codes, rules and regulations of the jurisdictions in which they operate.

Health & Safety

Suppliers must comply with all Health & Safety laws and provide a high standard of care as it relates to the health, safety, and well-being of their employees, suppliers, customers, communities and others who might be affected by their actions. In addition, Suppliers must comply with Agnico’s Health & Safety policies during the course of any visit to, or operations on, an Agnico site.

Environment

Suppliers must meet or exceed all Environmental laws where they operate and actively manage any environmental risks due to their activities. In addition, Suppliers must comply with Agnico’s Environmental policies during the course of any visit to, or operations on, an Agnico site.

Anti-Corruption

Suppliers must comply with all applicable anticorruption laws, including, (i) the Canadian *Corruption of Foreign Public Officials Act*, (ii) the U.S. Foreign Corrupt Practices Act, and (iii) local laws in the jurisdictions in which they operate. Where there are variations in the applicable laws, Suppliers must comply with the strictest requirement. Suppliers must inform Agnico if any of their directors, officers, shareholders or senior managers are “government officials” for purposes of anti-corruption laws.

Antitrust

Suppliers must not engage in any collusive bidding, price fixing or other unfair trade practices and will comply with all applicable competition/antitrust laws and other laws intended to promote free and fair competition.

Human Rights

Suppliers must uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. Suppliers must not employ children below the minimum legal age where the work is performed and in any event, no worker shall be employed who is under the age of 15. Forced labor in any form is prohibited.

Discrimination

Suppliers must not discriminate on the basis of race, color, religion, nationality, gender, ethnicity, age, marital status, creed, sexual orientation, political beliefs, pregnancy, disability or other basis prohibited by law.

Conflict of Interest

Suppliers must alert Agnico immediately if they become aware of any situation that is or could reasonably be expected to give rise to a conflict of interest between Agnico and the Supplier.

Insider Trading

Suppliers must comply with all insider trading laws and not trade in the securities of Agnico during any period when they have become aware of confidential or material information of Agnico until the confidential or material information has been fully disclosed and a reasonable period of time has passed for such information to be widely disseminated.

Confidentiality

Suppliers must maintain all proprietary information of Agnico in the strictest confidence.

Gifts and Entertainment

Suppliers must not provide any personal gifts, favors or other compensation to an Agnico employee that are intended to influence, or appear to influence, a business decision.

Demonstration of Compliance

Suppliers must be able to demonstrate compliance with this Code at the request and to the satisfaction of Agnico and provide reasonable assistance to Agnico during the course of any investigation into the Suppliers compliance with this Code.

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This Code forms part of all agreements between Agnico and its Suppliers. Suppliers are required to comply with this Code and to ensure that its employees and representatives understand and comply with this Code. Failure to adhere to this Code may be grounds for termination of the Supplier relationship and any related agreements.

By signing below, Supplier acknowledges and agrees to the Code.

Name of Supplier: _____

Authorized Signatory: _____

Name: _____

Title _____

Date _____