



## **AGNICO EAGLE**

### **Indigenous Peoples Engagement Policy**

Agnico Eagle Mines Limited supports the United Nations Declaration on the Rights of Indigenous Peoples to apply its principles, norms and standards through our Indigenous Peoples Engagement policy.

#### **Agnico Eagle's Indigenous Peoples Engagement Commitment:**

Agnico Eagle will work in partnership with Indigenous Peoples to establish a mutually beneficial, cooperative and productive relationship. Our approach will be characterized by effective two-way communication, consultation and partnering.

Specifically, Agnico Eagle's commitments are to:

- Improve the understanding of each other's concerns and aspirations through meaningful consultation and cooperation with Indigenous communities, namely by:
  - Seeking to fully inform Indigenous communities and consult them on the likely impacts and opportunities arising from our activities, including consultation during social and environmental impact assessment of new projects;
  - Sharing information on Agnico Eagle's business imperatives and constraints to help indigenous communities and business partners understand the reasoning behind business decisions
  - Providing Indigenous Peoples with the opportunity to reach agreements with Agnico Eagle on new projects where practical and appropriate.
- Define capacity-building strategies with and for Indigenous Peoples in the development of Agnico Eagle operations and projects, more specifically regarding employment, education, training and business initiatives. These strategies would aim to:
  - Increase the number of Indigenous employees within Agnico Eagle and its service providers;
  - Develop partnerships with Indigenous Peoples, government and community organizations in the delivery of Indigenous employment and training;
  - Promote the development of indigenous business opportunities to service Agnico Eagle's projects and operations needs by assisting Indigenous Peoples in identifying these business development opportunities and if appropriate, by working towards the development and implementation of partnerships.
- Understand the responsibilities to and respect of Indigenous Peoples for their traditional cultures by:
  - Managing the impact of our projects and operations on the long-term sustainability of Indigenous Peoples' cultures;

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- Taking into consideration previous use of the land and archaeological information at the project planning stage;
- Developing and implementing appropriate Indigenous culture awareness courses to assist employees in gaining an understanding of local culture;
- Promoting understanding of and mutual respect for Indigenous Peoples and Agnico Eagle's culture.
- Providing a working environment that is culturally sensitive and supportive for all employees.

Approved on September 1<sup>st</sup>, 2018.



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