

Health, Safety and Sustainability Report

Global Reporting Initiative Index

2018

Health, Safety and Sustainability Report

IAMGOLD's 2018 Health, Safety and Sustainability (HSS) reports are disclosed through the Global Reporting Initiative (GRI) and through our report on advancing UN Sustainable Development Goals (SDGs) in host communities. We have included a message from our President & CEO, Stephen J.J. Letwin, and an update on our 2018–2019 Targets and Achievements.

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President's Message



Stephen J. J. Letwin
President and Chief Executive Officer

2018 was a year of building for the future while remaining focused on creating superior shareholder value. In addition to achieving production guidance, we increased proven and probable reserves by 23% and delivered robust feasibility studies for Côté and Boto Gold projects, all while maintaining a strong balance sheet. We also declared reserves at Saramacca and commenced development in 2018. Further, we announced initial resources at Monster Lake, Eastern Borosi and Gossey, and enjoyed significant greenfield success at both Nelligan and Diakha-Siribaya.

IAMGOLD entered 2019 focused on operational improvements, advancement of engineering and further de-risking of projects. We believe in the positive transformational value of Côté but have deferred the construction decision pending improved and sustainable market conditions. To adapt to market conditions and demonstrate our value, our strategy is to focus on making our business self-funding, self-sustaining and consistently profitable, enabling continuous growth while maintaining the highest standards for health, safety and sustainability.

IAMGOLD operates under the philosophy of Zero Harm – it is IAMGOLD's commitment that we will continually strive to reach the highest standards in human health and safety, minimize our impact on the environment, and work cooperatively with our host communities. IAMGOLD'S 2018 UN SDG Report outlines many of the key initiatives we have undertaken to ensure our company leaves behind a positive and sustainable legacy.

As the world moves towards a low-carbon economy, IAMGOLD is proud of our commitment to sustainable development. The fight against climate change ultimately requires our industry to prioritize responsible energy use, improve efficiencies, and explore new options for fuel switching and renewables. IAMGOLD is working at both the global and local level to advance these priorities and to reduce our carbon footprint. We have invested extensively in solar infrastructure at both of our Suriname and Burkina Faso operations.

At our Essakane mine in Burkina Faso, we operate the world's largest hybrid solar/thermal plant, which is also considered one of the largest solar facilities operating across all of sub-Saharan Africa. In 2018, we commissioned the 15.12 megawatt peak (MWp) photovoltaic plant, which will supply Essakane with competitive and carbon-free electricity for years to come. While creating 40 permanent jobs, it was expected that the plant will help decrease the mine's fuel consumption by approximately 6 million litres per year and reduce the annual CO₂ emissions by nearly 18,500 tonnes. As of December 31, 2018, in only seven months of service, Essakane Solar exceeded expectations by saving approximately 3.9 million litres of fuel and reducing carbon dioxide emissions by approximately 12,000 tonnes. IAMGOLD received the Towards Sustainable Mining Environmental Excellence Award from the Mining Association of Canada for the Essakane Solar project in 2019.

Health and safety is core to IAMGOLD'S relentless pursuit of our Zero Harm vision. To maintain a healthy and safe workplace, we know it is about more than just policies and procedures – it is about building a culture of health and safety alongside our employees and promoting local community health and well-being.

We have implemented a number of initiatives to improve our health and safety results in 2019. In 2018, we were able to improve both the Total Recordable Incident (TRI) and Lost Time Incident (LTI) rates compared to 2017. We ended 2018 with TRI and LTI rates of 1.13 and 0.24, which represents a decrease of 21% and 17% from 2017. Our overall DART rates did increase by 21% from 2017. At the operational level, Westwood continues to face challenges in regards to their health and safety results. Westwood's TRI and DART rates have increased by 68% and 45%, respectively, while Rosebel's health and safety results remain stable from 2017. IAMGOLD is focused on improving health and safety practices globally with a particular focus on Westwood and Rosebel.

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Health and safety is core to IAMGOLD'S relentless pursuit of our Zero Harm vision. To maintain a healthy and safe workplace, we know it is about more than just policies and procedures – it is about building a culture of health and safety alongside our employees and promoting local community health and well-being.”


In 2018, we revised IAMGOLD's health and safety standards and procedures, introducing a new health and safety system that reflects our commitment to improving our overall health and safety performance. IAMGOLD's health and safety policy sets out the principles and commitment to manage health and safety risks across the organization. The intent of the new health and safety standard is to operationalize the framework – translating IAMGOLD's health and safety strategy into action. To facilitate this, the Standard seeks organizational-wide alignment on health and safety management and promotion of a health and safety culture. Implementation of this standard will harmonize compliance with rigorous international standards at all our sites. IAMGOLD has also prioritized implementation of the Mind Body Achievement program to increase and embed health and safety culture in all our operations.

In addition to investing in the mental and physical wellness of our employees, IAMGOLD also prioritizes advancing quality health care in our host communities. In 2018, IAMGOLD invested \$1.35 million in Suriname to improve community access to high-quality medical care. Part of the funds were used to purchase and donate a 3D mammography machine to the Academic Hospital in Paramaribo. Although breast cancer is one of the leading causes of death in female patients in Suriname, the hospital did not have a working mammography machine since 2015. By contributing to the early detection and better treatment of breast cancer, IAMGOLD's donation is directly supporting improved health care in Suriname. We also donated a high-tech ultrasound system to the same Academic Hospital, which is the only 24/7 health care facility in Suriname. Three of four of its ultrasound machines were defective beyond repair but the hospital is now able to provide urgent and accurate medical diagnosis to their patients. The rest of the funds went towards purchasing of medical equipment and supplies to local medical clinics.

Providing access to inclusive and quality education is an important centrepiece to IAMGOLD'S commitment to the economic and general well-being of our host communities. IAMGOLD renewed our financial commitment to Laurentian University in Sudbury, Ontario in 2018. Over the next five years, IAMGOLD will contribute \$2 million towards the construction of a “collaboration space” for engineering students at the University's Cliff Fielding Research, Innovation, and Engineering building. While the Engineering building officially opened in September 2018, the IAMGOLD Student Engineering Junction was unveiled in April 2019. The funds will also be used towards lab refurbishments, technology and equipment upgrades, research and scholarships.

IAMGOLD is committed to respecting the natural environment, building strong community partnerships and putting the health and safety of our employees first. Zero Harm is both a goal and a journey. To help meet our commitments, we develop meaningful partnerships with our host countries, communities, civil society, and more importantly, our employees. Our vision supports our efforts to spearhead truly impactful Corporate Social Responsibility (CSR) programs. CSR sentiment in the global mining industry has shifted from Right to Operate to License to Operate to Privilege to Operate in our host communities. From IAMGOLD's perspective, strong environmental, social and governance (ESG) practices have always been part of the way we do business. We have worked hard to ensure we rethink the traditional mining model while staying profitable and sustainable in a world that faces new environmental and operational realities.

Sincerely,



Stephen J. J. Letwin
President and Chief Executive Officer

Targets & Achievements

2018 TARGETS	AT-A-GLANCE	STATUS
Complete ESIA for Boto and secure all relevant environment permits	●	The ESIA process, launched in June 2015, was completed in 2018. Secured all relevant environmental permits, mining permit still outstanding.
Conduct pre-feasibility study on Essakane heap leach project	●	The heap leach pre-feasibility study was completed in July 2018.
Sign Impact Benefit Agreements with Indigenous partners for Côté project	●	IAMGOLD signed an Impact and Benefit Agreement (IBA) with respect to the development and operation of the Côté Gold Joint Venture Project with Mattagami First Nation and Flying Post First Nations in April 2019. Current focus on implementation of the IBA and to continue discussions with other indigenous communities such as the Métis Nation of Ontario.
Improve organizational health and safety performance	◐	IAMGOLD has initiated programs to improve health and safety performance across the organization. Since 2017, there have been improvements in the Total Recordable Injury Frequency Rate (TRIFR), 1.43 to 1.13, and to Lost Time Injury Frequency Rate (LTIFR) rates from 0.29 to 0.24 in 2018. There were no fatalities in 2018.
Initiate collaborative design of Health and Safety and Sustainability Frameworks	●	Both the Sustainability and Health and Safety Standards were updated in 2017. As part of the implementation of the Sustainability Standard, a cross-organizational gap assessment was conducted in 2018. A collaborative design session was held in Toronto in fall 2018 in partnership with Watershed Partners to redesign the Health & Safety and Sustainability frameworks. Work ongoing to further define HSS frameworks.
Finalize the Environmental Effects Review and start permitting in support of the Côté Gold project in Ontario	●	In the fourth quarter of 2018, both the provincial and federal government indicated that they accepted the Environmental Effects Review conclusion that the revised mine plan would have less potential for environmental effects and as such no new Environmental Approval processes were deemed necessary. In parallel, a number of provincial and federal environmental approvals processes were commenced in 2018 as required to construct and operate the project. In December 2018, the Mine Closure Plan, a key approval required to be in place prior to the commencement of construction received provincial approval.
Finalize the closure plan update for Rosebel	●	Both Rosebel and Côté Gold closure and rehabilitation plans were finalized and approved by the respective governments in 2018.
Initiate Phase 2 of Triangle d'eau project	◐	Phase 1 of the Triangle d'eau is nearing completion. Project partners are in discussions with potential donors for Phase 2.

● Achieved

◐ Partially achieved

○ Did not achieve

2019 TARGETS

UN SDG 8: Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Initiate implementation of the Impact and Benefits Agreement with Mattagami First Nation and Flying Post First Nation.

UN SDG 10: Reduce Inequalities

Reduced inequality within among countries and communities

The IBA includes amongst other commitments, provisions for employment, training, and contracting along with a framework to support permitting. The IBA represents IAMGOLD's commitment to sustainable development of the Côté Gold project.

UN SDG 11: Sustainability Cities and Communities

Making cities and human settlements inclusive, safe, resilient and sustainable

UN SDG 12: Responsible Production and Consumption

Ensure sustainable consumption and production patterns

Continue permitting in support of the Côté Gold Project in Ontario.

Our operations are designed with our commitment to responsible operating practices and compliance with legal requirements in mind. Responsible productions means striving to reach the highest standards in human health and safety, minimizing the impact on the environment and working cooperatively with our host communities.

UN SDG 12: Responsible Production and Consumption

Ensure sustainable consumption and production patterns

Secure mining permit to support development of the Boto project in Senegal.

Our operations are designed with our commitment to responsible operating practices and compliance with legal requirements in mind. Responsible productions means striving to reach the highest standards in human health and safety, minimizing the impact on the environment and working cooperatively with our host communities.

UN SDG 11: Sustainability Cities and Communities

Making cities and human settlements inclusive, safe, resilient and sustainable

Update closure plan for Essakane.

Every mine has a finite operational life and its eventual closure can contribute to significant social, economic and environmental changes to the receiving environment: flora and fauna and host communities. It is critical that all our sites have updated closure plans to ensure social and economic priorities and concerns are integrated into the plan.

UN SDG 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all

Initiate ESIA for a potential biomass project at Rosebel Gold Mine.

UN SDG 13: Climate Change

Taking urgent action to combat climate change and its impacts

The fight against climate change ultimately requires our industry to prioritize responsible energy use, improve efficiencies, and explore new options for fuel switching and renewables. IAMGOLD is working at both the global and local level to advance these priorities and to reduce our carbon footprint.

UN SDG 3: Good Health

Promote well-being and healthy lives for all ages

Continue implementation of the Mind Body Achievement program by Axiome in order to increase health and safety awareness at all our sites.

To maintain a healthy and safe workplace, we know it is about more than just policies and procedures – it is about building a culture of health and safety alongside our employees and promoting local community health and well-being.

UN SDG 9: Industry, Innovation, and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Finalize participation in the Natural Resources Canada Clean Growth Program for the production and use of desulphurized tailings as a tailings facility cover for Westwood Mine.

UN SDG 13: Climate Change

Taking urgent action to combat climate change and its impacts

UN SDG 12: Responsible Production and Consumption

Ensure sustainable consumption and production patterns

Initiate implementation of the World Gold Council's Responsible Gold Mining Principles at all our operations.

2018 Global Reporting Initiative Index

IAMGOLD prepares its Health, Safety and Sustainability Report under the Global Reporting Initiative (GRI) Standards, in accordance with the core option in the following table, although we have not obtained external assurance for this report.

GRI 101: Foundation 2016

General Disclosure

Organizational Profile

Disclosure	Disclosure Required		
102-1	Name of the organization		IAMGOLD Corporation
102-2	Activities, brands, products, and services	a. Description of the organization's activities	IAMGOLD is a leading mid-tier gold mining company with four operations in three continents. A solid base of strategic assets in North America, South America and West Africa are complemented by development and exploration projects, and continued assessment of acquisition opportunities.
		b. Primary brands, products, services, including an explanation of any products or services that are banned in certain markets	The organization's primary product is gold.
102-3	Location of headquarters	a. Location of the organization's headquarters	IAMGOLD is headquartered in Toronto, Ontario.
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	<p>Gold Mines:* Essakane, Burkina Faso Rosebel, Suriname Westwood, Quebec, Canada</p> <p>Development Projects: Côté Gold, Ontario, Canada Boto Gold, Senegal</p> <p>Exploration Projects: Pitangui, Brazil Nelligan, Canada Monster Lake, Canada Loma Larga, Ecuador Camp Caiman, French Guiana Siribaya, Mali Eastern Borosi, Nicaragua</p> <p>Exploration Offices: Burkina Faso, Brazil, Canada, Colombia, Mali, Peru, Senegal, Suriname</p> <p>Joint Ventures:** Sadiola, Mali Yatela, Mali</p> <p>* Represent significant operations relevant to the sustainability topics covered in this report. ** The health, safety and sustainability performance of our joint venture interests is covered in the AngloGold Ashanti Limited Sustainability Report at www.anglogoldashanti.com/investors/annual-reports.</p> <p>Annual Information Form, Item I, page 40</p>
102-5	Ownership and legal form	a. Nature of ownership and legal form	Annual Information Form, Item I, page 12

Organizational Profile

Disclosure	Disclosure Required					
102-6 Markets served	a. Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries	Annual Information Form, Item III, page 135				
102-7 Scale of the organization		Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Total number of employees	1,180	2,425	669	168	218
	b. Net sales (for private sector organizations) or net revenues (for public sector organizations)	\$1,111.0 M USD net income				
	c. Total capitalization broken down in terms of debt and equity (for private sector organizations)	Debt: \$1,168.4 M Equity: \$2,792.6 M				
	d. Quantity of products or services provided	Attributable gold production (including joint ventures): 882,000 oz. Attributable gold production (excluding joint ventures): 821,000 oz.				
102-8 Information on employees and other workers		Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Total number of employees by employment contract (permanent and temporary), by gender	Permanent Male: 955	Permanent Male: 1,562	Permanent Male: 605	Permanent Male: 89	Permanent Male: 143
		Permanent Female: 98	Permanent Female: 208	Permanent Female: 60	Permanent Female: 61	Permanent Female: 29
		Temporary Male: 96	Temporary Male: 613	Temporary Male: 1	Temporary Male: 6	Temporary Male: 32
		Temporary Female: 31	Temporary Female: 97	Temporary Female: 3	Temporary Female: 12	Temporary Female: 14
	b. Total number of employees by employment contract (permanent and temporary), by region	Permanent Total (Suriname): 1,053	Permanent Total (Burkina Faso): 1,770	Permanent Total (Quebec): 665	Permanent Total (Toronto): 72	Permanent Total (West Africa): 93
					Permanent Total (Longueuil): 78	Permanent Total (South America): 61
						Permanent Total (Canada): 18
		Temporary Total (Suriname): 127	Temporary Total (Burkina Faso): 710	Temporary Total (Quebec): 4	Temporary Total (Toronto): 11	Temporary Total (West Africa): 24
					Temporary Total (Longueuil): 7	Temporary Total (South America): 8
						Temporary Total (Canada): 14

Organizational Profile

Disclosure	Disclosure Required					
		Rosebel	Essakane	Westwood	Corporate	Exploration
102-8 (cont'd)	Information on employees and other workers (cont'd) c. Total number of employees by employment type (full-time and part-time), by gender	Full-Time Male: 1,051	Full-time Male: 2,175	Full-time Male: 606	Full-Time Male: 91	Full-Time Male: 175
		Full-Time Female: 129	Full-Time Female: 305	Full-Time Female: 63	Full-Time Female: 72	Full-Time Female: 41
		Part-Time Male: 0	Part-Time Male: 0	Part-Time Male: 0	Part-Time Male: 0	Part-Time Male: 0
		Part-Time Female: 0	Part-Time Female: 0	Part-Time Female: 0	Part-Time Female: 0	Part-Time Female: 2
	d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees	531 workers (non employees). Mostly technical jobs and a few in administrative roles.	55.16% of the work done by non employees.	Housekeeping of buildings Security of the site Ore transport Specialized work underground.	All activities performed by employees.	All activities performed by employees.
102-9	e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations)	Not applicable				
	f. An explanation of how the data have been compiled, including any assumptions made	Permanent = employees on permanent, indefinite contracts; Temporary = employees on temporary, fixed-term contracts; Full-time = 40 hours/week; Part-time = < 40 hours/week.				
102-10	Supply chain a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services	<p>At IAMGOLD, Global Supply Chain is in charge of putting in place contracts for the biggest spends, while every business unit is in charge of operational procurement (purchase orders, bids for smaller spends, etc.). We prioritize local procurement when possible.</p> <p>In the interest of transparency, we are publishing our top five suppliers by dollar spent globally across all sites:</p> <ol style="list-style-type: none"> 1. Vivo Energy Burkina 2. BIA Overseas SA 3. Sol Suriname N.V. 4. Maxam Burkina Faso SARL 5. Oryx Burkina Faso SA 6. Samsung C&T 				
	Significant changes to the organization and its supply chain a. Significant changes to the organization's size, structure, ownership or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings and expansions; ii. Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain or relationships with suppliers, including selection and termination	No significant changes.				

Organizational Profile

Disclosure	Disclosure Required	
102-11 Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach (G4-14)	<p>We take a precautionary approach to emergency response. IAMGOLD policy requires all site personnel to invoke emergency response measures when needed.</p> <p>Crisis Management Plans (CMPs) have been readied throughout the organization to define roles and provide guidelines for the successful and professional management of crisis incidents. These plans are externally audited as per the requirements of the Towards Sustainable Mining (TSM) standard.</p>
102-12 External initiatives	a. A list of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	"Industry Participation" Section - HSS Website
102-13 Membership of associations	a. A list of the main memberships of industry and other associations, and national or international advocacy organizations	"Industry Participation" Section - HSS Website

Strategy

Disclosure	Disclosure Required	
102-14 Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability	See President's Message and 2018 Targets and Achievements.

Ethics and Integrity

Disclosure	Disclosure Required	
102-16 Values, principles, standards, and norms of behaviour	a. A description of the organization's values, principles, standards, and norms of behaviour	<p>A driving philosophy for IAMGOLD has been our commitment to Zero Harm. We believe mining in a responsible manner and being accountable for our actions is at the core of who we are and we strive to empower everyone who has a stake in our success to play the part.</p> <p>Corporate Governance - IAMGOLD website</p> <p>Relevant Policies - HSS website</p> <p>HSS Policies - HSS website</p>
102-17 Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> Seeking advice about ethical and lawful behaviour, and organizational integrity; Reporting concerns about unethical or unlawful behaviour, and organizational integrity 	<p>IAMGOLD conducts its business based on the principles of transparency, fairness, honesty, integrity and respect, and strives to ensure that any employee, contractor, representative or member of the public can report perceived misconduct without the risk of retaliation.</p> <p>These values are reflected in the IAMGOLD Whistleblower Policy, Code of Business Conduct and Ethics and Anti-Bribery and Anti-Corruption Policy</p> <p>IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.</p> <p>KPMG LLP provides auditing services to IAMGOLD to ensure that our financial reporting are in accordance with IFRS and that we have proper internal controls in place over financial reporting.</p>

Governance

Disclosure	Disclosure Required	
102-18 Governance structure (G4-34)	a. Governance structure of the organization, including committees of the highest governance body	The objective of the Safety, Environment and Reserves Committee of the Board of Directors is to assist the Board in fulfilling its responsibilities with respect to health, safety, environment and community (HSS) matters at all projects and properties of IAMGOLD. Corporate Governance
	b. Committees responsible for decision-making on economic, environmental, and social topics	SER Committee Charter
102-20 Executive-level responsibility for economic, environmental, and social topics	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics b. Whether post holders report directly to the highest governance body	The Senior Vice President of Corporate Affairs, Health, Safety and Sustainability and People is an executive-level position with responsibility over environmental, social (including human resources) and sustainability. The Chief Financial Officer oversees all economics-related issues. Both the SVP and the CFO report to the CEO of the organization.
102-29 Identifying and managing economic, environmental, and social impacts	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes	The Safety, Environment, and Reserves (SER) Committee of the Board of Directors assists the Board and the Audit and Finance Committee in fulfilling their responsibilities under their mandates and applicable laws and regulations in respect of health, safety, environment and community matters. The committees' responsibilities are mainly limited to oversight or review of issues and management, specifically the SVP of Corporate Affairs, HSS & People is responsible for developing and implementing policies and practices to all of health, safety and sustainability.
	b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities	Social and environmental impact assessments are done on a semi-regular basis. All sites have dedicated community relations teams to regularly interface with nearby communities to identify impacts, risks and opportunities for members. Results of these assessments are shared with the aforementioned SER committee which includes all senior executives including the SVP of Corporate Affairs, HSS & People as well as the Board of Directors.

Stakeholder Engagement

Disclosure	Disclosure Required	
102-40 List of stakeholder groups	a. A list of stakeholder groups engaged by the organization	IAMGOLD has thousands of stakeholders. At our projects and operations, our priority stakeholders include, but are not limited to, our employees, our host communities, civil society organizations and both local and national governments. At the corporate level, we share many of the same types of stakeholders, but we also interact regularly with shareholders and our own Board of Directors.

Stakeholder Engagement

Disclosure	Disclosure Required	
102-41 Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements (use data from Disclosure 102-7 as the basis for calculating the percentage)	<p>Rosebel: 75%</p> <p>The Collective Labour Agreement (CLA) is applicable (for the duration as agreed between Rosebel Gold Mines and Rosebel Gold Workers Organization for the employees being unionized), paying contribution to the Rosebel Gold Workers Organization.</p> <p>However, due to article 15 of the law on collective labour agreements the following is applicable for the remaining employees not being unionized:</p> <p>"If the CLA does not provide otherwise, the employer who is bound by this agreement is obliged, during the term of the agreement, to also comply with the provisions regarding employment conditions with the employment contracts, as referred to in the CLA, which he concerns, with the employees, which are not bound by this collective labor agreement".</p> <p>So therefore unionized and non-unionized employees enjoy the same benefits.</p> <hr/> <p>Essakane: 89.68%</p> <hr/> <p>Westwood: 68%</p> <hr/> <p>Corporate: 0%</p> <hr/> <p>Exploration: Not applicable</p>
102-42 Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage	We encourage our sites to take an inclusive approach to stakeholder identification, and to cast a wide net. The identification process is an ongoing exercise in which stakeholders are directly involved. We also encourage our sites to pay extra attention to vulnerable groups that may be excluded from traditional forms of engagement. Each year we engage with thousands of local, regional and national level stakeholders in the countries where we operate.
102-43 Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<p>Our engagement approach is unique to every site. The frequency and intensity of our meetings depends on the local, regional and national stakeholder context. While each site has the flexibility to design its own engagement program, guidance is provided at the corporate level through various documents, which include:</p> <p>The Sustainability Policy</p> <p>The Management Framework for Sustainability (not publicly available).</p> <p>Overall, our engagement is guided by principles of honesty and transparency, and by the construction of meaningful relationships. Engagement is done on both an ad hoc and a systematic basis. We respond to incoming questions from communities, civil society, investment firms and others, but we also have management systems that set out ongoing engagement schedules, track meetings and measure the general satisfaction of our engagement. We meet with stakeholders in formal settings, like the Annual General Meeting, community open houses or in scheduled meetings with community consultation committees. We also take advantage of less formal opportunities such as individual consultations and community "walkabouts".</p>
102-44 Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including:	Key topics and concerns have related mainly to health and safety, small scale mining, indigenous engagement, local procurement, renewable energy, and mine closure.
	i. How the organization has responded to those key topics and concerns, including through its reporting;	There are currently no significant concerns. Any concerns raised by stakeholders are reported through our annual HSS report.
	ii. The stakeholder groups that raised each of the key topics and concerns	Not available

Reporting Practice

Disclosure	Disclosure Required	
102-45 Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents	2018 Annual Report Annual Information Form
	b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	Not applicable
102-46 Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries	<p>IAMGOLD has presented information in this report that the Company regards as material to its operations and stakeholders. Material issues are those considered to be consistent with IAMGOLD's Health and Safety Policy and its Sustainability Policy. They also take into account the issues raised by our stakeholders.</p> <p>At both the corporate and site level, IAMGOLD continually assesses what issues are material to its stakeholders. Included in this group are IAMGOLD employees, communities, governments and other impacted or interested parties.</p> <p>Our management systems, including our risk management process, identify aspects that present a material risk to an operation or the Company. These are prioritized to prevent accidents, impacts on the environment, and incidents that may involve communities or other stakeholders.</p> <p>The sustainability department within each IAMGOLD site undertakes its own materiality process in both formal and informal ways, but primarily through discussion with stakeholders, and continuous updating of risk registers, stakeholder maps, grievance registers and other consultation documents. Similar exercises are conducted at the corporate office and include strategic planning reviews of stakeholder comments to determine material issues on short-, medium- and long-term bases.</p> <p>Data has been provided on operations for which IAMGOLD is the owner-operator: Westwood, Essakane and Rosebel. The health, safety and sustainability performance of our joint venture interests in Sadiola and Yatela is covered by the AngloGold Ashanti Sustainability Report at www.anglogoldashanti.com/investors/annual-reports/.</p> <p>Information is provided where feasible for exploration offices, and we are working on closing information gaps going forward where data is not currently being tracked.</p>
	b. An explanation of how the organization has implemented the Reporting Principles for defining report content	See 102-46a.
102-47 List of material topics	a. A list of the material topics identified in the process for defining report content	See 102-46a. IAMGOLD continues to work toward achieving our Zero Harm commitment. Please view our Targets and Achievements page for 2019 objectives and our President's Message for an overview of 2018.
102-48 Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	There are no restatements from the 2017 report.
102-49 Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	IAMGOLD decided to expand the topic Boundaries for emissions and will be publishing data as it relates to Nitrogen oxides, sulfur oxides and other significant air emissions.
102-50 Reporting period	a. Reporting period for the information provided	2018 calendar year.

Reporting Practice

Disclosure	Disclosure Required	
102-51 Date of most recent report	a. If applicable, the date of the most recent previous report	Q3 2017.
102-52 Reporting cycle	a. Reporting cycle	Annual.
102-53 Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents	Benjamin Little Senior Vice President, Corporate Affairs, HSS & People T: +1 416 360 4743 Toll-Free: 1 888 464 9999 info@iamgold.com
102-54 Claims of reporting in accordance with the GRI Standards	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55 GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report b. For each disclosure, the content index shall include: <ol style="list-style-type: none"> The number of the disclosure (for disclosures covered by the GRI Standards); The page number(s) or URL(s) where the information can be found, either within the report or in other published materials; If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made 	This GRI Index specifies each of the GRI Standards used and lists all disclosures that we are reporting. http://hss.iamgold.com/

Reporting Practice

Disclosure	Disclosure Required	
102-56 External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report	IAMGOLD currently does not seek external assurance for its annual HSS report but we use our internal audit function (described above) as part of our processes for risk management and for managing and reporting information. IAMGOLD also complies with a number of other international standards such as Towards Sustainable Mining (TSM) and the Conflict-Free Gold Standard which does require external assurance, as such, much of the data reported is reviewed by external auditors.
	b. If the report has been externally assured: <ul style="list-style-type: none"> i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report 	See above.

Economic Indicators

Economic Performance

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Throughout uncertain economic times, the management of economic performance indicators has provided stability and security to IAMGOLD.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	Economic performance is a result of our operations and activities, along with those supporting these across our supply chain.
	c. Any specific limitation regarding the topic Boundary	Disclosure of financial information is governed by internal Disclosure Policy and Standard.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	A detailed explanation of how the organization manages our economic performance is outlined in the Annual Report 2018 (page 25).
	b. A statement of the purpose of the management approach	The management of economic performance helps the organization maintain our strong liquidity and reduce our costs.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Please see Annual Report 2018 (page 27).
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	<p>Please see Annual Report 2018 (page 27).</p> <p>IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.</p> <p>KPMG LLP provides auditing services to IAMGOLD to ensure that our financial reporting are in accordance with IFRS and that we have proper internal controls in place over financial reporting.</p>

Economic Performance

Disclosure		Disclosure Required			
201-1	Direct economic value generated and distributed	Total	Canada	Suriname	Burkina Faso
A. Direct Economic Value Generated:					
	Revenues (overall or by country – in USD millions)	1,110.6	160.5	386	564.1
B. Economic Value Distributed (in USD millions)					
	Operating Costs (e.g., property rental, license fees, facilitation payments, royalties, payments for contract workers, training costs – overall or by country)	(992.10)	(162.40)	(349.60)	(480.10)
	Employee Wages and Benefits (overall or by country)	The consolidation system does not track employee wages and benefits. Value is embedded within operating costs.			
	Payments to Providers of Capital (equity shareholders – e.g., payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans – overall or by country)	(28.40)	-	-	-
	Payments to Governments (Corporate, income, property, and mining taxes, royalties, VAT, etc.) – by country of operation	(108.81)	(3.49)	(54.64)	(50.68)
	Community Investments (overall or by country)	(4.78)	(0.50)	(0.48)	(3.80)
C. Economic Value Retained (A-B)					
	Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance (in USD millions)	(23.49)	(5.89)	(18.71)	29.52

Economic Performance

Disclosure		Disclosure Required				
201-3	Defined benefit plan obligations and other retirement plans	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	Not applicable	The retirement pension is managed by a national structure, the organization and the employee contribute monthly to this structure (CNSS).	Not applicable	Not applicable	Not applicable
	b. If a separate fund exists to pay the plan's pension liabilities: i. The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. The basis on which that estimate has been arrived at; iii. When that estimate was made	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
	c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Economic Performance

Disclosure	Disclosure Required															
201-3 Defined benefit plan obligations and other retirement plans (cont'd)	<p>d. Percentage of salary contributed by employee or employer</p> <p>Rosebel: 5% employee; optional 5% on top. 5% employer.</p> <p>*The Surinamese government passed a law in 2014 obligating every company to provide a pension plan for their employees by transferring funds into a Pension Fund managed by the government. The employee contributes 2.25% (2018) of his base salary and the employer matches that. This percentage gets raised every year by the government and as that happens the percentage that goes to the Assuria savingsplan (mentioned above) gets lowered by the same amount (this to prevent the employee from having a significant amount of his/her salary deducted for the public pension plan and the private pension plan).</p> <p>Essakane: In accordance with government legal provisions, retirement depends on the social security fund (National Social Security Fund – CNSS) at the rate of:</p> <ul style="list-style-type: none">• Employee share: 5.5% of the monthly salary.• Employer share: 16%. <p>Westwood:</p> <p>Salaried Employees</p> <ul style="list-style-type: none">• Employee: 0% to 6%.• Employer: 5% + 50% match of employee’s contributions up to 3% (total max: 8%). <p>Unionized Employees</p> <ul style="list-style-type: none">• Employee: \$500 to \$1,000 per year for employer match (voluntary).• Employer: 4% + 50% match of employee’s contributions (\$250 to \$500). <p>Corporate:</p> <ul style="list-style-type: none">• Employee: 0% to 6%.• Employer: 5% + 50% match of employee’s contributions up to 3% (total max: 8%). <p>Exploration: Not applicable</p>															
e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	<table><tr><th>Rosebel</th><th>Essakane</th><th>Westwood</th><th>Corporate</th><th>Exploration</th></tr><tr><td>WAP (State sponsored retirement plan) – 100%</td><td>Not applicable</td><td>Participation is mandatory (100%)</td><td>Participation is mandatory (100%)</td><td>Not applicable</td></tr><tr><td>Assuria Savings plan – 91%</td><td></td><td></td><td></td><td></td></tr></table>	Rosebel	Essakane	Westwood	Corporate	Exploration	WAP (State sponsored retirement plan) – 100%	Not applicable	Participation is mandatory (100%)	Participation is mandatory (100%)	Not applicable	Assuria Savings plan – 91%				
Rosebel	Essakane	Westwood	Corporate	Exploration												
WAP (State sponsored retirement plan) – 100%	Not applicable	Participation is mandatory (100%)	Participation is mandatory (100%)	Not applicable												
Assuria Savings plan – 91%																

Economic Performance

Disclosure		Disclosure Required					
201-4	Financial assistance received from government		Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. Tax relief and tax credits; ii. Subsidies; iii. Investment grants, research & development grants, & other relevant types of grant; iv. Awards; v. Royalty holidays; vi. Financial assistance from Export Credit Agencies (ECAs); vii. Financial incentives; viii. Other financial benefits received or receivable from any government for any operation	Nil	Nil	0.1	Nil		
	b. Total monetary value of financial assistance received by the organization from governments during the reporting period by country	Nil	Nil	0.5	0		
	c. Whether, and the extent to which, any government is present in the shareholding structure	5% Government interest in Rosebel mine	10% Government interest in Essakane Mine	Not applicable	Not applicable		

Market Presence

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	IAMGOLD has a large presence in the jurisdictions we operate in. IAMGOLD is one of the largest private employers in Burkina Faso and Suriname and has a significant economic impact in those jurisdictions.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	The Boundary for this topic is limited to the jurisdictions of our mining operations.
	c. Any specific limitation regarding the topic Boundary	Regional impacts of our operations are not accounted for.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	All IAMGOLD operations conduct local hiring practices in compliance with relevant labour legislation and agreements signed with the government, where applicable.
	b. A statement of the purpose of the management approach	We invest in our employees and strive to provide dynamic career paths with growth opportunities. Empowering people is an essential part of IAMGOLD's mission and culture.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of IAMGOLD Corporation and to support our culture of empowering people for extraordinary performance. The Talent Acquisition and Selection Standard sets out minimum standards to ensure that the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	IAMGOLD reviews our compensation structure on annual basis. No significant reviews were undertaken on our hiring practices for 2018.

Market Presence

Disclosure		Disclosure Required					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Rosebel	Essakane	Westwood	Corporate	Exploration
		a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage	Not applicable – all employees are being compensated higher than the minimum wage of SRD 6.14 per hour.	Not applicable – all employees are being compensated higher than the minimum wage of 30,684 CFA.	Not applicable – all employees are being compensated higher than the minimum wage of \$12 CAD per hour.	Not applicable – all employees are being compensated higher than the minimum wages in each province.	Not applicable – all employees are being compensated higher than the minimum per jurisdiction.
		b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage	Not applicable				
		c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used	Not applicable				
		d. The definition used for 'significant locations of operation'	Operating mine sites and corporate head office.				
202-2	Proportion of senior management hired from the local community	Is there a global policy or common practices for granting preference to local residents when hiring in significant locations of operations?	We adhere to local country legal requirements.				
			Rosebel	Essakane	Westwood	Corporate	Exploration
		a. Percentage of senior management at significant locations of operation that are hired from the local community	0%	0%	100%	100%	33%
		b. The definition used for 'senior management'	Senior management is defined by job grades.				
		c. The organization's geographical definition of 'local'	Local is defined as from the country of operation.				
		d. The definition used for 'significant locations of operation'	Operating mine sites, exploration sites and corporate head office.				

Indirect Economic Impacts

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	IAMGOLD recognizes that in the countries where we operate, our investments contribute significantly to the local, regional and national economies, which is particularly important in developing countries like Suriname or Burkina Faso.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	Indirect economic impacts occur up to the national level in countries where IAMGOLD operates, currently being Canada, Burkina Faso and Suriname. The majority of tangible impacts occur in the latter two nations, as they are developing. IAMGOLD has provided both direct and indirect contributions to community development aspects such as education and health among others.
	c. Any specific limitation regarding the topic Boundary	Regional impacts of our operations are not accounted for.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD manages indirect economic impacts by endorsing our Zero Harm commitment, which considers the health and well-being of the environment, individuals and communities. All sites must demonstrate that the investment strategy is linked to both community and company objectives. Community investment strategies must include baseline information on health, education and economic indicators; demonstration of a participatory approach to decision-making on community investment; identification of civil society, government and community partners to help deliver community development objectives; and a project evaluation procedure and measured results.
	b. A statement of the purpose of the management approach	The purpose of the management of indirect economic impacts is to ensure that our contributions support sustainable development within the communities that we operate in.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	According to IAMGOLD's sustainability standard, each site must prepare a Community Investment Strategy as part of their Environmental and Social Management System. The Investment Strategy will outline long-term goals for community investment, a breakdown of milestones required to achieve the envisioned end state, and annual plans and projects required to achieve said milestones.
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	The Community Investment Strategy will be validated by the site team on an annual basis and updated with the same frequency as the site's closure plan to ensure action plans remain relevant and appropriate for outlined goals. The achievement of target milestones is an indicator of the effectiveness of the program in place.

Indirect Economic Impacts

Disclosure	Disclosure Required			
203-1 Infrastructure investments and services supported		Rosebel	Essakane	Westwood
a. Extent of development of significant infrastructure investments and services supported				
i. What was the extent of the development?		<p>A needs assessment was conducted late 2017 till first quarter of 2018 by an external consultant hired by Rosebel Gold Mines (RGM). This needs assessment was not primarily conducted to determine the needs for infrastructure and other services for the community but to discover the general needs that the communities of the Rosebel Gold Mines (RGM) Communities Of Interest (COIs) identified as to be their needs at this moment.</p> <p>The results of the RGM-Needs Assessment (2017-2018) highlighted needs of the RGM-COIs related to having potable water systems, improved healthcare facilities, employment opportunities and road rehabilitations, etc.</p> <p>Infrastructure investment and services provided were more related to maintaining village roads in the COIs.</p>	<p>The "Water and Sustainable Economic Growth in the Sahel (Triange d'Eau)" project aims to accelerate sustainable economic growth in Burkina Faso. It aims at the following objectives:</p> <ol style="list-style-type: none"> 1. Improving livelihoods by supporting market gardening, livestock activities and microfinance 2. The supply of drinking water and sanitation 3. Strengthening local governance to better support economic activities and service provision by local communities. <p>The project focuses on the municipalities of Dori, Falagountou and Gorom-Gorom.</p> <p>Plan Communal de Développement et Plan Régional de Développement (PCD/PRD): 154 projects financed.</p>	No significant investments were done in the reporting period in either infrastructure or services.
ii. What was the cost?		An estimated \$2,000.	<p>(ECED/Sahel): 5-year project - currently at Phase 1 (funding sought for phase 2): \$7 million total with \$1 million from IAMGOLD</p> <p>PCD/PRD: 2.905 billion CFAF.</p>	Not applicable
iii. What was the duration?		Since the services concerns maintaining of parts of the village roads it does not take longer than one(1) day per village. Not all the villages submit requests for road maintenance.	<p>PCD/PRD: Indeterminate period</p> <p>(ECED/Sahel): 4 years from 2015-2019.</p>	Not applicable
b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant		Expected positive impact is improved road conditions. Negative impact is that the road maintenance request will always be submitted to RGM and not to the local or governmental authorities.	<ol style="list-style-type: none"> 1. Regional/community development plans: Construction of sustainable infrastructures; support to production, local economies, and good governance. 2. Water and sustainable economic growth in the Sahel region: Supply in potable water for 45 people and access to means of production and sanitation facilities; capacity building. 	The projects supported were aimed at improving the quality of life of the Abitibi community. Our investments supported health, sport, arts and culture and sustainable development programs.
c. Whether these investments and services are commercial, in-kind, or pro-bono engagements		Pro-bono.	In-kind.	None of the services we supported were of significance and were all in-kind.

Indirect Economic Impacts

Disclosure

Disclosure Required

203-2 Significant indirect economic impacts		Rosebel	Essakane	Westwood
a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (e.g., changes in productivity, economic development in areas of high poverty, addressing social/environmental conditions, enhanced skills and knowledge, number of jobs supported in supply chain)		RGM offers by far the largest employment opportunities in district Brokopondo. A total of the 32.4% of the employees is local.	<ul style="list-style-type: none"> • Agriculture: increase of agricultural and livestock productivity thanks to improved seed support and extension programs, increase of forage (hay) availability and agro-industrial by-products for communities bordering the mine, strengthening of capacity of market gardeners, provision of market garden produce for local communities, implementation of an agricultural co-operative for the empowerment of market gardens. • Hydraulics and sanitation: increase of the drinking water supply rate of the population (54% in 2009 against 99% in 2017, INSUCO and DREP study), capacity building of water users for the sustainable management of hydraulic structures, due to the Triange d'Eau program. • Local procurement: capacity building of local suppliers, about 1,000 indirect jobs generated by local suppliers. • Microcredit: increase in income thanks to the financing and micro-credit programs, increase in the number of beneficiaries through the solidarity groups strategy. • Health: improvement of health through the program to fight against HIV/AIDS, tuberculosis, malaria, the fight against malnutrition, ambulances donations for evacuations, increase the supply of care through construction of CSPS (local public health facilities) and support of pharmaceutical depots. 	Some of the supported projects such as the Festival of the Guitars of the World, the Pyromusical Osisko festival in lights and the Tour of the Abitibi are major events that attract many tourists in the region. These events generate significant economic benefits for businesses in the region.
b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas		RGM has a local contracting policy which requires the company to make use of local suppliers where possible e.g., infrastructural and labour services. The indirect economic impact of this policy has materialized in new jobs created for locals.	These impacts significantly contribute to the achievement of objectives: PNDES (National Economic and Social Development Program), national and international potable water access standards, health and education services, Burkina Faso's Sustainable Development Objectives.	Data is currently not being tracked.

Procurement Practices

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	The procurement of certain goods and services is essential to processes within IAMGOLD operations. It also has a large impact for communities we operate in, with the potential for capacity building of local business by providing local goods and services to our operations.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	Procurement occurs at all levels of IAMGOLD operations, from production at sites to activities within corporate. The impacts of procurement occur both directly with the corporation as well as through our business relationships.
	c. Any specific limitation regarding the topic Boundary	Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of company-wide local procurement practices. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive. "Competitive" refers to the total cost, delivery, and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of company-wide local procurement practices. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive. "Competitive" refers to the total cost, delivery, and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.
	b. A statement of the purpose of the management approach	IAMGOLD is committed to providing opportunities for communities associated with our operations and to sharing in the benefits which flow from our activities. The purpose of this management system is to fulfill said commitment.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Section 7.2 of the Code of Business Conduct and Ethics .

Procurement Practices

Disclosure	Disclosure Required			
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	Audits and verification of the effectiveness of management of this topic are conducted on a site level basis. No significant changes were made in 2018.		
204-1 Proportion of spending on local suppliers		Rosebel	Essakane	Westwood
	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	Total amount of USD \$159,230,269 was spent on local suppliers during the reporting year.	Amount of purchases in Burkina Faso in 2018: CFAF 134 billion or \$240 million (of which purchases Sahel region: CFAF 4.3 billion approximately \$8 million). The largest purchases in Burkina Faso: Fuel and lubricant (44%), machinery and equipment rental (13%), explosives and blasting materials (10%).	73%
	i. Percentage of total procurement spent on local suppliers (community/local vendors)	The percentage of all national spending that went to local suppliers is about 3.74%.	Purchases in Burkina Faso: 134 billion CFA francs and purchases in the Sahel region: 4.3 billion CFA francs, i.e., 3.2% of the region vs. Burkina Faso.	73%
	ii. Percentage of total procurement spent on national vendors (i.e., vendors based in Ouaga or Paramaribo)	99.60%	60%	99%
	b. The organization's geographical definition of 'local'	All suppliers that are based in Brokopondo region, or originate from Brokopondo. These suppliers all have family ties with the Brokopondo region, but due to administrative ease offices are based in Paramaribo.	Local: It refers to purchases made in Burkina Faso (World Bank), and purchases made in the Sahel region are specifically (the mine's host region) recorded. A local supplier is a supplier who is registered nationally, with a majority of national employees, and with a point of service in Burkina Faso.	Abitibi-Témiscamingue
	i. Where are the 'local' suppliers located? What regions/villages/towns?	In several villages of District Brokopondo; primarily from the 7 communities of interest: Klaaskreek, Nieuw Lombe, Brownsweg, Balingsoela, Marshall Kreek and Nieuw Koffiekamp.	Throughout Burkina Faso, mainly in Ouagadougou. For the Sahel region, they are mostly from the towns and villages of Essakane site, Falagountou, Gorom-Gorom, Dori, Seytenga, Djibo, Yalgho.	Rouyn-Noranda, Val-d'Or, Amos, La Sarre
	c. The definition used for 'significant locations of operation'	Rosebel Mine	Essakane Mine	Westwood Mine

Anti-Corruption

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	As a corporation with global operations, it is increasingly important to ensure a comprehensive program is in place which considers a broad scope of environments, communities, and individuals and protects them from the adverse effects of corruptive behaviour.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationship 	IAMGOLD ensures all directors, employees, contractors and representatives of the company adheres to IAMGOLD's Anti-Bribery and Anti-Corruption Standard and Policy.
	c. Any specific limitation regarding the topic Boundary	Limited to IAMGOLD and supplier activities.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD manages anti-corruption by ensuring all directors, employees, contractors, and representatives of the company worldwide operate in alignment with the Code of Business Conduct and Ethics. Furthermore, the corporation requires all of the aforementioned stakeholders to report violations of said Code.
	b. A statement of the purpose of the management approach	IAMGOLD is committed to mitigating corruption in every level of company activity. As outlined in our Business Conduct and Ethics Standard, the corporation aims to eradicate instances of discrimination, harassment, substance abuse, employment inequality, violations of privacy, conflicts of interest, and theft while encouraging protection of the environment, safe working conditions, fair competition, and professional relationships.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	See Code of Business Conduct and Ethics .
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	Audits and verification of the effectiveness of management of this topic are conducted on a site level basis. No significant changes were made in 2018.

Anti-Corruption

Disclosure		Disclosure Required					
205-1	Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption	IAMGOLD assesses risk related to corruption for all business units.				
		b. Significant risks related to corruption identified through the risk assessment	There are no significant risks related to corruption identified through the risk assessment.				
205-2	Communication and training about anti-corruption policies and procedures		Rosebel	Essakane	Westwood	Corporate	Exploration
		a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to , broken down by region	100%	100%	100%	100%	100%
		b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to , broken down by employee category and region	Management: 48 (100%)	Management: 43 (100%)	Management: 21 (100%)	Management: 79 (100%)	Management: 32 (100%)
			Non-management: 477 (40%)	Non-management: 283 (12%)	Non-management: 184 (28%)	Non-management: 89 (100%)	Non-management: 103 (55%)
		c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to , broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations	Code of conduct is read and signed by all contractors.	Not tracked.	Not tracked.	Code of conduct is read and signed by all contractors.	Not tracked.
		d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region	100%	100%	100%	100%	100%
		e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	Management: 48 (100%)	Management: 43 (100%)	Management: 21 (100%)	Management: 76 (100%)	Management: 35 (100%)
Non-management: 477 (40%)	Non-management: 283 (12%)		Non-management: 184 (28%)	Non-management: 87 (100%)	Non-management: 105 (56%)		

Environmental Indicators

Materials

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	<p>Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which includes explosives, tires and energy used for mining activities and the reagents used for mineral processing.</p> <p>The materials reported are significant because they are considered critical inputs to extract our final product and have the potential to result in environmental impacts if not managed appropriately. Other materials used by mining and milling activities are not considered to be significant because they generally present less risk and tend to be used in smaller quantities.</p>
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationship 	<p>This topic boundary is limited to materials provided to IAMGOLD managed operations and advanced exploration sites by various company suppliers.</p> <p>Mining is a primary industry. As IAMGOLD is a producer of primary raw materials (gold) with final products transported in bulk, materials used for packaging are considered non-material.</p>
	c. Any specific limitation regarding the topic Boundary	Materials used at exploration and closed sites are not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	Material inventories are tracked and updated routinely at all IAMGOLD managed operations. Recycling, reusing, and reclaiming of input materials within mining and milling operations are encouraged, where feasible. Additional opportunities for salvage are also explored.
	b. A statement of the purpose of the management approach	<p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> - Optimize the use of input materials; and - Ensure materials are handled, stored and transported appropriately to prevent accidental release to the surrounding environment.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Sustainability Policy</p> <p>The IAMGOLD Sustainability Policy outlines our commitment to continual improvement in environmental protection, pollution prevention, community awareness and economic performance.</p> <p>Sites are expected to meet or exceed relevant laws and regulations. All of our sites have procedures in place for the safe transport, storage, handling and disposal of cyanide and other hazardous substances. Further, continuous improvement programs have been implemented to increase efficiency in the use of explosives and fuels.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	<p>Audits and verification of the effectiveness of management of this topic are conducted on a site level basis.</p> <p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM external audit was conducted in 2018. The results of the audit have been reviewed to identify areas of improvement.</p>

Materials

Disclosure		Disclosure Required		
301-1	Materials used by weight or volume	Rosebel	Essakane	Westwood
	a. Total weight or volume of non-renewable materials (listed below) used during the reporting period (tonnes):			
	i. Cyanide	5,531.3	7,397.00	637.41
	ii. Acid	2,096.70	211.00	0.46
	iii. Flocculent	164.66	321.00	42.61
	iv. Caustic soda	624.35	738.00	121.84
	v. Lime	13,115.85	12,600.00	4,801.66
	vi. Explosives	0.00	0.00	0.00
	vii. Other (specified below):			
	2" balls	5,489.32	0.00	0.00
	5" balls	2,006.21	0.00	0.00
	Anti scalant	70.20	0.00	0.00
	Other types of oil (compressor oil, differential oil and others)	0.00	0.00	0.00
	Carbon	740.60	0.00	0.00
	Compressor oil	64.54	0.00	0.00
	Cutting oil	90.57	0.00	0.00
	Diesel	791.67	0.00	0.00
	Engine oil	542.70	245.14	0.00
	Ferric sulphate (Fe ₂ (SO ₄) ₃)	12.46	0.00	0.00
	Grease	149.32	87.00	0.00
	Hydraulic oil	1,321.39	297.65	0.00
	Kluber fluid	0.00	0.00	0.00
	Motor/drill oil	0.00	0.00	0.00
	Sulfur dioxide (SO ₂)	0.00	0.00	840.02
	Hydrocarbon Solvent	28.73	0.00	0.00
	Transmission oil	451.22	354.29	0.00
	b. Total weight or volume of any renewable materials used during the reporting period (tonnes):			
	i. Other	Not applicable	Not applicable	Not applicable

Energy

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Use of energy contributes to greenhouse gas (GHG) production and is a significant operating cost.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	This topic Boundary includes energy use at IAMGOLD managed operations and exploration sites. Energy intensive activities include crushing, grinding, ventilation, pumping, transport, and drilling.
	c. Any specific limitation regarding the topic Boundary	Energy use at closed sites is not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	<p>Energy use is regularly tracked and assessed to identify opportunities to improve energy efficiency and reduce GHG emissions, promote energy conservation and the use of renewable energy.</p> <p>At Essakane, we commissioned one of the largest hybrid solar plants in 2018 resulting in 86 million litres of heavy fuel displacement (representing a total savings of US\$80.9 million in fuel savings) and reduction of 274,110 tonnes of CO₂ emissions.</p> <p>At Rosebel, several initiatives reduced total energy use by 40,765.4 kWh. Outside lighting, spotlights and ceiling lights of the administration kitchen were replaced with LED resulting in estimated energy savings of 4,481 kWh. Camp A2 building lights and walkway lights were also replaced with LED resulting in energy savings of 23,684.4 kWh. The installation of a heater pump at one Camp B building resulted in energy savings of 12,600 kWh.</p>
	b. A statement of the purpose of the management approach	<p>As per the Towards Sustainable Mining (TSM) initiative, the purpose of management of this topic is to:</p> <ul style="list-style-type: none"> - Optimize energy use and promote use of renewable sources; - Comply with applicable regulatory requirements; and - Reduce operating costs.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Energy and Greenhouse Gas Emissions Management Standard</p> <p>As per IAMGOLD's Energy and Greenhouse Gases Emissions Management Standard, we recognize that efficient management of energy is required to achieve our business strategy and provide benefits to our stakeholders. Further, effective energy management will directly contribute to operational cost improvements and help mitigate environmental impacts. Our key energy management objectives are to continuously improve energy performance, and support the introduction of clean and renewable energy.</p> <p>One of our priority goals is to increase the proportion of renewable energy for the company's total energy requirements (target 15% of power generated by renewables).</p> <p>We participate in the Carbon Disclosure Project (CDP) Climate Change Disclosure.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM external audit was conducted in 2018. The results of the audit are currently being reviewed to identify areas of improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Energy and GHG Emissions Management Protocol.</p> <p>Annual results are available in the TSM Progress Reports.</p>

Energy

Disclosure

Disclosure Required

302-1	Energy consumption within the organization	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Total fuel consumption from non-renewable sources (listed below) during the reporting period in GJ or appropriate unit:					
	Diesel	2,061,243.79	1,555,008.08	92,819.09	0	Mali: 358,630 L Senegal: 309,229 L Colombia: N/A Brazil: 7,799 L Ontario: 274.65 L Peru: 10,070 gallons Quebec: 136,600 L Suriname: 800,163 L Burkina Faso: 159,090 L
	Gasoline	0.00	515.79	2,201.29	0	Colombia: 2,598 gallons Brazil: 6,362 L Ontario: 1,453 GJ Peru: 17,600 gallons Quebec: 25,000 L Suriname: 1,387 L
	Propane	4,162.14	0.00	0.00	0	Colombia: 590 lbs Ontario: 1,327 GJ Peru: 145 gallons Quebec: 2,000 L Suriname: 6,300 lbs

Energy

Disclosure		Disclosure Required					
302-1 (cont'd)	Energy consumption within the organization (cont'd)		Rosebel	Essakane	Westwood	Corporate	Exploration
		Natural Gas	0.00	0.00	89,915.01	0	Quebec: 610 m ³
		Fuel Oil	0.00	2,726,234.08	0.00	0	Colombia: Not applicable Suriname: 5 gallons
		Acetylene	240.39	190.87	76.21	0	Not applicable
		Kerosene	0.00	7,327.49	0.00	0	Not applicable
		Other	Not applicable	Not applicable	Not applicable		Senegal: 430 kg (butane)
		Total	2,065,646.32	4,289,321.32	185,011.60		Mali: 358,630 L Brazil: 14,161 L Ontario: 3,054 GJ Peru: 11,975 gallons Burkina Faso: 159,090 L
		b. Total fuel consumption from renewable sources (listed below) during the reporting period in GJ or appropriate unit:					
		Solar	17,665.20	63,181.00	0.00		
		c. In joules, watt-hours or multiples, the total:					
		Electricity consumption (GJ)	879,835.20	1,240,818.00	667,811.29	3,395.07	Mali: 54,939 kWh Senegal: See butane Colombia: 25.51 GJ Brazil: 52,727 kWh Ontario: 1,846 GJ Peru: 26,570 kWh Quebec: 7,000 kWh Suriname: 278,878 kWh
		Heating consumption	0.00	0.00	0.00	0.00	Quebec: Included in the total above
		Cooling consumption	0.00	0.00	0.00	103.87	Not applicable
		Steam consumption	0.00	0.00	0.00	1,055.95	Not applicable

Energy

Disclosure	Disclosure Required					
302-1 (cont'd)	Energy consumption within the organization (cont'd)	Rosebel	Essakane	Westwood	Corporate	Exploration
	d. In joules, watt-hours or multiples, the total:					
	Electricity sold (GJ)	0.00	0.00	0.00	0.00	Not applicable
	Heating sold	0.00	0.00	0.00	0.00	Not applicable
	Cooling sold	0.00	0.00	0.00	0.00	Not applicable
	Steam sold	0.00	0.00	0.00	0.00	Not applicable
	e. Total energy consumption within the organization, in joules or multiples	2,963,146.73	4,290,240.97	852,822.89	4,554.89	Ontario: 4,901 GJ
	f. Standards, methodologies, assumptions, and/or calculation tools used	Ecometrica platform used as calculation tool, based on applicable standards and methodologies.				
	g. Source of the conversion factors used	Standardized unit conversion using the Ecometrica platform.				
302-3	Energy intensity	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Energy intensity ratio for the organization					
	GJ/thousand tonnes of moved ore and waste	44.78	75.32	877.79	0.00	Not applicable
	GJ/thousand tonnes of treated ore	242.71	329.22	1,231.28	0.00	Not applicable
	GJ/thousand tonnes of mined ore	184.07	309.41	1,428.24	0.00	Not applicable
	GJ/tonnes of gold production	364,188.48	373,714.37	233,202.87	0.00	Not applicable
	GJ/distance travelled (thousand km)	1,391.27	1,439.98	Not applicable	0.00	Not applicable
	GJ/Full-Time Equivalent (FTE) Employees	2,543.47	1,729.94	1,080.89	27.27	Not applicable
	GJ/thousand CAD revenue (\$)	5.92	5.87	4.10	0.00	Not applicable
	GJ/thousand USD revenue (\$)	7.68	7.61	5.31	0.00	Not applicable
	b. Organization-specific metric (the denominator) chosen to calculate the ratio					
	Thousand tonnes of moved ore and waste	66,171.51	56,958.00	971.56	0.00	Not applicable
	Thousand tonnes of treated ore	12,208.69	13,031.43	692.63	0.00	Not applicable
	Thousand tonnes of mined ore	16,097.53	13,866.00	575.75	0.00	Not applicable
	Tonnes of gold production	8.14	11.48	3.66	0.00	Not applicable
	Distance travelled (thousand km)	2,129.82	2,979.38	0.00	0.00	Not applicable
	Full-Time Equivalent (FTE) Employees	1,165.00	2,480.00	789.00	167.00	Not applicable
	Thousand CAD revenue (\$)	500,161.78	730,935.91	207,968.82	0.00	Not applicable
	Thousand USD revenue (\$)	386,000.00	564,100.00	160,500.00	0.00	Not applicable
	c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	All	All	All	All	Not applicable
	d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization (related to Scope 1 and 2).	Within the organization (related to Scope 1 and 2).	Within the organization (related to Scope 1 and 2).	Within the organization (related to Scope 1 and 2).	Not applicable

Energy

Disclosure	Disclosure Required						
302-4	Reduction of energy consumption		Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples (kWh)		23,684.4 kWh	6 million litres of fuel	00.00; reduction initiatives not considered material		Not applicable
	b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all		Electricity	Fuel	Not applicable		Not applicable
	c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it		Not applicable	Assumes 2017 as base year	Not applicable		Not applicable
	d. Standards, methodologies, assumptions, and/or calculation tools used		Not applicable	Data collected through the monitoring of fuel consumption at the thermal power station	Not applicable	Not applicable	Not applicable

Water

Disclosure	Disclosure Required	
103-1	Explanation of the material topic and its Boundary	
	a. An explanation of why the topic is material	Water is a key resource for the gold extraction process and is shared with our host communities. We must be responsible water stewards in our operations.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	This topic Boundary includes water use at IAMGOLD managed operations and advanced exploration sites on a catchment level basis, as available.
	c. Any specific limitation regarding the topic Boundary	Water use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.

Water

Disclosure	Disclosure Required			
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD is committed to water stewardship. Water quality and quantity is regularly monitored, including water treated and discharged as applicable. Every operation is expected to maintain a water management plan and associated water balance.		
	b. A statement of the purpose of the management approach	The purpose of management of this topic is to: - Comply with applicable regulatory requirements; - Efficiently manage water resources; and - Recycle and reuse water for mineral processing, where possible.		
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Water Management Standard As per our Water Management Standard, we recognize the importance of environmentally sustainable and socially equitable water use. We are dedicated to employing efficient water management and water conservation practices to ensure access to clean water for all users, now and in the future. Water management strategies will address all aspects of the operation, including closure planning, reclamation, tailings management, discharge water quality, potable water and groundwater quality.		
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As a MAC member, IAMGOLD has endorsed the TSM Water Framework .		
	a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	No external audit on water was conducted for 2018. In addition, we participate in the Carbon Disclosure Project (CDP) Water Security Disclosure.		
303-1 Water withdrawal by source		Rosebel	Essakane	Westwood
	a. Total volume of water withdrawn (m³) – the sum of all water drawn into the boundaries from all sources during the reporting period:			
	i. Surface water, including water from wetlands, rivers, lakes, and oceans	0.00	0.00	603,761.00
	ii. Groundwater	1,443,046.92	306,600.00	686,091.00
	iii. Rainwater collected directly and stored by the organization	128,664,950.15	5,092,055.00	2,154,664.00
	iv. Waste water from another organization	0.00	0.00	0.00
	v. Municipal water supplies or other public or private water utilities	0.00	0.00	7,750.00
	Total	130,107,997.07	5,398,655.00	3,452,266.00

Water

Disclosure		Disclosure Required			
303-1 (cont'd)	Water withdrawal by source (cont'd)		Rosebel	Essakane	Westwood
		b. Standards, methodologies, and assumptions use	Calculations based on groundwater well readings. Daily readings are used to develop a daily average and then extrapolated for the full reporting period.	Calculations based on groundwater well readings and for mill activities, the sampling is done through surface water (rainwater) readings.	<p>Surface water from the Rivière Bousquet is used for drilling activities related to underground mining operations.</p> <p>Ground water is the water volumes from dewatering the mine.</p> <p>Municipal water supplies the site's potable water needs.</p> <p>Flowmeters are used to directly measure the volumes of surface water, ground water, municipal water supply, and the total water discharged from the site.</p> <p>Rainwater is estimated by subtracting surface water, groundwater and municipal water supply from the total water discharged.</p>
303-3	Water recycled and reused		Rosebel	Essakane	Westwood
		a. Total volume of water recycled and reused by the organization (m ³)	11,273,206.00	2,563,152.00	740,482.00
		b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1	9%	47%	21%
		c. Standards, methodologies, and assumptions used	Water sourced from the tailings storage facility is reused for mineral processing needs.	<p>After mineral processing, the tailings are pumped to a thickener. Thickened tailings are sent to the tailings storage facility.</p> <p>The thickening process permits the reduction of cyanide consumption in the treatment process and also enables water to be reused for mineral processing, limiting the need for consumption of additional freshwater.</p>	Water from the tailings storage facilities are reused for mineral processing needs. A flowmeter is used to measure quantities.

Biodiversity

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	IAMGOLD seeks to minimize the impact of our mining activities on the environment and biodiversity from exploration to closure. We recognize that sustaining healthy ecosystems is fundamental to achieving our Zero Harm vision.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	This topic Boundary is limited to biodiversity aspects related to IAMGOLD managed operations and advanced exploration sites.
	c. Any specific limitation regarding the topic Boundary	Exploration sites are expected to comply with PDAC e3Plus. Biodiversity aspects of closed legacy sites are not currently available. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	<p>IAMGOLD recognizes that protecting biodiversity and sustaining healthy ecosystems are fundamental for the responsible environmental management of our operations. All sites and business development opportunities are expected to integrate biodiversity management and conservation to demonstrate our due diligence and ensure the reclamation of disturbed ecosystems.</p> <p>Biodiversity baseline studies are conducted for development projects as part of Environment and Social Impact Assessments (ESIAs). Environmental effects monitoring (EEM) studies are conducted throughout mining operations. Biodiversity considerations are taken into account during mine closure planning and reclamation activities.</p> <p>There are hunting restrictions on the concession area of our operating mines, which has led to positive biodiversity impacts.</p>
	b. A statement of the purpose of the management approach	<p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> - Comply with applicable regulatory requirements; and - Sustain healthy ecosystems to the extent possible in areas disturbed by our mining activities.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Sustainability Policy</p> <p>Biodiversity Management Policy</p> <p>Our Sustainability and Biodiversity policies state that we are committed to integrating biodiversity management and conservation at all stages of our activities, from exploration to mine closure, using the resources and skills necessary to minimize impacts on biodiversity from our activities.</p> <p>Impacts to aquatic and terrestrial species and measures to avoid or reduce impacts are considered early in the project planning process. Recent environmental assessment (EA) reports, such as the EA report for the Côté Gold Project, are available on our website for review. www.iamgold.com/cotegold</p>

Biodiversity

Disclosure

Disclosure Required

103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit have been reviewed to identify areas of improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Biodiversity Conservation Management Protocol.</p> <p>Annual results are available in the TSM Progress Reports.</p> <p>Additionally, environmental and social impact assessments (ESIA) are guided by IFC Performance Standards.</p>
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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Rosebel	Essakane	Westwood
	a. For each operational site owned, leased or managed in, or adjacent to, any protected areas and areas of high biodiversity value outside protected areas, the following information:			
	i. Geographic location	Brokopondo District, Suriname.	Sahel region, Burkina Faso (North East area).	Abitibi region of Quebec, Canada (near Rouyn-Noranda).
	ii. Subsurface and underground land that may be owned, leased, or managed by the organization (km ²)	170	100	Not applicable
	iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	<p>Two protected areas have been identified near the Gross Rosebel concession.</p> <p>The Brinckheuvel Nature Reserve is located 3 km west of the Concession across the Mindrineti River on the west bank.</p> <p>The Brownsberg Nature Reserve is located approximately 10 to 15 km southeast of the concession area.</p>	<p>The mining concession is located inside the 1,600,000 hectare Sahel Partial Faunal Reserve. Mining is permitted in this area.</p> <p>The Sahel Partial Faunal Reserve is a designated zone primarily because of seasonal/intermittent freshwater lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds.</p> <p>La Mare d'Oursi is listed as a Ramsar site. The 45,000 hectare site is located approximately 67 km northwest from Essakane Mine.</p>	Not applicable
	iv. Type of operation (office, manufacturing or production, or extractive)	Extractive	Extractive	Extractive
	v. Size of operational site in km ²	38.39	16.61	9.35

Biodiversity

Disclosure	Disclosure Required				
304-1 (cont'd)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (cont'd)	vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem)	Rosebel The ecosystem found on and near the Rosebel Gold Mine (RGM) is part of the savannas of Suriname and Guyana, which is a widespread ecosystem in the region. Globally, this is a relatively unique ecosystem and one of high biodiversity. A wildlife survey was started in 2011 and continued in the first quarter of 2012, 2014 and 2017. The next Wildlife Survey is planned for 2020. Wildlife survey data confirmed that Rosebel areas have a richer mammal fauna as compared to nearby nature reserves. The preliminary report emphasized that the RGM area harbours good populations of several species that are internationally considered as vulnerable or near threatened. Internally, there were three wildlife projects conducted: Water birds survey at the tailings storage facility and dung beetles and large terrestrial mammals assessment was also conducted on site.	Essakane The Sahel region has a very high vulnerability to desertification. Several species of trees, shrubs and grasses are declining in the region. Forests and steppes located along the Gorouol River and the Feildegasse River are an important habitat for migrating birds, mammals and reptiles.	Westwood Not applicable
		vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	The Ocelot, Margay and Jaguar are in App. I (CITES, 2017). All peccaries, primates, the Brazilian tapir and all cats (except the ones in App. I), are in App. II of CITES. IUCN Red List species on or around the site: <ul style="list-style-type: none">• Vulnerable [VU]: Oncilla, White-lipped peccary (Tayassu pecari), Brazilian Tapir, Guiana spider monkey;• Near Threatened [NT]: Bush dog (Speothos venaticus), Jaguar (Panthera onca), Margay (Leopardus wiedii).	IUCN Red List species on or around the site: <ul style="list-style-type: none">• Vulnerable [VU]: White-headed Vulture (Trigonoceps occipitalis);• Near Threatened [NT]: Rüppell's Vulture (Gyps rueppellii), Bateleur (Terathopius ecaudatus).	Not applicable

Biodiversity

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-2 Significant impacts of activities, products, and services on biodiversity	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:			
	i. Construction or use of manufacturing plants, mines, and transport infrastructure	Direct impact on biodiversity due to habitat loss associated with vegetation clearing and land use for construction of the mineral processing plant, ancillary facilities, transport infrastructure and mining activities.	Reduction of species habitat, land used, soil degradation, vegetation degradation during the preparation of the Falagountou East Pit, the extension of the waste rock dumps, and the expansion of basins.	Not applicable Westwood Mine was developed on a brownfield site.
	ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)	No measurements on pollution level are available to assess the impact on biodiversity.	No pollution. In 2017, work was conducted in the tailings storage facility (TSF) to control the risk of infiltration and to mitigate potential adverse effects to biodiversity.	Not applicable
	iii. Introduction of invasive species, pests, and pathogens	Our progressive reclamation program makes use of non-native plant material for revegetation. This plant material is introduced as seeds of foreign grass species. Young shrubs of non-native species have been planted too. To date, no invasive character of these introduced species can be observed.	No invasive species, pests, and pathogens introduced. All species used for rehabilitation require validation of the Centre Nationale des Semences Forestières.	Not applicable
	iv. Reduction of species	The 2017 wildlife survey concluded that populations of the jaguar, armadillos, tayra and collared peccaries seem to be decreasing in numbers.	Not applicable	Not applicable
	v. Habitat conversion	All the habitats of the disturbed and cleared areas have been converted to open land area.	Not applicable	Not applicable
	vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)	All the habitats of the disturbed and cleared areas have been converted to open land area and therefore their existing ecological function and processes changed. No data available on specific changes.	Not applicable	Not applicable Localised impact

Biodiversity

Disclosure

Disclosure Required

304-2 (cont'd)	Significant impacts of activities, products, and services on biodiversity (cont'd)			
		Rosebel	Essakane	Westwood
	b. Significant direct and indirect positive and negative impacts with reference to the following:			
	i. Species affected	No carrying capacity studies conducted on specific species affected.	18 woody species (8,109 feet); Herbaceous plants are not inventoried; No data on the micro-level fauna; No significant impact on the macro-level fauna.	Not applicable
	ii. Extent of areas impacted	No data available on extent of areas impacted.	27.81	Not applicable
	iii. Duration of impacts	Species diversity and evenness are permanently impacted.	Permanent for all.	Not applicable
	iv. Reversibility or irreversibility of the impacts	Irreversible most of the time.	Irreversible for all.	Not applicable
304-3	Habitats protected or restored			
		Rosebel	Essakane	Westwood
	a. Size and location of all habitat areas protected or restored (km ² and location)	Not applicable	Not applicable	Not applicable
	i. Whether the success of restorative measures approved by independent external professionals (yes/no)	Not applicable	Not applicable	Not applicable
	b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures (yes/no)	Not applicable	Not applicable	Not applicable
	c. Status of each area based on its condition at the close of the reporting period	Not applicable	Not applicable	Not applicable
	d. Report standards, methodologies, and assumptions used	Not applicable	Not applicable	Not applicable

Biodiversity

Disclosure		Disclosure Required			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Rosebel	Essakane	Westwood
		Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:	79	3	Not applicable
		i. Critically endangered	0	0	Not applicable
		ii. Endangered	0	0	Not applicable
		iii. Vulnerable	4 (Oncilla, White-lipped peccary (Tayassu pecari), Brazilian Tapir, Guiana spider monkey)	1 (White-headed Vulture (Trigonoceps occipitalis))	0
		iv. Near threatened	3 (Bush dog (Speothos venaticus), Jaguar (Panthera onca), Margay (Leopardus wiedii))	2 (Rüppell’s Vulture (Gyps rueppellii), Bateleur (Terathopius ecaudatus))	0
		v. Least concern	72	Not applicable	Not applicable
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		Rosebel	Essakane	Westwood
		Total land disturbed and not yet rehabilitated (in hectares) as of January 1, 2018	3,485.65	1,926.80	935.00
		Total amount of land newly disturbed within the reporting period (in hectares)	353.35	0.00	0.00
		Total land rehabilitated, including previous years	71.35	313.00	0.00
		Total amount of land newly rehabilitated within the reporting period to the agreed end use (in hectares)	0.00	1.80	
		Total land disturbed and not yet rehabilitated (in hectares) as of December 31, 2018	3,839.00	1,925.00	935.00
		MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place		Rosebel
Does this site require a biodiversity management plan?	Yes (TSM Biodiversity Conservation Management Framework, IAMGOLD Biodiversity Management Policy, and Sustainability Standard)			Yes (Environmental Impact Assessment, TSM Biodiversity Conservation Management Framework, IAMGOLD Biodiversity Management Policy and Sustainability Standard)	Yes (Federal regulation – Environment Canada, TSM Biodiversity Conservation Management Framework, IAMGOLD Biodiversity Management Policy and Sustainability Standard)
Is there a biodiversity plan currently in place?	Yes			Yes	Yes
Percentage of total sites with biodiversity plans in place	100%			100%	100%

Emissions

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	<p>Emissions from development, mining production and mineral processing activities have the potential to affect air quality.</p> <p>In particular, we recognize that greenhouse gas emissions contribute to the global issue of climate change.</p> <p>Effective energy management will help control our environmental impacts by reducing the overall greenhouse gases and other significant emissions produced in addition to directly influencing operational costs.</p>
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	This topic boundary is limited to IAMGOLD managed operations and advanced exploration sites.
	c. Any specific limitation regarding the topic Boundary	Energy use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities – hence, emissions are also considered non-material. Additionally, joint venture projects where IAMGOLD is not the operator are not included. Scope 3 is calculated to the extent possible with available data.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	<p>GHG emissions are regularly tracked and assessed to identify opportunities to improve energy efficiency and reduce GHG emissions, promote energy conservation and the use of renewable energy.</p> <p>IAMGOLD is committed to renewable energy as exemplified by the development of the world's largest hybrid photovoltaic plant heavy fuel oil (PV-HFO) of 15 MW at Essakane and a 5 MW solar power plant at Rosebel as well as several smaller solar projects in support of local communities in Suriname. The 15 MV PV-HFO plant at Essakane displaced 86 million litres of heavy fuel use (representing a total savings of US\$80.9 million in fuel savings) and avoid 274,110 tonnes of CO₂ emissions.</p>
	b. A statement of the purpose of the management approach	<p>The purpose of management is to:</p> <ul style="list-style-type: none"> – Comply with applicable regulatory requirements; – Quantify our impact by monitoring air quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities, and – Reduce emissions that contribute to climate change.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Energy and Greenhouse Gas Emissions Management Standard</p> <p>Consistent with IAMGOLD's Energy and Greenhouse Gases Emissions Management Standard, signed by the COO, one of our key management objectives is to reduce our emissions of greenhouse gases and resulting impacts on the environment.</p> <p>Projects in Canada are typically subject to provincial air quality guidelines and approvals which seek to protect local receivers that surround the project.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach 	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit have been reviewed to identify areas of improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Energy and GHG Emissions Management Protocol.</p> <p>Annual results are available in the TSM Progress Reports.</p>

Emissions

Disclosure	Disclosure Required			
305-1 Direct (Scope 1) GHG emissions		Rosebel	Essakane	Westwood
	a. Total direct emissions of greenhouse gases (in metric tonnes of CO ₂ equivalent) from:	161,212.00	334,588.59	11,441.76
	Waste	0.00	0.00	0.00
	Energy - Power Plant	0.00	212,994.00	0.00
	Energy - Treatment Plant	2,685.00	5,888.59	353.55
	Energy - Extraction	144,882.00	85,294.00	10,942.48
	Energy - Support Activities	248.00	3,123.00	0.00
	Company-Owned Vehicles - Operations	14,397.00	0.00	145.73
	Company-Owned Vehicles - Support Activities	0.00	27,119.00	0.00
	b. Gases included in the calculation (CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all)	CO ₂ , CO ₂ e, CH ₄ , N ₂ O, HFC-134a.	CO ₂ , HFC-134a, CH ₄ , N ₂ O, R410a, R401a, R404a.	CO ₂ , CH ₄ , N ₂ O, CO ₂ e.
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent)	Not applicable	Not applicable	Not applicable
	d. Base year for the calculation, if applicable, including:	2013 (start of using Ecometrica software)	2013 (start of using Ecometrica software)	2013 (start of using Ecometrica software)
	i. The rationale for choosing it			
	ii. Emissions in the base year	145,485.33	199,586.01	11,561.65
	iii. The context for any significant changes in emissions (in tCO ₂ e) that triggered recalculations of base year emissions	Processing more hard rock.	Mill expansion project; processing more hard rock.	Production ramp-up.
	e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GWP source: IPCC (2007). IPCC Fourth Assessment Report: Climate Change 2007. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. Use of Ecometrica platform to ensure latest emissions factors used.		
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational control	Operational control	Operational control
	g. Standards, methodologies, assumptions, and/or calculation tools used	Assessment conducted in accordance with WRI/WBCSD's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).		

Emissions

Disclosure	Disclosure Required			
305-2 Energy indirect (Scope 2) GHG emissions		Rosebel	Essakane	Westwood
	a. Total location-based energy indirect (Scope 2) GHG emissions from the generation of electricity, heating, cooling, and steaming which was consumed by the organization (in metric tons of CO ₂)	0.00	170.00	209.58
	b. If applicable, total market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	Not applicable	170.00	209.58
	c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O
	d. Indicate base year for the calculation, if applicable, including:	2013 (start of using Ecometrica software)	2013 (start of using Ecometrica software)	2013 (start of using Ecometrica software)
	i. The rationale for choosing it			
	ii. Emissions in the base year	0.00	610.87	322.99
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Not applicable	Not applicable	Not applicable
	e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GWP source: IPCC (2007). IPCC Fourth Assessment Report: Climate Change 2007. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. Use of Ecometrica platform to ensure latest emissions factors used.		
	f. Report consolidation approach for emissions; whether equity share, financial control, or operational control	Operational control	Operational control	Operational control
	g. Report standards, methodologies, assumptions, and/or calculation tools used	Assessment conducted in accordance with WRI/WBCSD's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).		

Emissions

Disclosure	Disclosure Required			
305-3	Other indirect (Scope 3) GHG emissions	Rosebel	Essakane	Westwood
	a. Total other indirect (Scope 3) GHG emissions that are a consequence of an organization's activities, but occur from sources not owned or controlled by the organization (in metric tons of CO ₂)	3,764.06	1,109.40	629.96
	b. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Not applicable	Not applicable	Not applicable
	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	Business travel, waste generated in operations, upstream transportation and distribution.	Business travel, waste generated in operations.	Business travel, waste generated in operations.
	e. Report base year for the calculation, if applicable, including:	2013 (start of using Ecometrica software)	2013 (start of using Ecometrica software)	2013 (start of using Ecometrica software)
	i. The rationale for choosing it			
	ii. Emissions in the base year	3,392.09	2,509.16	396.21
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Not applicable	Not applicable	Not applicable
	f. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GWP source: IPCC (2007). IPCC Fourth Assessment Report: Climate Change 2007. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. Use of Ecometrica platform to ensure latest emissions factors used.		
	g. Report standards, methodologies, assumptions, and/or calculation tools used	Assessment conducted in accordance with WRI/WBCSD's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).		

Emissions

Disclosure	Disclosure Required			
305-4 GHG emissions intensity		Rosebel	Essakane	Westwood
	a. GHG emissions intensity ratio for the organization			
	i. Total GHG emissions (in tonnes of CO ₂ e)	162,212.00	334,758.59	11,651.34
	ii. GHG intensity – Mill (kg CO ₂ e/tonne milled)	13.29	25.69	16.82
	iii. GHG intensity – Mine (kg CO ₂ e/tonne moved)	2.45	5.88	11.99
	b. Organization-specific metric (the denominator) chosen to calculate the ratio			
	i. Thousand tonnes of treated (milled) ore	12,208.69	13,031.43	692.63
	ii. Thousand tonnes of moved ore and waste	66,171.51	56,958.00	971.56
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Scope 1 and 2 (location)	Scope 1 and 2 (location)	Scope 1 and 2 (location)
	d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O, HFC-134a.	CO ₂ , HFC-134a, CH ₄ , N ₂ O, R410a, R401a, R404a.	CO ₂ , CH ₄ , N ₂ O.
305-5 Reduction of GHG emissions		Rosebel	Essakane	Westwood
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	No new initiatives implemented in 2018.	Commission of 15 MW solar plant, reduced 18,500 metric tons of CO ₂ .	No new initiatives implemented in 2018.
	b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	Not applicable	CO ₂	Not applicable
	c. Report base year or baseline, including the rationale for choosing it	Not applicable	2017, the year prior to commissioning of the solar plant.	Not applicable
	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Not applicable	Scope 1	Not applicable
	e. Report standards, methodologies, assumptions, and/or calculation tools used	Not applicable	Standard emission factors	Not applicable

Emissions

Disclosure	Disclosure Required			
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Rosebel	Essakane	Westwood
	a. Significant air emissions, in kilograms, for each of the following:			
	i. NOx	1,954,498	2,339,227	1,021,025.00
	ii. SOx	22,031	600,230	1,205.00
	iii. Persistent organic pollutants (POP)	Not available Plans to report next year.	Not available Plans to report next year.	Not available Plans to report next year.
	iv. Volatile organic compounds (VOC)	86,010	51,334	4,493.00
	v. Hazardous air pollutants (HAP)	Not available Plans to report next year.	Not available Plans to report next year.	Not available Plans to report next year.
	vi. Particulate matter (PM)	7,152,662	23,744,202	107,288.00
	vii. Other standard categories of air emissions identified in relevant regulations	Not applicable	Not applicable	Not applicable
	b. Report source of the emission factors used	U.S. EPA AP-42: Compilation of Air Emissions Factors. Australian National Pollutant Inventory Emission Estimation Technique Manual for Mining Version 3.1. Australian National Pollutant Inventory Emission Estimation Technique Manual for Combustion Engines version 3.0. Environment Canada Unpaved Industrial Road Dust Calculator.		
	c. Report standards, methodologies, assumptions, and/or calculation tools used	Emissions were calculated for significant mining, gold processing and supporting activities at IAMGOLD's operational mining sites. The sources of emissions included in this inventory encompass the following mining activities: <ul style="list-style-type: none"> - Blasting (gaseous emissions) - Fugitive dust emissions from material handling activities on the surface - Fugitive dust emissions from unpaved haul roads - Vehicle tailpipe exhaust emissions - Emissions from gold processing and refining - Emissions from auxiliary processes such as comfort heating and power generation. The following accepted methods were used to calculate air emissions: <ul style="list-style-type: none"> - Stack testing measurements, where available - Internationally accepted emission factors, and site activity data (note that emissions estimated using emission factors and activity data are considered to be conservative with a low likelihood to underestimate emissions since maximum annual production/consumption rates, distances, and operating hours were used in cases of uncertainty). 		

Effluents and Waste

Disclosure

Disclosure Required

103-1	Explanation of the material topic and its Boundary		Rosebel	Essakane	Westwood
		a. An explanation of why the topic is material	Guided by our vision of Zero Harm, we closely monitor waste and tailings produced as well as the quality of final effluent during mining operations and post-closure. Waste management includes waste rock, tailings, and other waste streams (hazardous and non-hazardous waste).		
		b. The Boundary for the material topic, which includes a description of: i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	This topic Boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.		
		c. Any specific limitation regarding the topic Boundary	Effluents and waste from joint venture projects where IAMGOLD is not the operator are not included. Judgment of subject matter experts is relied upon to define what is considered significant.		
103-2	The management approach and its components		Rosebel	Essakane	Westwood
		a. An explanation of how the organization manages the topic	Deposition plans are required for waste rock and tailings. Water and sediment quality monitoring is routinely conducted. Standard operating procedures are developed and maintained for material processes such as management of hazardous waste at our operating sites and spill response. In Burkina Faso, IAMGOLD's Essakane Mine provides an opportunity for the mine's scrap metal to be repurposed through the "Fonds Fer" or "Iron Fund" Program. The mine sells its leftover scrap metal at auction and uses the revenues to fund local business ideas.		
		b. A statement of the purpose of the management approach	The purpose of management is to: - Comply with applicable regulatory requirements; - Ensure waste streams are handled, stored and transported appropriately to prevent accidental release to the surrounding environment; - Quantify our impact by monitoring water quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities; and - Ensure protection of the receiving environment.		
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Our internal Sustainability Standard outlines the minimum requirements for waste management. Tailings Management Standard As per our tailings management standard, we locate, design, construct, operate and close tailings facilities in compliance with the Mining Association of Canada's (MAC) environmental policy, and with our commitment to stakeholders in mind. We ensure that all structures are stable, and all solids and water are managed within their designated areas. An accidental spill or release can be hazardous to our employees and other stakeholders, and can also contaminate the environment if not responded in a quick and effective manner. We aim to prevent material spills and have spill response procedures to respond appropriately and minimize impacts to the receiving environment.		

Effluents and Waste

Disclosure	Disclosure Required			
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit have been reviewed to identify areas of improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Tailings Management Protocol and Crisis Management and Communications Planning Protocol.</p> <p>Tailings Management Protocol.</p> <p>Crisis Management and Communications Planning.</p> <p>Annual results are available in the TSM Progress Reports.</p>		
306-1 Water discharge by quality and destination		Rosebel	Essakane	Westwood
	a. Total volume (m ³) of planned and unplanned water discharges (i.e., excluding harvested rainwater and domestic sewage) by:	3,805,530.00	0.00	3,452,266.00
	i. Destination	Mindrineti River (surface water).	Essakane is a site with "zero discharge" – no water used for industrial purposes is discharged to the environment. Water used for mineral processing is recycled for further mineral processing needs. Mine water is stored in a basin until being used. Domestic wastewater is treated then sent to an evaporation field where trees are planted.	Rivière Bousquet.
	ii. Quality of the water, including treatment method	Prior to discharge, water is treated by the Effluent Treatment Plant and aerated in the Aerated Lagoon to meet IFC discharge criteria and end-of-pipe target discharge objectives.	Not applicable "Zero discharge" site.	Treated with lime.
	iii. Whether the water was reused by another organization	No, but small scale mining in the area.	No, but there is a presence of artisanal small scale mining in the area.	No
	b. Report standards, methodologies, and assumptions used	IFC Limits for the discharge of process waste water to the surface water (WB, IFC Guidelines 2007). And End-of-Pipe target discharge objectives set by RGM for Ammonia and Total Cyanide.	Not applicable	Discharge is measured with a flowmeter on a routine basis.

Effluents and Waste

Disclosure

Disclosure Required

306-2 Waste by type and disposal method	Rosebel	Essakane	Westwood	Exploration
a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:	3,140.00	1,582.05	354.93	
i. Reuse (kg or tonnes and disposal method)	0.00	0.00	23.49	Not available
ii. Recycling (kg or tonnes and disposal method)	2,598.41	0.00	0.00	Not available
iii. Composting (kg or tonnes and disposal method)	0.00	0.00	0.00	Not available
iv. Recovery, including energy recovery	0.00	1,252.24	95.56	Not available
v. Incineration (mass burn): (kg or tonnes and disposal method)	541.59	1.01	235.88	Senegal: 800 L used oil. Suriname: Mainly petroleum-based and burned at Rosebel site.
vi. Deep well injection (kg or tonnes and disposal method)	0.00	0.00	0.00	Not available
vii. Landfill (kg or tonnes and disposal method)	0.00	0.00	0.00	Peru: 838 kg
viii. On-site storage (kg or tonnes and disposal method)	0.00	328.80	0.00	Colombia: Buried in containers of 4,838 kg hazardous waste, carried out by a contractor – Quimetales SAS and DESCONT S.A ESP.
b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:	1,091.51	771.00	2,016.79	Not available
i. Reuse (kg or tonnes and disposal method)	0.09	Not available	Not available	Colombia: 2,680 kg sacks used for temporary soil storage in platform construction were reused.
ii. Recycling (kg or tonnes and disposal method)	36.74	369.11	1,612.11	Mali: 400 kg Colombia: 625.12 kg of glass, aluminum, plastic, paper and cardboard were sent to a recycling company, that is operated by members of the local community. Quebec: 500 kg of paper.

Effluents and Waste

Disclosure	Disclosure Required				
306-2 (cont'd)	Waste by type and disposal method (cont'd)	Rosebel	Essakane	Westwood	Exploration
	iii. Composting (kg or tonnes and disposal method)	0.00	0.00	0.00	Mali: 600 kg Quebec: Less than 150 kg of domestic waste.
	iv. Recovery, including energy recovery (kg or tonnes and disposal method)	Not available	0.00	Not available	Not applicable
	v. Incineration (mass burn): (kg or tonnes and disposal method)	Not available	0.00	Not available	Suriname: 100%
	vi. Deep well injection (kg or tonnes and disposal method)	Not available	0.00	Not available	Not available
	vii. Landfill (kg or tonnes and disposal method)	1,054.68	401.88	404.68	Mali: 1,000 kg Senegal: 7.7 tonnes Peru: 610 kg Colombia: Ordinary and organic waste 1,712 kg.
	viii. On-site storage (kg or tonnes and disposal method)	Not available	0.00	Not available	Not applicable
	ix. Other (to be specified by the organization)	Not applicable			Not applicable
	c. How the waste disposal method has been determined:				
	i. Disposed of directly by the organization, or otherwise directly confirmed	Hazardous and non-hazardous waste to landfill, disposed directly by the organization.	Hazardous waste incineration and on-site storage, non-hazardous waste recycling and landfill, disposed directly by the organization.	Non-hazardous waste disposed directly by the organization.	Colombia: Non-recyclable materials are disposed by the public waste services company at the local landfill. Quebec: Disposed directly by site.
	ii. Information provided by the waste disposal contractor	Non-hazardous waste reuse.	Not available	Hazardous waste disposal information provided by contractor.	Colombia: (i) Quimetales SAS delivered a Certificate of Storage, Management of the Treatment and/or Use of Hazardous Waste. The company has government's environment license. (ii) Policy and procedures of public waste services company.
	iii. Organizational defaults of the waste disposal contractor	Recycling of hazardous waste.	Not available	Not available	Not available

Effluents and Waste

Disclosure	Disclosure Required		
306-3 Significant spills	Rosebel	Essakane	Westwood
a. Total number and total volume of recorded significant spills (m³)	None	13.102	None
b. The following additional information for each spill that was reported in the organization's financial statements:			
i. Location of spill	Not applicable	Pit	Not applicable
ii. Volume of spill	Not applicable	6,529	Not applicable
iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)	Not applicable	Oil spill on soil.	Not applicable
i. Location of spill		Road	
ii. Volume of spill		0.162	
iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)		Fuel spill on soil.	
i. Location of spill		Outside the tailings site, on the ground.	
ii. Volume of spill		2.7	
iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)		Waste spill on soil.	
i. Location of spill		Outside the tailings site, on the ground.	
ii. Volume of spill		3.711	
iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)		Chemical spill on the ground.	
c. Impacts of significant spills	Not applicable	Soil pollution.	Not applicable

Effluents and Waste

Disclosure	Disclosure Required			
306-4 Transport of hazardous waste		Rosebel	Essakane	Westwood
	a. Total weight of hazardous waste (tonnes):			
	i. Hazardous waste transported	2,625.27	Not applicable	235.88
	ii. Hazardous waste imported	0.00	0.00	0.00
	iii. Hazardous waste exported	2,625.23	0.00	0.00
	iv. Hazardous waste treated	3,316.81	Not applicable	235.88
	b. Percentage of hazardous waste shipped internationally (%)	79%	0%	0%
	c. Report standards, methodologies, and assumptions used	Unit conversions via Ecometrica.	<ul style="list-style-type: none"> • BASEL Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal adopted by the Plenipotentiary Conference on March 22nd, 1989, Implemented in Burkina Faso on May 5th, 1992; • Bamako Convention on the Prohibition on the Importation of Hazardous Wastes, the Control of Transboundary Transfers and the Management of Waste Within African Countries, signed on January 30th, 1991. • Decree regulating the collection, storage, transportation, treatment and disposal of urban waste. 	Provided by the waste disposal contractor.
306-5 Water bodies affected by water discharges and/or runoff		Rosebel	Essakane	Westwood
	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:			
	i. The size of the water body and related habitat	The Mindrineti River (downstream of Mamanari Creek) is the only perennial stream in the area, with a large drainage area of 704 km ² , located mostly to the south and upstream of the Concession.	None	Not applicable
	ii. Whether the water body and related habitat is designated as a nationally or internationally protected area	No	Not applicable	Not applicable

Effluents and Waste

Disclosure	Disclosure Required			
306-5 (cont'd)	Water bodies affected by water discharges and/or runoff (cont'd)		Rosebel	Essakane
	iii. The biodiversity value, such as total number of protected species		According to an aquatic ecosystems survey conducted in November 2017, 22 fish species and 52 specimens of macro-invertebrates were collected downstream of the discharge point (Mindrineti creek). None of these species are protected.	Not applicable
				Westwood
				Not applicable (No protected species on the site).
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks		Rosebel	Essakane
	Total amount of overburden (waste rock) generated during the year (in tonnes)		48,076,079.00	36,105,183.00
	Describe the risks associated with overburden (including waste rock)		Risks related to runoff on waste rock dumps. Procedures in place for waste rock dumps.	Risks related to runoff on waste rock dumps.
	Total amount of tailings (including sludges) generated during the year (in tonnes)		12,208,687.00	13,031,432.00
	Describe the risks associated with tailings		Risks related to tailings line rupture, and/or dam breach. Procedures in place for the tailings storage facility. A session was held by BGC (external) for the tailings dam review. Final report yet to be published, however, based on the close out session report, no significant tailings risk were detected.	Acid rock drainage (ARD) potential.
				Acid rock drainage (ARD) potential.

Environmental Compliance

Disclosure	Disclosure Required	
103-1	Explanation of the material topic and its Boundary	
	a. An explanation of why the topic is material	As per our Sustainability Policy, we are committed to establishing site operating standards and procedures to enable practices that meet or exceed relevant laws and regulations, IAMGOLD's environmental and social impact statements, environmental and social management and closure plans, and international protocols of which IAMGOLD is a signatory. We are vigilant about compliance and ensure any non-compliance is remediated swiftly.
		Sustainability Policy
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	This topic boundary includes all IAMGOLD-managed sites.
	c. Any specific limitation regarding the topic Boundary	Joint venture projects where IAMGOLD is not the operator are not included.

Environmental Compliance

Disclosure	Disclosure Required				
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	Sites are expected to meet or exceed relevant environmental laws and regulations.			
	b. A statement of the purpose of the management approach	The purpose of management is to: – Comply with applicable regulatory requirements; and – Promote accountability and transparency.			
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	<p>Sustainability Policy</p> <p>Tailings Management Standard</p> <p>It is essential to address feedback and concerns in an accessible and timely manner in order to continuously improve. As stated in our Sustainability Policy, we are committed to practising good corporate governance, transparency, fair dealing and reporting annually on our performance.</p> <p>This commitment is complemented by our tailings management standard, which states that consultations with communities of interest are organized to take into account their concerns relating to tailings facility management.</p> <p>We are committed to avoiding and/or minimizing, to an extent that is technically feasible and fiscally reasonable, any negative impacts from our mining activities.</p> <p>As part of our commitment, we partnered with UQAT-Polytechnique's Research Institute on Mines and Environment (RIME) in 2012 to support new development in environmental practices including tailings rehabilitation. Our financial commitment of \$1.5 million over five years enabled various research projects such as desulfurization of residue cover and sludge cover. With the approval of the Government of Quebec of our closure plan, IAMGOLD hopes to integrate some of the practices being researched at RIME. In 2017, IAMGOLD committed \$2 million to Laurentian University over five years in support of maintaining faculty positions in open pit mining and engineering. Part of the funds will go towards completing a new student space and upgrading student facilities as well as creating new scholarships and bursaries for undergraduate and masters students.</p>			
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As per IAMGOLD Sustainability Standard, a community and stakeholder engagement plan is required for all of our sites to ensure feedback can be received and considered.			
	a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	<p>A formal grievance mechanism is in place for dealing with complaints and/or concerns from external stakeholders. Stakeholders are well informed of the grievance mechanism which is easily accessible. The Company reports back to communities periodically with the outcomes of the grievances filed. Senior management reviews the engagement system and results annually.</p> <p>A gap analysis on IAMGOLD's sustainability framework was conducted in 2018, results of the analysis have been reviewed to identify areas of improvement.</p>			
307-1 Non-compliance with environmental laws and regulations		Rosebel	Essakane	Westwood	Corporate
	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:				
	i. Total monetary value of significant fines (USD)	0	0	0	0
	ii. Total number of non-monetary sanctions	0	1	1	0
	iii. Cases brought through dispute resolution mechanisms	0	0	0	0
	b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient				

Social Indicators

Employment

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Spanning cultures, languages and functional disciplines, IAMGOLD is a global community where thousands of employees pursue shared objectives and embrace shared values.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	This topic Boundary includes all IAMGOLD managed-sites.
	c. Any specific limitation regarding the topic Boundary	This is specific to employees and contractors hired directly by IAMGOLD.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of IAMGOLD Corporation and to support our culture of empowering people for extraordinary performance. The Talent Acquisition and Selection Standard sets out minimum standards to ensure that the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.
	b. A statement of the purpose of the management approach	The purpose of this policy is to define the minimum requirements the Company, managers, employees and Human Resources ("HR") designates are required to follow to attract qualified talent, and select and recruit candidates for employment. At IAMGOLD, people are our greatest asset: our employees' engagement and satisfaction are critical to our success. The corporation is committed to maintaining a challenging working environment in which ability and performance are recognized, free from any form of discrimination on the basis of personal relationships or contrary to law.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	At IAMGOLD, the expansive topic of employment is comprehensively managed via the implementation of categorized policies, standards, codes, and plans which communicate the minimum expectations of the organization in a fashion conducive to compliance. The Corporate Human Resources department manages the process for new employee hires in support of the business strategy. New employees are covered by the policies and practices outlined in the Employee Handbook.
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	Employees are required to undergo annual performance reviews with their managers overseen by the HR department. Exit interviews are also conducted to gather information. No significant changes to the HR function were made in 2018.

Employment

Disclosure		Disclosure Required				
401-1	New employee hires and employee turnover	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region:					
	i. Under 30 years old (A)	38	246	77	16	16
	ii. 30-50 years old (B)	46	164	50	20	11
	iii. Over 50 years old (C)	1	2	7	6	8
	iv. Total number of employees joining the organization (= A+B+C)	85	412	134	42	35
	v. Male new hires	62	311	100	22	24
	vi. Female new hires	23	101	34	20	11
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region:					
	i. Under 30 years old (A)	33	157	70	9	17
	ii. 30-50 years old (B)	43	98	49	14	11
	iii. Over 50 years old (C)	12	17	36	3	8
	iv. Total number of employees leaving employment (= A+B+C)	88	272	155	26	36
	v. Male turnover	66	212	119	14	30
	vi. Female turnover	22	60	36	12	6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:					
	i. Life Insurance	Yes	Yes	Yes	Yes	Not available
	ii. Health Care	Yes	Yes	Yes	Yes	Not available
	iii. Disability and Invalidity Coverage	Yes	Yes	Yes	Yes	Not available
	iv. Parental Leave	Yes	Yes	Yes	Yes	Not available
	v. Retirement Provision	Yes	Yes	Yes	Yes	Not available
	vi. Stock Ownership	Yes	Yes	Yes	Yes	Not available
	vii. Others	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
	b. The definition used for 'significant locations of operation'	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.

Employment

Disclosure	Disclosure Required					
401-3 Parental leave		Rosebel	Essakane	Westwood	Corporate	Exploration
a. Total number of employees that were entitled to parental leave, by gender	Male:	937	Male: 2,078	Male: 605	Male: 95	Male: Not available
	Female:	116	Female: 227	Female: 63	Female: 73	Female: Not available
b. Total number of employees that took parental leave, by gender	Male:	54	Male: 49	Male: 32	Male: 0	Male: Not available
	Female:	12	Female: 32	Female: 8	Female: 2	Female: Not available
c. Total number of employees that returned to work in the reporting period after parental leave ended by gender	Male:	54	Male: 49	Male: 32	Male: Not applicable – no employees on parental leave that ended in the reporting period	Male: Not available
	Female:	12	Female: 24	Female: 4 (4 are still in parental leave)	Female: Not applicable – no employees on parental leave that ended in the reporting period	Female: Not available
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Male:	54	Male: 49	Male: 32	Male: Not applicable – no employees on parental leave that ended in the reporting period	Male: Not available
	Female:	12	Female: 32	Female: 4 (4 are still in parental leave)	Female: Not applicable – no employees on parental leave that ended in the reporting period	Female: Not available
e. Return to work and retention rates of employees that took parental leave, by gender	Male:	RTW Rate 100%	Male: 100%	Male: RTW Rate 100%	Male: Not applicable – no employees on parental leave	Male: Not available
		Retention Rate 98%		Retention Rate 100%		
	Female:	RTW Rate 100%	Female: 97%	Female: RTW Rate 100%	Female: Not applicable – no employees on parental leave	Female: Not available
		Retention Rate: 78%		Retention Rate: 100%		

Labour/Management Relations

Disclosure	Disclosure Required						
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Labour laws and regulations vary widely across the globe. With global operations, it is important for IAMGOLD to ensure compliance with local codes.				
		b. The Boundary for the material topic, which includes a description of: i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	IAMGOLD strives to ensure that all our operations are in compliance with local labour codes.				
		c. Any specific limitation regarding the topic Boundary	Reporting on this topic is limited to jurisdictions IAMGOLD operates in.				
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	All IAMGOLD operations follow the local labour codes and ensure compliance with national legislation, where applicable. Working conditions and other negotiated benefits are also outlined in collective agreements.				
		b. A statement of the purpose of the management approach	It is important to ensure that organized labour rights are accommodated by IAMGOLD.				
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	See above.				
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	No external or internal audit or verification activities occurred in 2018.				
402-1	Minimum notice periods regarding operational changes		Rosebel	Essakane	Westwood	Corporate	Exploration
		a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	2-3 weeks	4 weeks	2 weeks	2 weeks	Depends on the local legislation; between 2-4 weeks
		b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	Yes	No	Yes	Not available	Not available

Labour/Management Relations

Disclosure		Disclosure Required				
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Rosebel	Essakane	Westwood	Corporate	Exploration
	Number of strikes and lock-outs exceeding one week's duration, by country	0	0	0	Not applicable	Not applicable

Occupational Health and Safety

Disclosure		Disclosure Required	
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Occupational Health and Safety is material as material risks can have serious consequences to IAMGOLD's stakeholders, both internally (IMG employees and contractors) and externally (host communities, governments, shareholders), if not managed effectively.
		b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> Where the impacts occur; The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	Health and Safety impacts can occur at any point in IAMGOLD operations, in all locations.
		c. Any specific limitation regarding the topic Boundary	The H&S function is decentralized to the sites and functions. Corporate H&S manages our global H&S Performance, but each site is responsible for managing its local H&S Performance in accordance with IMG's Standards and Procedures. Financial resources are allocated at the corporate level to support the sites and H&S professionals are situated at each of our sites.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	The Health and Safety Program takes a risk-based approach, guided by our vision of Zero Harm. All of our material health and safety (H&S) risks are documented in risk registers for each of our sites and various departmental functions, which are then consolidated to create the overall company-wide risk register by the Chief Operating Officer. Once risks are identified, prevention and mitigation controls are put in place to manage these risks if they cannot first be eliminated. Audits and inspections are performed to ensure the maintenance and performance of these controls.
		b. A statement of the purpose of the management approach	IAMGOLD has a vision to lead the mining industry in providing a secure, healthy and injury-free work environment. Our people are empowered and committed to embracing the Zero Harm vision.
		c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> Policies Commitments Goals and targets Responsibilities Resources Grievance mechanisms Specific actions, such as processes, projects, programs and initiatives 	<ul style="list-style-type: none"> H&S Performance monthly report and statistics (leading and lagging indicators): A systematic performance reporting process used by every site at IAMGOLD. Significant Incident Report (SIR) Procedure and reporting, which include sharing of lessons learned. Mind Body Achievement (MBA) Program: A behaviour-based program to reduce, report and eliminate at-risk situations and conditions and to encourage and improve safety leadership among workers. IAMTRAVELLING: A safe travel initiative to inform and protect our business travellers and expatriates travelling abroad. TSM: The Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) program, which monitors health and safety initiatives, as well as crisis management and emergency response plans. OHSAS 18001: Two sites out of three are OHSAS certified. Enterprise Risk Management: An initiative to identify and manage our internal H&S risks. Employee Assistance Program (EAP): An HR-managed initiative which provides professional health and well-being support to IMG employees and their families, such as psychological, nutritional and financial guidance.

Occupational Health and Safety

Disclosure

Disclosure Required

103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	Compliance with company-wide H&S objectives is measured against a set of key performance indicators (KPIs), including both lagging and leading indicators, that are reviewed with the general managers and the COO on a monthly basis in order to apply lessons learned and continuously improve. The leading indicators provide insight into how to achieve our objectives, and the lagging indicators show where our systems have failed and where we can improve. 2018 marked the creation of a new health and safety framework, which will be implemented over the next few years.				
403-1	Workers representation in formal joint management-worker health and safety committees	a. The level at which each formal joint management-worker health and safety committee typically operates within the organization	Rosebel	Essakane	Westwood	Corporate	Exploration
			There are Safety committees for the Mine operations and Mine technical services divisions to help monitor and advise on the H&S programs. There are also steering committees with representation of the relevant departments for implementing H&S programs.	The Health and Safety Committee is composed of 50% workers and 50% managers. The President is appointed by the General Manager. He is assisted by 2 vice-presidents, one is a worker representative and the other is a representative of the employer. The structure of the committee was revised in 2018 to include two sub committees: <ul style="list-style-type: none">Departmental health and safety committeesLocal health and safety committees At least one member of each committee sits on the health and safety committee.	A Health and Safety Committee composed of 12 members: <ul style="list-style-type: none">7 members from the trade union comprised of 3 mine workers, 1 mill worker, and 3 mechanical/ electrical maintenance workers5 representatives of the employer comprised of 2 representatives from operations, 2 from the mill, and 1 from mechanical and electrical maintenance.	There is a formal health and safety committee for the Corporate office with 8 members.	Colombia: The Health and Safety committee are in place in accordance with labour laws. Meetings are held every three months. The Health and Safety committee is composed of 2 employee representatives and 1 employer representative, as per local law. Ontario: Field Office. Peru: Labour and administrative. Quebec: No committee.

Occupational Health and Safety

Disclosure

Disclosure Required

403-1 (cont'd)	Workers representation in formal joint management- worker health and safety committees (cont'd)		Rosebel	Essakane	Westwood	Corporate	Exploration
		b. Percentage of workers whose work, or workplace, is controlled by the organization, represented in formal joint management-worker health and safety committees	Between 50% and 75%.	All departments have representatives on the Health and Safety Committee.	72% of workers represented at the Health and Safety Committee.	100%	<p>Colombia: There are 10 employees at the Colombia operations, so, the Health and Safety Committee represents all the employees in the meetings (100%). The representatives of the employees were elected by the employees.</p> <p>Ontario: 100%</p> <p>Peru: 50%</p> <p>Quebec: 100%</p>
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities		Rosebel	Essakane	Westwood	Corporate	Exploration
		a. Types of injuries, injury rate, occupational disease rate, lost day rate, absentee rate and workforce related fatalities for all employees:					
		i. Types of injuries	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).
		ii. Injury rate (IR rate = the frequency of injuries relative to the total time worked by the total workforce in the reporting period)	Total Recordable Incident Frequency Rate (TRIFR): 1.51 (based on 200,000 work hours).	Total Recordable Incident Frequency Rate (TRIFR): 0.20 (based on 200,000 work hours).	Total Recordable Incident Frequency Rate (TRIFR): 8.42 (based on 200,000 work hours).	Total Recordable Incident Frequency Rate (TRIFR): 0.00 (based on 200,000 work hours).	Total Recordable Incident Frequency Rate (TRIFR): 0.38 (based on 200,000 work hours).
		iii. Occupational disease rate (ODR = the frequency of occupational diseases relative to the total time worked by the total workforce in the reporting period)	Data not being tracked.	Data not being tracked.	Data not being tracked.	Data not being tracked.	Data not being tracked.

Occupational Health and Safety

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration	
403-2 (cont'd)	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities (cont'd)	iv. Lost day rate (LDR) – (Days Away, Restricted or Transferred Frequency Rate (DART FR) = the impact of occupational accidents and diseases as reflected in time off work by the affected workers; it is expressed by comparing the total lost days to the total number of hours scheduled to be worked by the workforce in the reporting period)	DART FR: 0.81 (based on 200,000 work hours). LDR: 0.44 (based on 200,000 work hours).	DART FR: 0.13.	DART FR: 4.88 (based on 200,000 work hours).	DART FR: 0.00 (based on 200,000 work hours).	DART FR: 0.38 (based on 200,000 work hours).
		v. Absentee Rate (AR = total absent days ÷ total days scheduled to be worked for the period)	3.57%	Data not being tracked.	10.29%	Data not being tracked.	Data not being tracked.
		vi. Total number of work-related fatalities	0	0	0	0	None
	b. Types of injuries, injury rate and workforce related fatalities for all workers (contractors minus employees) whose work, or workplace is controlled by the organization:						
	i. Types of injuries	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).		First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI).	
	ii. Injury rate (IR rate = the frequency of injuries relative to the total time worked by the total workforce in the reporting period)	Total Recordable Incident Frequency Rate (TRIFR): 1.73 (based on 200,000 work hours).	Not available	Total Recordable Incident Frequency Rate (TRIFR): 8.02 (based on 200,000 work hours).		Not available	
	iii. Total number of work-related fatalities	0	0	0		None	
	c. The system of rules applied in recording and reporting accident statistics						
			OSHA	OSHA	OSHA	OSHA	OSHAs

Occupational Health and Safety

Disclosure	Disclosure Required			
403-3 Workers with high incidence or high risk of diseases related to their occupation		Rosebel	Essakane	Westwood
	a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases	Yes	Yes	Yes
	If yes, please provide a brief description of the activities and risks involved	<p>Operation and maintenance of mining and milling operations – risks:</p> <ul style="list-style-type: none"> Exposure to silica, arsenic, cyanide, heat stress, vibration, noise, lead, ammonia, heavy metals. 	<p>This is mainly the risk of dusts containing arsenic at the following positions:</p> <ul style="list-style-type: none"> Fine coal incinerator operator, Crusher operator, Activities in the Gold Room such as smelting, Mechanical preparation in the laboratory, Driller, Pit and crusher activities also present risks of exposure to silica, Lead in the metallurgy laboratory, Welders are exposed to welding fumes. 	<p>Activities related to underground operation and maintenance of mining equipment:</p> <ul style="list-style-type: none"> Work involving handling and lifting of load (physical injuries), Work involving heavy machinery operation (physical injury and material breakage), Exposure to contaminants: silica (silicosis), diesel particles (cancer), noise (hearing loss), thermal stress, welding fumes containing heavy metals (cancer), vibration (MSD), chemicals (cyanide, SO₂).
403-4 Health and safety topics covered in formal agreements with trade unions		Rosebel	Essakane	Westwood
	a. Whether formal agreements (either local or global) with trade unions cover health and safety	Yes	Yes	Yes
	b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements			
	i. Personal protective equipment	100% (HSC).	100% (HSC).	100% (HSC).
	ii. Joint management-worker health and safety committees	100%, once per month (HSC).	100%, once per month (HSC).	100%, once per month (HSC).
	iii. Participation of worker representatives in health and safety inspections, audits and accident investigations	100%, based on a schedule.	No, part of the labour code.	100%, based on a schedule.
	iv. Training and education	Yes, based on the year's needs.	No, part of the labour code.	Yes, based on the year's needs.
	v. Complaints mechanism	100% involved.	No, part of the labour code.	100% involved.
	vi. Right to refuse unsafe work	100% involved.	100% involved.	100% involved.
	vii. Periodic inspections	100% involved.	100% involved.	100% involved.

Training and Education

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Training and education is material within IAMGOLD operations because in a dynamic and evolving technical industry, it is important for IAMGOLD to work with qualified and competent individuals.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	Training and education opportunities are available for IAMGOLD employees.
	c. Any specific limitation regarding the topic Boundary	See above.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD provides on-the-job training and support for career development through action learning, special projects, job rotation, professional memberships and conferences.
	b. A statement of the purpose of the management approach	IAMGOLD is committed to providing the necessary support, education and training to ensure effective performance and maintenance of necessary professional licences and designations among all employees.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Annual performance evaluations are managed through our Performance Management Process, which includes objective setting as well as mid-year and year-end reviews. Employees and their managers jointly determine individual performance objectives that support achieving business priorities. Tracking performance goals holds individuals accountable for their growth and development as effective members of the IAMGOLD team. No significant changes to this process were made in 2018.
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	See 103-2 (c).

Training and Education

Disclosure

Disclosure Required

404-1	Average hours of training per year per employee	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:					
	i. Gender	Category not specified in our reporting: 50.30	Male: 21 Female: 11	Male: 6.8 hours Female: 5.5 hours	Male: Not tracked Female: Not tracked	Male: Not tracked Female: Not tracked
	ii. Employee category	Category not specified in our reporting: 50.31	Management: 112 Non-management: 19	Management: 9.6 hours Non-management: 4.7 hours	Management: Not tracked Non-management: Not tracked	Management: Not tracked Non-management: Not tracked
404-2	Programs for upgrading employee skills and transition assistance programs	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Type and scope of programs implemented and assistance provided to upgrade employee skills					
	i. Internal training courses	The company provides a range of Safety, Technical, Leadership & Operational Training. The Mine Operations, Mine Maintenance and Mill department have a training department and provides specialized training to enhance the skills of the employees.	Leadership, management, technical, IT and language training.	Senior leadership development programs, toolbox for supervisors.	Compliance Courses related to Code of Conduct, Anti-Corruption, Anti-bribery, etc.	Yes
	ii. Funding support for external training or education	Yes	Yes	Yes – Workshop, seminar, hydraulics training for mechanical, first responder for firemen.	Yes	Yes

Training and Education

Disclosure		Disclosure Required					
404-2 (cont'd)	Programs for upgrading employee skills and transition assistance programs (cont'd)		Rosebel	Essakane	Westwood	Corporate	Exploration
	iii. The provision of sabbatical periods with guaranteed return to employment		If an employee in writing and stating reasons requests unpaid leave for urgent personal reasons, such request shall be assessed by the employer. To the extent the duties so allow, the unpaid leave shall be granted for minimum of 1 (one) day and maximum of 3 (three) months. The employee shall not enjoy salary and emoluments during the period of time of the unpaid leave granted. The employer is entitled to either approve or refuse requests for unpaid leave.	Yes	Case by case basis.	Case by case basis.	No
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:						
	i. Pre-retirement planning for intended retiree	No	No	No	No	Yes	No
	ii. Retraining for those intending to continue working	No	No	No	No	Yes	No
	iii. Severance pay	Yes	Yes	Yes	Yes	Yes	Yes
	iv. Job placement services	No	Yes	No	No	Yes	No
	v. Assistance (e.g., training, counselling) on transitioning to a non-working life	No	No	No	No	Yes	No

Training and Education

Disclosure	Disclosure Required						
404-3	Percentage of employees receiving regular performance and career development reviews		Rosebel	Essakane	Westwood	Corporate	Exploration
		a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:	Male: 42%	Male: 100%	Male: 100%	Male: 100%	Male: 100%
			Female: 64%	Female: 100%	Female: 100%	Female: 100%	Female: 100%
			Management: 100%	Management: 100%	Management: 100%	Management: 100%	Management: 100%
			Non-management: 40%	Non-management: 100%	Non-management: 100%	Non-management: 92%	Non-management: 45%

Diversity and Equal Opportunity

Disclosure	Disclosure Required	
103-1	Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material</p> <p>IAMGOLD is committed to diversity and equal opportunity and aims to facilitate employment opportunities based on ability and experience.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ol style="list-style-type: none"> Where the impacts occur; The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships <p>IAMGOLD is committed to diversity and equal opportunity at all our operations.</p> <p>c. Any specific limitation regarding the topic Boundary</p> <p>This topic Boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.</p>
103-2	The management approach and its components	<p>a. An explanation of how the organization manages the topic</p> <p>IAMGOLD's Code of Business Conduct and Ethics embodies our commitment to respect the right of all employees to fair treatment, equal opportunity and a working environment free from discrimination or harassment of any sort. Our internal diversity policy codifies the importance of a diverse workforce where the rights and differences among our employees are maintained and respected. At IAMGOLD, each employee is responsible for maintaining a work environment that is free from discrimination and harassment. The policy also provides specific guidelines that outline the organization's commitment to increasing diversity of our leadership management team and the Board of Directors.</p> <p>b. A statement of the purpose of the management approach</p> <p>The purpose of the management approach is to effectively fulfill the organization's commitment to ensuring employees are hired based on performance and ability.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ol style="list-style-type: none"> Policies Commitments Goals and targets Responsibilities Resources Grievance mechanisms Specific actions, such as processes, projects, programs and initiatives <p>Diversity Standard</p> <p>Code of Business Conduct and Ethics</p>

Diversity and Equal Opportunity

Disclosure

Disclosure Required

103-3 Evaluation
of the
management
approach

For each material topic, the reporting organization shall report the following information:

a. An explanation of how the organization evaluates the management approach, including:

- The mechanisms for evaluating the effectiveness of the management approach;
- The results of the evaluation of the management approach;
- Any related adjustments to the management approach

As part of IAMGOLD's commitment to diversity and equal opportunity, we regularly measure and monitor the effectiveness of our efforts to create and promote a fair hiring process and a diverse workforce. Annually, all employees are required to complete an online training module on the Code of Business Conduct. No significant changes were made to this topic in 2018.

405-1 Diversity of
governance
bodies and
employees

	Rosebel	Essakane	Westwood	Corporate	Exploration
a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:					
i. Gender	Male: Not available (represented by governance bodies at the Corporate level).	Male: 1.04% (25 of 2,413).	Male: Not available (represented by governance bodies at the Corporate level).	Male: 80%	Male: Not available (represented by governance bodies at the Corporate level).
	Female: Not available (represented by governance bodies at the Corporate level).	Female : 0.08% (2 of 2,413).	Female: Not available (represented by governance bodies at the Corporate level).	Female: 20%	Female: Not available (represented by governance bodies at the Corporate level).
ii. Age group:					
Under 30 years old	Not available (represented by governance bodies at the Corporate level).	0%	Not available (represented by governance bodies at the Corporate level).	Not available	Not available (represented by governance bodies at the Corporate level).
30-50 years old		23%			
Over 50 years old		6%			
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not tracked	Not tracked	Not tracked	Not tracked	Not tracked
b. Percentage of employees per employee category in each of the following diversity categories:					
i. Gender	Male: 89%	Male: 88%	Male: 91%	Male: 56%	Male: 80%
	Female: 11%	Female: 12%	Female: 9%	Female: 44%	Female: 20%
ii. Age group:					
Under 30 years old	6%	13%	20%	11%	16%
30-50 years old	80%	81%	56%	61%	61%
Over 50 years old	14%	6%	24%	28%	24%
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not available	Not available	Not available	Not available	Not available

Diversity and Equal Opportunity

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
405-2 Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category	Administrative/ Technical Female: Not applicable Male: \$119,000.00	Administrative/ Technical Female: \$48,670 CAD Male: \$66,070 CAD	Administrative/ Technical Female: \$59,140.00 Male: \$72,430.00	Administrative/ Technical Female: \$70,770.00 Male: \$72,950.00	Administrative/ Technical Female: \$25,000.00 Male: \$30,330.00
		Professional/ Supervisor Female: \$94,030.00 Male: \$129,080.00	Professional/ Supervisor Female: \$58,000 CAD Male: \$72,940 CAD	Professional/ Supervisor Female: \$81,910.00 Male: \$99,330.00	Professional/ Supervisor Female: \$93,250.00 Male: \$94,780.00	Professional/ Supervisor Female: \$54,100.00 Male: \$52,010.00
		Managers/ Directors Female: \$144,780.00 Male: \$144,640.00	Managers/ Directors Female: \$100,880 CAD Male: \$129,450 CAD	Managers/ Directors Female: \$129,820.00 Male: \$135,030.00	Managers/ Directors Female: \$147,590.00 Male: \$154,570.00	Managers/ Directors Female: \$148,820.00 Male: \$121,190.00
	b. The definition used for 'significant locations of operation'	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.	Operating mine sites and corporate head office.

Non-Discrimination

Disclosure	Disclosure Required
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material
	All employees, contractors and representatives are entitled to work in an environment free from discrimination, harassment and violence in which all individuals are treated with respect and dignity.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> Where the impacts occur; The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships
	c. Any specific limitation regarding the topic Boundary
	IAMGOLD's Discrimination, Harassment, & Violence Standard applies to all employees, contractors and representatives worldwide, including joint ventures, and to all activities that occur while on Company premises or while engaging in Company business activities or social events.

Non-Discrimination

Disclosure	Disclosure Required						
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Any employee, contractor or representative whose behaviour constitutes discrimination, harassment or violence will be subject to disciplinary action, including, without limitation, termination for cause, and further legal action. Discrimination is defined as any action, policy or differential treatment (either intentional or unintentional) having an adverse impact on an individual on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, pregnancy, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or other unmeritorious consideration.				
		b. A statement of the purpose of the management approach	IAMGOLD does not tolerate any form of discrimination, harassment or violence.				
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Discrimination, Harassment & Violence in the Workplace Standard				
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	There is a workplace violence program that accompanies this standard. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.				
		a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	The Company, as the employer, will ensure this standard and the supporting program are implemented and maintained. All workers and supervisors will receive appropriate information and instruction on the contents of the standard and program. Supervisors are required to adhere to this standard and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves. Every worker must work in compliance with this standard and the supporting program. All workers are encouraged to raise any concerns about violence in the workplace and to report any violent incidents or threats. No significant changes were made to this program in 2018.				
406-1	Incidents of discrimination and corrective actions taken		Rosebel	Essakane	Westwood	Corporate	Exploration
		Total number of incidents of discrimination during the reporting period (i.e., on grounds of race, 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)	0	0	0	0	Not available
		b. Status of the incidents and actions taken with reference to the following:					
		i. Incidents reviewed by the organization	0	0	0	0	Not available
		ii. Remediation plans being implemented	0	0	0	0	Not available
		iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	0	0	0	0	Not available
iv. Incidents no longer subject to action	0	0	0	0	Not available		

Security Practices

Disclosure		Disclosure Required					
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	IAMGOLD employs trained security personnel wherever required, as safety and security are of the utmost importance to the organization.				
		b. The Boundary for the material topic, which includes a description of: i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	All security employees and contractors are required to adhere to the Voluntary Principles on Security and Human Rights (VPSHR).				
		c. Any specific limitation regarding the topic Boundary	All security employees and contractors are required to adhere to the Voluntary Principles on Security and Human Rights (VPSHR).				
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. Training incorporates the Voluntary Principles on Security and Human Rights (VPSHR).				
		b. A statement of the purpose of the management approach	It is imperative IAMGOLD's security personnel including contractors follow VPSHR and that they act in an ethical manner.				
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Human Rights Policy				
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	Our Corporate Security standard ensures that an annual audit is conducted that addresses the highest priority security risks. These audits ensure that our security procedures are compliant with corporate strategy, standards, relevant legislation and regulations. IAMGOLD also conducts an annual inspection of private security provider training records to ensure compliance with foundational and refresher VPSHR training. Training is provided to key management and superintendent on VPSHR awareness by a third party. No significant changes were made in 2018.				
410-1	Security personnel trained in human rights policies or procedures		Rosebel	Essakane	Westwood	Corporate	Exploration
		a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	100%	66.66%	Not applicable	Not applicable	West Africa Only: 100%
		b. Whether training requirements also apply to third-party organizations providing security personnel	Yes	60%	60%	Not applicable	West Africa Only: Yes

Rights of Indigenous Peoples

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	The respect of the rights of Indigenous Peoples is paramount to IAMGOLD, especially with activities that could affect these communities.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	IAMGOLD strives to ensure that employees and contractors respect the rights of Indigenous Peoples.
	c. Any specific limitation regarding the topic Boundary	IAMGOLD strives to ensure that employees and contractors respect the rights of Indigenous Peoples.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the Safety, Environment and Reserves Committee. This structure ensures that IAMGOLD's vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Standard, which gives detailed guidance on best practices for community relations and development.
	b. A statement of the purpose of the management approach	When it comes to our host communities, IAMGOLD has an objective to go beyond our Zero Harm initiative and provide tangible betterment to communities. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR).
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2018.

Rights of Indigenous Peoples

Disclosure		Disclosure Required				
411-1	Incidents of violations involving rights of Indigenous Peoples	Rosebel	Essakane	Westwood	Corporate	Exploration
	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period	None	None	None		None
	b. For incidents identified, provide details of status of the incidents and actions taken with reference to the following:					
	i. Incidents reviewed by the organization	Not applicable	Not applicable	Not applicable		Not applicable
	ii. Remediation plans being implemented	Not applicable	Not applicable	Not applicable		Not applicable
	iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	Not applicable	Not applicable	Not applicable		Not applicable
	iv. Incidents no longer subject to action	Not applicable	Not applicable	Not applicable		Not applicable
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Rosebel	Essakane	Westwood	Corporate	Exploration
	Whether site operations are taking place in or adjacent to Indigenous Peoples' territories	Yes. There is a village within 1 km range of an open pit: Royal Hill.	Yes, the site is on land owned by local communities that were compensated through formal agreements.	A Consultation and Accommodation Agreement between the Abitibiwini First Nations Council and the Government of Quebec was signed in December 2016. Under this agreement, the Westwood Mine would be located on the territory of Pikogan Reserve Lands and the mine was encouraged to implement the Indigenous consultation recommendations proposed in the agreement for businesses located on reserve lands. Note, however, that the agreement does not create a legal obligation for the companies, but rather aims to encourage good relations.		

Rights of Indigenous Peoples

Disclosure		Disclosure Required					
MM5 (cont'd)	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities (cont'd)		Rosebel	Essakane	Westwood	Corporate	Exploration
	Whether there are any formal agreements in place with Indigenous Peoples' communities		There is a protocol in place to manage SSM activities on the property. There is no formal agreement for any other topic.	Yes, there are formal agreements as part of the memoranda of understanding (2008 and 2012) for the implementation and expansion of mining operations. We have other agreements to develop communes (communal development plans) impacted by the company, as well as the regional council of Sahel (regional development plan).	No		

Human Rights Assessment

Disclosure		Disclosure Required	
103-1	Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships <p>c. Any specific limitation regarding the topic Boundary</p>	<p>IAMGOLD is committed to establishing an organizational culture which respects internationally recognized human rights as set forth in the United Nations Declaration of Human Rights and the four fundamental principles and rights at work enshrined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work</p> <p>IAMGOLD strives to ensure that all employees and contractors adheres to human rights principles including as part of our procurement policy.</p> <p>IAMGOLD strives to ensure that all employees and contractors adheres to human rights principles including as part of our procurement policy.</p>

Human Rights Assessment

Disclosure		Disclosure Required		
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD has a Sustainability Policy that incorporates human rights. The Company's Sustainability Standard provides specific direction to implement the policy consistently, using best practices across all sites.	
		b. A statement of the purpose of the management approach	The purpose of the management approach is to ensure that the human rights of all stakeholders within IAMGOLD operations are respected.	
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Humans Rights Policy	
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2018.	
412-1	Operations that have been subject to human rights reviews or impact assessments	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	Rosebel One (1) in 2017-2018 RGM conducted an ESIA for the Pikin Saramacca project (RGM satellite pit) in which possible impact on human rights was highlighted.	Essakane On all occasions, we note the presence of human rights representatives (associations/NGOs or state services) during the resettlement negotiations, the resettlement monitoring committee and the communication committee of the mine. We invited the Regional Director of Human Rights as well as human rights and human rights associations to visit the mine, its facilities and its social achievements.
			Westwood No human rights review was done at Westwood in the reporting year.	

Human Rights Assessment

Disclosure	Disclosure Required			
412-2	Employee training on human rights policies or procedures	Rosebel	Essakane	Westwood
	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	All security employees (70) and security contractors (65) have received the training on Voluntary Principles on Human Rights. An annual refresher course that consists of eight (8) hours training per person. A total of 69 employees attended this training.	78 (all) employees received training, on average of 4 hours.	None, all employees are expected to comply with Canadian law.
	b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	6.04%	66% of all security employees have received training on Voluntary Principles on Human Rights.	None, all employees are expected to comply with Canadian law.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	No significant investment agreement was signed in the reporting period.		
	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (either moved the organization into a position of ownership in another entity, or initiated a capital investment project that was material to financial accounts)			
	b. The definition used for 'significant investment agreements'	An agreement that moved the company into a position of ownership in another entity or another capital investment that was material to financial accounts.		

Local Communities

Disclosure	Disclosure Required	
103-1	Explanation of the material topic and its Boundary	
	a. An explanation of why the topic is material	The respect of local communities is paramount to IAMGOLD.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	IAMGOLD strives to ensure that all employees and contractors respect local communities and strive to ensure our activities have minimal impact on the communities.
	c. Any specific limitation regarding the topic Boundary	IAMGOLD strives to ensure that all employees and contractors respect local communities and strive to ensure our activities have minimal impact on the communities.

Local Communities

Disclosure		Disclosure Required	
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the Safety, Environment and Reserves Committee. This structure ensures that IAMGOLD's vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Standard, which gives detailed guidance on best practices for community relations and development.
		b. A statement of the purpose of the management approach	When it comes to our host communities, IAMGOLD has an objective to go beyond our Zero Harm initiative and provide tangible betterment to communities. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR).
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach 	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2018.

Local Communities

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Exploration
413-1 Operations with local community engagement, impact assessments, and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:				
	i. Social impact assessments, including gender impact assessments, based on participatory processes	Yes, a needs assessment study was conducted in all seven RGM COIs between 2017 and 2018.	See the DREP (Regional Directorate of Economy and Planning) study on the improvement of livelihood conditions, specific socio-economic studies (e.g. RAP 2, RAP 1), the INSUCO study.	The Westwood Mine being located outside urban centres, no impact is observed on the site.	<p>Ontario: Yes, as part of the Environmental Assessment process for the provincial and federal government.</p> <p>Colombia: 16 community meetings with local people of El Zancudo. Sitio Viejo, Otra Mina and Tiritibi town were held, in total 389 people participated.</p> <p>Suriname: Environment and Social Impact Assessment (ESIA) process completed for Saramacca.</p> <p>Peru: 100%</p> <p>Senegal: Environment and Social Impact Assessment (ESIA) completed for Boto.</p>
	ii. Environmental impact assessments and ongoing monitoring	<p>RGM has conducted an environmental impact assessment and currently there are environmental monitoring programs for wildlife, aquatic life, surface- and groundwater based on the results of that study.</p> <p>The Environmental, Social Impact Assessment (ESIA) for the proposed Saramacca Satellite Mine Project was finalized in December 2018. There is currently an ongoing process of updating all the RGM Procedures to include findings that apply to this Project.</p>	<p>Various follow-up missions of the BUNEE (National Office of Environmental Assessment), BUMIGEB (Bureau of Mines and Geology in Burkina) and the Inspectorate General of Mines, Audit ISO 14001.</p> <ul style="list-style-type: none"> Vibration assessment in the riparian villages, measurements made in the presence of the communities Noise assessment Standing Committee on the nuisances/jobs and expectations of the CVD of the municipality of Falagountou and the municipality of Gorom-Gorom. 	<p>Monitoring is done in accordance with federal and provincial regulation. It is done in compliance with the required time frame.</p>	<p>Ontario: Yes, as part of the Environmental Assessment process for the provincial and federal government.</p> <p>Colombia: Followed up on water conditions in the exploration zones, we took two different studies at different times with the objective of gathering data on water quality before and after the drilling process began.</p> <p>Peru: 100%</p> <p>Suriname: ESIA process completed for Saramacca.</p> <p>Senegal: Environment and Social Impact Assessment (ESIA) completed for Boto.</p>

Local Communities

Disclosure		Disclosure Required				
413-1 (cont'd)	Operations with local community engagement, impact assessments, and development programs (cont'd)		Rosebel	Essakane	Westwood	Exploration
		iii. Public disclosure of results of environmental and social impact assessments	Yes, there were public disclosure meetings held in Paramaribo and the local communities in Brokopondo.	Through organizations such as the Essakane mine communication committee (EMCC), the Falagountou committee on pollutants, the report of the Ministry of Mines, the operational social and environmental management program report.	The monitoring results are available to the public by request.	<p>Colombia: Presentation to environmental authority CORANTIOQUIA of a report about our obligations and environmental practices. The results of the report were presented to the local community during our regular meetings.</p> <p>Ontario: Yes, the complete Environmental Assessment process document is available on the corporate website. Public disclosure also through quarterly newsletters and public townhalls.</p> <p>Peru: 100%</p> <p>Suriname: ESIA completed for Saramacca.</p> <p>Senegal: ESIA submitted and approved by the government and partial disclosure of the report to the general public.</p>
		iv. Local community development programs based on local communities' needs	Yes, a community development program adjusted to a recent perception study of community and assessment in 2014. We are currently conducting a new needs assessment.	Yes, through communal development plans (PCD) and the regional development program (PRD). In collaboration with the populations, this assessment resulted in the identification and prioritization of the investment needs: education, health, agriculture, environment, economic infrastructures, water, supplier capacity-building, support to vulnerable households, sanitation, access to energy.	Westwood mine is involved in culture, sports, education, and health of local communities.	<p>Ontario: Yes, Impact and Benefit agreement signed with two local First Nations to develop community needs programs and funding in partnership.</p> <p>Colombia: Not available</p> <p>Peru: 100%</p> <p>Senegal: Yes, community investment program exists.</p> <p>Quebec: Sponsorship of local events and programs for local indigenous communities.</p>

Local Communities

Disclosure		Disclosure Required				
413-1 (cont'd)	Operations with local community engagement, impact assessments, and development programs (cont'd)		Rosebel	Essakane	Westwood	Exploration
		v. Stakeholder engagement plans based on stakeholder mapping	Yes, stakeholder mapping is done regularly in case of changing dynamics and engagement is done accordingly.	Local Business Strengthening Program, Support Program for Vocational Education for Students, Teachers and Youth, Youth Activity Support Program (Sports and Culture) Program for Youth support for women's activities (micro-credit, sensitization on social ills, etc.), support program for vulnerable households, food security program, development of vegetable gardens for women's benefit, program for the rehabilitation of vulnerable households, income-generating activities benefit of women, the Iron Fund for the financing of youth and women's projects, the vegetable garden development program, the partnership with UNDP, FAO to support vegetable gardens.	The stakeholder engagement programs take into account the different cultures of the stakeholders.	<p>Ontario: Yes, as part of the Environmental Approval process for federal and provincial government.</p> <p>Colombia: Numerous meetings and guided visits to the exploration and drill zones with stakeholders to explain the process and answer any questions.</p> <p>Peru: 100%</p> <p>Senegal: Yes, stakeholder mapping done as part of the ESIA process. Stakeholder engagement plans has been created and enacted.</p>
		vi. Broad-based local community consultation committees and processes that include vulnerable groups	Yes. We have consultation committees in all COIs with special focus on youth (youth talent development) and women (special training programs).	Relocation monitoring committees 1 and 2, EMCC (Essakane mine communication committee), community visit, management visits, CSR report, report to the Ministry of Mines, public inquiries.	Periodic meetings are held to meet with community members.	Not available
		vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	Consultation Committees are within all COIs that functions as counterpart for the company.	Health, Safety and Environment Committee.	A Health and Safety committee is located at the mine site.	<p>Colombia: Regular community meetings and occupational health and safety committees.</p> <p>Ontario: Yes, as part of IBAs signed with local First Nations.</p> <p>Peru: 80%</p> <p>Senegal: Yes, weekly H&S meetings.</p>

Local Communities

Disclosure		Disclosure Required				
413-1 (cont'd)	Operations with local community engagement, impact assessments, and development programs (cont'd)		Rosebel	Essakane	Westwood	Exploration
		viii. Formal local community grievance processes	We have an approved grievance mechanism through which all complaints are processed and managed.			Colombia: Works councils, occupational safety and health committees and other representative bodies of workers to deal with the impacts. Ontario: Formal grievance process exists. Peru: 100% Senegal: Formal process under development, informal process exists.
413-2	Operations with significant actual and potential negative impacts on local communities		Rosebel	Essakane	Westwood	Exploration
		a. Operations with significant actual and potential negative impacts on local communities, including:				
		i. The location of the operations	Yes, District of Brokopondo.	Yes, mainly the communes of Falagountou and Gorom Gorom and the neighbouring villages.	Preissac, Cadillac.	Not available
		ii. If yes, describe the significant actual and potential negative impacts of operations	Yes, however all possible impacts are managed carefully through prior engagement and or scientific evaluation if need be. Impact assessment and management plans are drawn up and implemented to identify and mitigate these impacts. Noise and vibration in one of the pits are clearly noticeable in the closest village. The villagers and the company use the same access road, which causes some excess in dust accumulations. Company infrastructure limits access of villagers to hunting, fishing, lumber and ASM areas, due to procedural accommodation.	<ul style="list-style-type: none">▪ Loss of cultivable land▪ Emanation of dust, noise, vibration▪ Decrease of the water resource▪ Contamination of water, soil and air▪ Loss of grazing area	Seismic events; communities' concerned about the structural damage to houses in connection with seismic events. Breakage of dams could also pose a risk to communities.	Not available

Local Communities

Disclosure		Disclosure Required				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples		Rosebel	Essakane	Westwood	Exploration
	Number of significant disputes relating to land or resource use of local communities and Indigenous Peoples associated with current, planned or proposed future operations		With the signing of the Roma East Protocol with the SSMs of the local village in 2017 any ongoing issue regarding the Nw Koffiekamp SSMs access to natural resources has been brought to a hold. This signed multi-stakeholders protocol presents the opportunity for an area for the SSMs of Nw Koffiekamp to mine on the RGM concession. This protocol is being monitored by the stakeholders who signed this agreement namely the Surinamese Government, Local authority (District Commissionair of Brokopondo), the Traditional authority of Nw Koffiekamp and makamboa, the SSM organization of Nw Koffiekamp.	None, but the dispute register shows 224 minor disputes mainly related to blasting activities.	None	Not available
	Describe the nature of these disputes		Currently there is no dispute; ongoing engagement with the community stakeholders under the Roma East Protocol.	The most important are: blasting effect (143), disturbance of fields (24), employment (10), dust (11) and purchase and services (8).	Not applicable	Not available
	Status of the disputes relating to land use, customary rights of local communities and Indigenous Peoples		The dispute (regarding access to economical viable land for SSM near the village) has been settled through a partnership protocol with all relevant stakeholders namely, village leadership, GoS, SSM and enforcement agencies.	All the complaints registered were treated and mostly closed: the unresolved complaints are mainly related to the effects of blasting, the dust for which commissions were set up (commission nuisance) whose leadership was entrusted to the mayors, also studies initiated to find solutions.	Not applicable	Not available
	Definition of Significant Dispute		We define disputes on scale from 1-5, with level 4 or higher being classified as a "significant" dispute. A level 4 dispute is one which would result in protest, arrests, and/or human rights allegations, while a level 5 dispute would be one which would result in an international court hearing or extreme levels of protest resulting in severe injuries or death.			

Local Communities

Disclosure		Disclosure Required				
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes		Rosebel	Essakane	Westwood	Exploration
	What actions were taken to resolve disputes related to land use and customary rights of local communities and Indigenous Peoples?		There were no disputes in the reporting year with regard to land use.	List of assets compiled by an independent organization, implementation of a negotiation committee to achieve compensation agreements involving: replacement of fields, financial compensation, implementation of a livelihood restoration program (plowing, provision of fertilizer and seeds, technical help).	There were no disputes in the reporting year with regard to land use.	Not available
	Were grievance procedures used?		Not applicable	Yes, the grievance procedure was used. Grievance received (telephone, meeting, letter, etc.), complainant informed that the grievance will be analyzed, a solution will be proposed, validated and implemented. Complaint will be closed once a solution has been implemented.	Not applicable	Not available
	What was the outcome of the procedures used?		Not applicable	All recorded grievances were processed and the majority were closed. Unresolved grievances are essentially related to blasting impacts, for which an ad hoc committee was implemented with the communities to find the best solution. There are also a few field-related grievances for which the resolution is in progress.	Not applicable	Not available

Artisanal Small-Scale Mining

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Artisanal and small-scale mining can be difficult to avoid in areas where public regulation on the matter is minimal or does not exist. IAMGOLD recognizes the negative impacts of these activities and makes efforts to reduce them at our sites.
	b. The Boundary for the material topic, which includes a description of: i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	This topic is limited to where we have operating sites.
	c. Any specific limitation regarding the topic Boundary	This topic is limited to where we have operating sites.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD strives to ensure that our operations coexist and operate in harmony with small-scale miners including providing small-scale miners with training on safe methods and safe handling of chemicals. We have a number of agreements in place with small-scale miners globally.
	b. A statement of the purpose of the management approach	The purpose of the approach is to ensure that proper health and safety practices are followed and that the impact to the environment is minimal.
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR).
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have grievance mechanisms in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2018.

Artisanal Small-Scale Mining

Disclosure	Disclosure Required			
MM8	Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.	Rosebel	Essakane	Westwood
	Identify where ASM takes place on, or adjacent to, the Company's sites, or where it presents risks to the Company's operations	In Roma East pit under guidance of a signed multistakeholders Roma East Protocol (Major partners are SSM organization Nw Koffiekamp, The government of Suriname and RGM).	There are traditional gold panning sites all around the site. The exploitation activities are done on a fenced space, the risks for the activities are lower. On the other hand, for exploration activities, there is an interaction. We are therefore monitoring gold mining activities around the mine and we give support to their association leaders for awareness and better health care and we also have dialogues with them to facilitate the work of the organization.	None
	Report the number of ASM operations that take place on, or adjacent to, the site and describe the situation	One (1) operation in Roma East Pit on the RGM concession. 2 known operation outside the RGM concession, but adjacent which are closely managed by RGM and the Government of Suriname.	Approximately 6 in 2018, but it changes often.	Not applicable
	Identify the nature of the risks (answer yes or no to the topics below and provide a brief description, including actions taken to manage and mitigate these risks):			
	i. Environmental risks (e.g. mercury and cyanide pollution, dumping of tailings into river systems)	Risks: Use of mercury, improper waste management within SSM operation.	Risks: Opening a quarry, drilling deep holes, rockslide, water and air pollution caused by the use of chemicals such as cyanide and mercury.	Not applicable
		Mitigation: Centralization of SSM activity to better control the dispersion on RGM property. Even though uncontrollable actions of a third party on which RGM nor the local government has a grip, there are designated areas within our operations. Through training provided by RGM, and ongoing awareness through engagement designated areas implemented allow for improved waste and tailings management of SSM operations.	Mitigation measures: Information and awareness-raising by the ASM association, financial support by Essakane to carry out these prevention activities.	Not applicable
	ii. Risk and access with security teams	Risks: Violence against security personnel and government forces.	Risks: Physical or verbal aggression, falling in a hole, difficult access, risks of rockslide in ASM drifts.	Not applicable
		Mitigation: Vehicles protected with metal window screens and personnel equipped with tactical PPE (e.g., shields, Riot helmets).	Mitigation measures: Information provided by community leaders and ASM association.	Not applicable

Artisanal Small-Scale Mining

Disclosure		Disclosure Required			
MM8 (cont'd)	Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks. (cont'd)		Rosebel	Essakane	Westwood
		iii. Hazard risks to health	Risks: Yes, domestic waste and oil, mercury use in the operation.	Risks: Contamination by pollutants, dust, fall from height that could result in death.	Not applicable
			Mitigation: Uncontrollable actions of a third party on which RGM nor the local government has a grip. Implementation of designated areas for domestic waste, waste oil, tailings, closed waste water circuit.	Mitigation measures: Information, involvement of community leaders, involvement of ASMs, support for awareness-raising and better sanitation management, installation of latrines, etc.	Not applicable

Resettlement

Disclosure		Disclosure Required	
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Due to the nature of mining, production activities inherently require land use and alteration. IAMGOLD is committed to resettling our sites in a manner that is both safe and sustainable for the environment and local communities.
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships 	IAMGOLD strives to limit resettlement of communities where possible.
		c. Any specific limitation regarding the topic Boundary	See above.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD's Sustainability Standard outlines the necessity of a closure plan as a portion of each site's required Environmental and Social Impact Assessment. The closure plan must outline the site's proposed strategy for transitioning the site to a stable condition upon cessation of commercial mining activity and will be developed at the direction of the Corporate Health, Safety, and Sustainability team in coordination with site management and Operations.
		b. A statement of the purpose of the management approach	The purpose of the management approach is to ensure that each site has a comprehensive plan in place for the resettlement of the mining concession that satisfies all requirements of the organization's Closure Standard.
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR). Specifically, our resettlement policy uses IFC guidelines Standard 5 and has comprehensive community engagement guidelines to ensure a participative process for all stakeholders involved.

Resettlement

Disclosure

Disclosure Required

103-3 Evaluation
of the
management
approach

For each material topic, the reporting organization shall report the following information:

a. An explanation of how the organization evaluates the management approach, including:

- The mechanisms for evaluating the effectiveness of the management approach;
- The results of the evaluation of the management approach;
- Any related adjustments to the management approach

IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2018.

MM9 Sites where
resettlements
took place,
the number of
households
resettled in
each, and
how their
livelihoods
were affected
in the process

Rosebel

Essakane

Westwood

Did any community
resettlement occur?

No

No

No

For each resettlement,
please provide the
following information:

i. The number of
households involved in
the resettlement program

Not applicable

Not applicable

Not applicable

If the number is available,
how many individuals
were involved?

ii. What consultation
processes and
measures were put in
place to re-establish the
affected community?

Not applicable

Not applicable

Not applicable

iii. What was the process
to mitigate any impacts
of relocation?

Not applicable

Not applicable

Not applicable

iv. What were the outcomes
in terms of livelihoods,
including sustainable
land use?

Not applicable

Not applicable

Not applicable

v. Were there significant
disputes related to
resettlement and the
processes employed
to resolve outstanding
issues? If yes, describe

Not applicable

Not applicable

Not applicable

Closure Planning

Disclosure		Disclosure Required			
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	An economic mining deposit is considered to be finite and active operations will ultimately come to an end. IAMGOLD is committed to responsible mine closure. Upon closure, some mining components will remain and may permanently alter the pre-existing landforms. These are primarily the tailings management facilities, mine rock piles, and any open pits and/or underground workings. Reclamation efforts are guided towards a suitable end land use as per agreed-upon closure criteria such as physical, chemical and biological stability.		
		b. The Boundary for the material topic, which includes a description of: i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	This topic boundary includes all IAMGOLD managed operations. Closure plans for advanced exploration & development projects, and closed sites are expected to meet or exceed relevant laws and regulations.		
		c. Any specific limitation regarding the topic Boundary	Joint venture projects where IAMGOLD is not the operator are not included.		
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	IAMGOLD's Sustainability Standard outlines the necessity of a closure plan as a portion of each site's required Environmental and Social Impact Assessment. The closure plan must outline the site's proposed strategy for transitioning the site to a stable condition upon cessation of commercial mining activity and will be developed at the direction of the Corporate Health, Safety, and Sustainability team in coordination with site management and Operations. Closure plans are required at all IAMGOLD operations. Mine closure plans are updated routinely throughout the Life-of-Mine (LOM). Mine closure plans are updated every 5 years for operating sites or as management regulated. Progressive reclamation is strongly encouraged, where feasible.		
		b. A statement of the purpose of the management approach	The purpose of management is to: - Comply with applicable regulatory requirements, - Adequately prepare for a transition from operations into closure to ensure consideration of environmental and social aspects and sufficient funding is secured, and - Implement reclamation activities and monitor for effectiveness.		
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	IAMGOLD is developing an internal Closure Standard that elaborates on the closure requirements outlined in the IAMGOLD Sustainability Standard.		
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	As a member of the Mining Association of Canada (MAC), IAMGOLD has endorsed the TSM Mine Closure Framework . Closure Plans are currently in the process of being updated at our sites.		
MM10	Number and percentage of operations with closure plans		Rosebel	Essakane	Westwood
		Closure plan (yes/no, date of last update, status)	Yes, closure plan updated in 2018.	Yes, 2013, update in progress.	Yes, closure plan updated in 2016.
		Percentage of operations with closure plans	100%, mine closure plans are reviewed and updated routinely and help inform the Asset Retirement Obligation (ARO), which is updated on an annual basis at a minimum.		

Public Policy

Disclosure		Disclosure Required				
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	As with our host communities, IAMGOLD strives to ensure we have strong relationships through ongoing dialogue with host governments to promote trust and transparency.			
		b. The Boundary for the material topic, which includes a description of: i. Where the impacts occur; ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	This topic is limited to our operations and activities.			
		c. Any specific limitation regarding the topic Boundary	This topic is limited to our operations and activities.			
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	As a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions.			
		b. A statement of the purpose of the management approach	As a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions.			
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	As a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions.			
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. The mechanisms for evaluating the effectiveness of the management approach; ii. The results of the evaluation of the management approach; iii. Any related adjustments to the management approach	No review of management approach for 2018.			
415-1	Political contributions		Rosebel	Essakane	Westwood	Corporate
		a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	0	0	0	0
		b. If applicable, how the monetary value of in-kind contributions was estimated	Not applicable	Not applicable	Not applicable	Not applicable

