



2021 Sustainability Report

SASB Tables



IAMGOLD[®]
CORPORATION

2021 SASB

SASB Table			
Code	Accounting Metric	Unit of Measure	Value
Greenhouse Gas Emissions			
EM-MM-110a.1	Gross global Scope 1 emissions*	Metric tons (t) CO ₂ -e	596,549.03
	<i>Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations' is not applicable</i>		
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 greenhouse gas (GHG) emissions	n/a	<p>IAMGOLD announced in September 2021 comprehensive action to combat climate change- a commitment to achieve net negative GHG emissions by no later than 2050. This commitment composed of two separate global targets:</p> <ol style="list-style-type: none"> 1) Reductions in Scope 1 (direct) and Scope 2 (indirect – energy) GHG emissions. IAMGOLD committed to reducing its emissions profile to as close to zero as possible by no later than 2050. Initial work is focusing on defining specific options to address the Company's largest sources of emissions: heavy and light vehicle fleets and power generation and supply. IAMGOLD's commitments will be updated in 2025 to incorporate targets for our Scope 3 (indirect – value chain) emissions. 2) GHG removals. Reversing the effects of climate change requires not only that emissions be reduced, but that substantial amounts of existing GHG also be removed from the atmosphere. As part of this target, IAMGOLD has committed to achieve net positive biodiversity, wherein the Company will create more habitat than it disturbs. IAMGOLD plans to achieve this global target through investments in nature-based solutions that further biodiversity objectives and act as carbon sinks. Investment opportunities will be pursued at the Company's operating sites, as well as regionally and globally, to ensure the maximum possible benefit for every dollar invested.
	Discussion of emission reduction target(s) and analysis of performance against the target(s)	n/a	<p>Absolute reductions form a critical part of IAMGOLD's strategy to actively combat climate change, with investments in nature-based carbon offset projects supporting greenhouse gas removals. IAMGOLD is committed to advancing initiatives in reductions and removals in parallel.</p> <p>Currently, IAMGOLD is in the process of completing an initial GHG emissions roadmap with interim objectives as well as complete a biodiversity baseline study at our sites. By end of 2022, IAMGOLD will publish a detailed roadmap on achieving net negative emissions and net positive biodiversity by 2050 as well as interim objectives. IAMGOLD will also publish its inaugural TCFD report.</p>
	The scope of the emission reduction target (e.g., the percentage of total emissions the target is applicable to)	n/a	Net negative emissions by 2050; this is an organization-wide initiative. IAMGOLD's operational footprint composed of Canada, West Africa and South America.
	Whether the target is absolute- or intensity-based, and the metric denominator, if it is an intensity-based target	n/a	Absolute-based target; detailed roadmap to be published in late 2022.
	The percentage reduction against the base year, with the base year representing the first year against which emissions are evaluated toward the achievement of the target	n/a	Detailed roadmap to be published in late 2022.

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SASB data covers three operational mine sites only - Essakane, Westwood and Rosebel.

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	The timelines for the reduction activity, including the start year, the target year, and the base year	n/a	Detailed roadmap to be published in late 2022.
	The mechanism(s) for achieving the target	n/a	Detailed roadmap to be published in late 2022.
	Any circumstances in which the target or base year emissions have been, or may be, recalculated retrospectively or the target or base year has been reset	n/a	Detailed roadmap to be published in late 2022.
	Discussion of the activities and investments required to achieve the plans and/or targets, and any risks or limiting factors that might affect achievement of the plans and/or targets	n/a	<p>Detailed roadmap to be published in late 2022.</p> <p>Some of the activities and investments that will be required include:</p> <ul style="list-style-type: none"> - Significantly reduce organizational carbon footprint by investing in green and renewable technology - Ensure each site has progressive rehabilitation site plans in place - Invest in projects with similar habitats to regions where we operate as well as globally that can act as carbon sinks/sequestration.
	Discussion of the scope of strategies, plans, and/or reduction targets, such as whether they pertain differently to different business units, geographies, or emissions sources	n/a	Detailed roadmap to be published in late 2022.
	Discussion of whether strategies, plans, and/or reduction targets are related to, or associated with, emissions limiting and/or emissions reporting-based programs or regulations	n/a	Detailed roadmap to be published in late 2022.
	Disclosure of strategies, plans, and/or reduction targets shall be limited to activities that were ongoing (active) or reached completion during the reporting period	n/a	IAMGOLD's comprehensive plan to combat climate change was announced in September 2021. The press release can be accessed here .
Energy Management			
EM-MM-130a.1	Total energy consumed	Gigajoules (GJ)	9,050,618.83
	Percentage grid electricity	Percentage (%)	13.8
	Percentage renewable	Percentage (%)	1.18
Water Management			
EM-MM-140a.1	Total fresh water withdrawn	Thousand cubic meters (m ³)	33,849.1
	Percentage fresh water withdrawn in regions with High or Extremely High Baseline Water Stress	Percentage (%)	25.6
	Total fresh water consumed	Thousand cubic meters (m ³)	27,401.4
	Percentage fresh water consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	31.61

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EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits	Number	1 In late 2021, Westwood identified some non-compliances in effluent management and reporting practices at site. The non-compliances were self-reported to regulators in early 2022 along with a summary of corrective actions implemented to address them. Environmental monitoring programs conducted in collaboration with regulators around the site over the past five years did not detect any measurable impact on the receiving environment from the reported non-compliances. The Company will continue to work collaboratively with regulators on any additional measures or actions that they might recommend.
	Number of incidents of non-compliance associated with water quality standards	Number	0
	Number of incidents of non-compliance associated with water quality regulations	Number	0
EM-MM-150a.1	Total weight of tailings waste	Metric tons (t)	24,621,680
	Percentage recycled of mineral processing waste <i>Non-tailings waste that is either discarded or released to the environment.</i>	Percentage (%)	4
EM-MM-150a.2	Total weight of mineral processing waste	Metric tons (t)	38,127,211
EM-MM-150a.3	Number of tailings impoundments - High hazard potential	Number	1
<p><i>This disclosure differs from SASB which asks for breakdowns by MSHA Hazard Potential. IAMGOLD is reporting using the Canadian Dam Safety Guidelines</i></p> <p><i>For information on the organization's tailings management, please see the 2021 Sustainability Report pages 33-34.</i></p>			
Biodiversity Impacts			
EM-MM-160a.1	Description of environmental management plan(s) implemented at active sites	n/a	Every active site has a large array of environmental management plans in place from water monitoring, air and noise to waste. These management plans are updated periodically to ensure they stay relevant to current site activities.
	Lifecycle stages to which the plan(s) apply, such as: pre-bid (when the entity is considering acquisition of a site), exploration and appraisal, site development, production, and during closure, decommissioning, and restoration	n/a	Applies at all stages of life cycle.
	The topics addressed by the plan(s), such as: ecological and biodiversity impacts, waste generation, noise impacts, emissions to air, discharges to water, natural resource consumption, and hazardous chemical usage	n/a	Site-level environmental management plans are all-encompassing and include every aspect from air and noise, managing population influx to monitoring water quality.
	The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization), a governmental agency, or some combination of these groups.	n/a	Plans are designed to be aligned with the Mining Association of Canada's Towards Sustainable Mining (TSM) as well as relevant IFC Performance Standards.

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	<p>Where relevant, the entity shall describe specific policies and practices that apply to areas with protected conservation status and/or areas of critical habitat, which are defined by the International Finance Corporation (IFC) Performance Standard 6 as:</p> <p>Areas with high biodiversity value, including</p> <ul style="list-style-type: none"> (i) habitat of significant importance to Critically Endangered and/ or Endangered species; (ii) habitat of significant importance to endemic and/or restricted-range species; (iii) habitat supporting globally significant concentrations of migratory species and/or congregatory species; (iv) highly threatened and/or unique ecosystems; and/or (v) areas associated with key evolutionary processes 	n/a	IAMGOLD applies the TSM Biodiversity Conservation Management Protocol at all of our sites as well as relevant IFC performance standards.
	<p>The entity shall disclose the degree to which its policies and practices are aligned with the International Finance Corporation's (IFC) Performance Standards on Environmental and Social Sustainability, January 1, 2012, including specifically:</p> <p>Performance Standard 1 – Assessment and Management of Environmental and Social Risks and Impacts.</p> <p>Performance Standard 3 – Resource Efficiency and Pollution Prevention.</p> <p>Performance Standard 4 – Community Health, Safety, and Security.</p> <p>Performance Standard 6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources.</p>	n/a	Environmental and social impact assessments (ESIA) which have been conducted for all operating sites are guided by IFC Performance Standards. The ESIA forms the basis of both environmental management and community engagement plans.
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur	Percentage (%)	33.33% – Westwood
	Percentage of mine sites where acid rock drainage is: (2) actively mitigated	Percentage (%)	0.0%
	Percentage of mine sites where acid rock drainage is: (3) under treatment or remediation	Percentage (%)	33.3% – Westwood
EM-MM-160a.3	Percentage of proved reserves in or near sites with protected conservation status or endangered species habitat:	Percentage (%)	0.0%
	Percentage of probable reserves in or near sites with protected conservation status or endangered species habitat:	Percentage (%)	0.0%
Security, Human Rights & Rights of Indigenous Peoples			
EM-MM-210a.1	Percentage of proved reserves in or near areas of conflict:		
	<i>The percentage of proved and probable reserves is for the whole country.</i>		
	Open Pit: Low grade 0–0.5 gold grams per tonne	Percentage (%)	18.8% Burkina Faso
	Percentage of probable reserves in or near areas of conflict:		
	Open Pit: Average grade 0.5–1.5 gold grams per tonne	Percentage (%)	21.1% Burkina Faso

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Code	Accounting Metric	Unit of Measure	Value
EM-MM-210a.2	Percentage of proved reserves in or near indigenous land:	Percentage (%)	0.1% Westwood
	Percentage of probable reserves in or near indigenous land:	Percentage (%)	0.1% Westwood
EM-MM-210a.3	Description of due diligence practices and procedures with respect to indigenous rights of communities in which it operates or intends to operate, which include, but are not limited to:		
	1. Upholding International Labour Organization (ILO) Convention No. 169		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.
	2. Use of free, prior, and informed consent (or consultation) processes		These guiding principles are applied through a commitment to respect cultural heritage and traditions of local and indigenous communities as well as engaging with Indigenous communities in a manner that respects the principle of self-determination and aim to achieve Indigenous People's rights to Free, Prior, and Informed Consent. For more information, please see our Indigenous Engagement Policy
	3. The establishment of project grievance mechanisms		IAMGOLD has grievance mechanisms in place at all of our operating and exploration sites.
	4. The establishment of formal community agreements		IAMGOLD strives to have formal community agreements in place with host communities where possible. Further information on this is outlined in our annual Sustainability report available publicly on our website .
	Description of due diligence practices and procedures with respect to human rights, including:	n/a	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 as outlined in our Human Rights Policy .
	1. Upholding the fundamental ILO conventions on freedom of association (No. 87), collective bargaining (No. 98), forced labor (No. 29, No. 105), child labor (No. 138, No. 182), fair wages (No. 100), and discrimination (No. 111).		
	2. Implementation of the European Commission's "Oil and Gas Sector Guide on Implementing the UN Guiding Principles on Business and Human Rights," specifically Human Rights Due Diligence (Principle 17a-c).		Not Applicable
	3. Implementation of Voluntary Principles on Security and Human Rights.		IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. IAMGOLD is also committed to addressing child rights through the Corporate Security and Human Rights Management Standard and Guidelines. Training for security personnel incorporates the Voluntary Principles on Security and Human Rights (VPSHR) and the UNICEF Child Rights and Security Checklist. For details on alignment of our security practices to VPSHR, please see here .

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	Discussion of practices and procedures while operating in areas of conflict, such as: 1. Describing its approach according to the Five-Step Framework outlined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.		The World Gold Council's Conflict Free Gold Standard was developed and based upon internationally-recognized benchmarks and helps to "operationalize" the OECD's Due Diligence Guidance for Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas. As a member of the World Gold Council, IAMGOLD is required to certify and provide assurance that gold has been extracted at each operation in a manner that does not cause, support or benefit unlawful armed conflict, contribute to serious human rights abuses or breach international law. IAMGOLD's most recent report can be found on our website .
	Due diligence processes employed during all stages of project development (i.e., prior, during, and post)	n/a	<p>IAMGOLD's Human Rights Policy applies to all stages of project development. IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency.</p> <p>All projects are expected to complete an environmental and social impact assessment which outlines the basis for monitoring issues during the life of mine.</p> <p>As required per IAMGOLD mine closure standard, social transition programs are included in closure plans and life of mine. Community development strategy based on consultation and alignment with stakeholders, including Indigenous people, local communities and governments.</p>
	Governance mechanisms the company puts in place to ensure that its policies and practices are adhered to throughout all levels of the organization	n/a	All of our operations also have grievance mechanisms in place to ensure any issues identified are resolved in a timely manner. Outcomes of grievances raised are published annually through the annual report available on our website .
	How practices apply to business partners, such as contractors, sub-contractors, suppliers, and joint venture partners. 1. Where practices do not apply to business partners, the entity may discuss factors that prevent the application of such practices.	n/a	All of IAMGOLD's business partners are expected to be compliant with the Supplier Code of Business Conduct and Ethics Standard . IAMGOLD is in the process of the implementing the Supplier Code with new and existing business partners. The Code outlines expectations on legal compliance, respecting human rights and dignity, environment, community and health & safety, and treatment of company assets. Suppliers are required to provide evidence of audits against this standard or are required to submit to an audit conducted by IAMGOLD. As IAMGOLD is still in the implementation phase of the Supplier Code, suppliers have not been required to provide evidence of audits in 2021.
Community Relations			
EM-MM-210b.1	<p>Discussion of processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business, where community rights and interests include:</p> <ol style="list-style-type: none"> 1. Economic rights and interests, including, but not limited to, employment, fair wages, payment transparency, national resource governance, and respect of infrastructure and agricultural land. 2. Environmental rights and interests, including, but not limited to clean local air and water, as well as safe discharge and disposal of waste. 3. Social rights and interests, including, but not limited to adequate health care, education, and housing. 4. Cultural rights and interests, including, but not limited to protection of places of cultural significance (e.g., sacred sites or burial sites). 	n/a	<p>IAMGOLD strives to ensure that all employees and contractors respect local communities and strive to ensure our activities have minimal impact on the communities. 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 Sustainability Committee. 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 and Community Relations Handbook, which gives detailed guidance on best practices for community relations and development. 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. IAMGOLD ensures the 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. Details of grievances are published annually through this report.</p>

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Code	Accounting Metric	Unit of Measure	Value
	Lifecycle stages to which its practices apply, such as: pre-bid (when the entity is considering acquisition of a site), exploration and appraisal, site development, mineral production, and during closure, decommissioning, and restoration	n/a	These processes and procedures apply to all lifecycle stages.
	The community rights and interests (enumerated above) specifically addressed by the practices	n/a	See above.
	The underlying references for its procedures, including whether they are codes, guidelines, standards, or regulations and whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization), a governmental agency, or some combination of these groups	n/a	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, World Gold Council's Responsible Gold Mining Principles (RGMP) and the Voluntary Principles on Security and Human Rights (VPSHR). All of IAMGOLD's Sustainability related policies can be found on our website .
	<p>The degree to which policies and practices are aligned with the International Finance Corporation's (IFC) Performance Standards on Environmental and Social Sustainability, January 1, 2012, including specifically:</p> <ol style="list-style-type: none"> 1. Performance Standard 4 - Community Health, Safety, and Security 2. Performance Standard 5 - Land Acquisition and Involuntary Resettlement 3. Performance Standard 8 - Cultural Heritage 	n/a	IAMGOLD's sustainability program including the Community Relations Handbook which was created to be aligned with all IFC Performance Standards on Environment and Social Sustainability.
	How practices apply to business partners such as contractors, sub-contractors, suppliers, and joint venture partners	n/a	All of IAMGOLD's business partners are expected to be compliant with the Supplier Code of Business Conduct and Ethics Standard . IAMGOLD is in the process of the implementing the Supplier Code with new and existing business partners. The Code outlines expectations on legal compliance, respecting human rights and dignity, environment, community and health & safety, and treatment of company assets. Suppliers are required to provide evidence of audits against this standard or are required to submit to an audit conducted by IAMGOLD. As IAMGOLD is still in the implementation phase of the Supplier Code, suppliers have not been required to provide evidence of audits in 2021.
	Description of efforts to eliminate or mitigate community risks and/or address community concerns	n/a	All of IAMGOLD's operations have completed Environmental and Social Impact Assessments that evaluates, manages and mitigates risks and is the foundation of our site community engagement plans. Host communities are engaged with on a regular basis and kept apprised of operational developments. When necessary, community feedback is considered as part of operational strategy.
	Quantification of community risks	n/a	IAMGOLD has developed and implemented several plans and processes to manage risks and opportunities associated with community rights and interests. Each site possesses its own risks register where community risks are evaluated and updated on a regular basis and at least once a year. At and around our sites outside Canada (Rosebel and Essakane), the main community risks span from illegal artisanal and small-scale mining and pit intrusions, loss of our social licence to operate due to unmatched community expectations on local employment, local content and lack of impact of community development programs as well as social transition at closure. The community risks assessment is used at each location as one of the main elements in the definition of the community development programs.

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Code	Accounting Metric	Unit of Measure	Value
	Identification and description of country risks specific to projects and unique operating context	n/a	Country risk factors specific to our projects are outlined in our Annual Information Form .
	Number of non-technical delays	Number	0
	Duration of non-technical delays	Days	0
Labour Relations			
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, Canadian employees (Westwood)	Percentage (%)	65
	This disclosure differs from SASB which asks for data on US versus foreign employees		
	Percentage of active workforce covered under collective bargaining agreements, non-Canadian employees (Essakane)	Percentage (%)	98
	This disclosure differs from SASB which asks for data on US versus foreign employees		
	Percentage of active workforce covered under collective bargaining agreements, non-Canadian employees (Rosebel)	Percentage (%)	63
	This disclosure differs from SASB which asks for data on US versus foreign employees		
EM-MM-310a.2	Number of strikes and lockouts	Number	0
	The definition used for a strike/lockout is taken from the GRI (exceeding one week's duration) rather than the SASB definition (involving 1,000 or more workers lasting one full shift or longer)		
Workforce Health & Safety			
EM-MM-320a.1	Fatality rate: full-time employees	Rate	0
	Fatality rate: contract employees	Rate	0
	Average hours of health, safety, and emergency response training for full-time and contract employees (Essakane)	Rate	1.39
	Average hours of health, safety, and emergency response training for full-time and contract employees (Rosebel)	Rate	1.38
	Average hours of health, safety, and emergency response training for full-time and contract employees (Westwood)	Rate	5.75
Business Ethics & Transparency			

SASB Table			
Code	Accounting Metric	Unit of Measure	Value
EM-MM-510a.1	Description of the management system and due diligence procedures for assessing and managing corruption and bribery risks internally and associated with business partners in its value chain	n/a	<p>IAMGOLD requires all employees, contractors and representatives to act in accordance with all applicable laws and IAMGOLD policies and standards, and to ensure their actions are in the best interests of IAMGOLD. IAMGOLD prohibits bribery and corruption in all its business dealings around the world and expects its employees, contractors and representatives to conduct business ethically.</p> <p>IAMGOLD's Anti-Bribery and Anti-Corruption Standard and Policy outlines the organization's expectations as it relates to government relations, gifts and entertainment, and reporting violations. IAMGOLD's internal audit team conducts semi-annual reviews to ensure IAMGOLD is in alignment with domestic and international laws.</p> <p>IAMGOLD's Code of Business Conduct equips all employees with a set of common principles for dealing with sensitive issues that have the potential to impact our business and our reputation. The policy helps all employees to properly guide judgements, decisions, behaviour, and actions that flow from conducting business.</p> <p>All IAMGOLD employees complete an annual certification on the Code of Conduct and Business Ethics, and the Anti-Bribery and Anti-Corruption policy.</p> <p>Further, IAMGOLD has a separate Supplier Code of Business Conduct and Ethics that outlines organizational expectation on supplier management of matters of ethics. The Global Supply Chain team may seek to conduct due diligence on any Supplier. This may take the form of requesting evidence of a recent audit completed or a direct audit of the supplier's primary facilities.</p>
	<p>Discussion of the implementation of one or more of the following:</p> <ol style="list-style-type: none"> 1. Key Organisation for Economic Co-operation and Development (OECD) guidelines; 2. International Chamber of Commerce (ICC): Rules of Conduct against Extortion and Bribery; 3. Transparency International: Business Principles for Countering Bribery; 4. United Nations Global Compact: 10th Principle; 5. World Economic Forum (WEF): Partnering Against Corruption Initiative (PACI) 	n/a	<p>All directors, employees, contractors and representatives of IAMGOLD conduct their dealings with government officials and employees in compliance with the Corruption of Foreign Public Officials Act (Canada) (the "CFPOA"), the Foreign Corrupt Practices Act (United States) (the "FCPA") and local laws.</p>
	<p>Discussion of laws or regulations related to payments transparency that it is subject to, including, but not limited to:</p> <ol style="list-style-type: none"> 1. European Union Accounting Directive Chapter 10; 2. European Union Transparency Directive Article 6; 3. Norway Forskrift om land-for-land-rapportering; 4. Canada Extractive Sector Transparency Measures Act 	n/a	<p>IAMGOLD publishes an Annual Extractive Sector and Transparency Measures Act Report, audited by an independent third party, which outlines all payments made to various governments and by project (taxes, royalties, fees, bonuses, dividends, etc.) for the previous fiscal year.</p> <p>IAMGOLD supports and participates in the Extractive Industries Transparency Initiative (EITI) in host countries that have committed to implement the initiative.</p>
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tons (t) saleable	<p>IAMGOLD has three operating mines in Burkina Faso, Suriname and Canada. None of these countries are in the 20 lowest rankings in Transparency International's Corruption Index for 2021.</p>
Activity Metrics			

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Code	Accounting Metric	Unit of Measure	Value
EM-MM-000.A	Production of metal ores	Metric tons (t)	23,017,795.1
	Production of finished metal products	Metric tons (t) saleable	20
EM-MM-000.B	Total number of employees (Operating sites only)	Number	4,582
	Percentage contractors (Operating sites only)	Percentage (%)	23.5
<i>SASB data covers three operational mine sites only – Essakane, Westwood and Rosebel</i>			