



HSS.002

Alcohol, Smoking, and Drug Use Standard

Brief Description: Defines the minimum requirements for the preventing and addressing of alcohol, smoking, and drug use in the workplace.

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1.0 Standard

The purpose of this standard is to define the minimum requirements IAMGOLD Corporation (“the Company”) employees, contractors and representatives are required to follow in preventing and addressing alcohol, smoking, and drug use in the workplace.

2.0 Scope

This standard applies to all employees, contractors and representatives worldwide, including joint ventures where the Company has a controlling interest, and to all activities that occur while on Company premises or while engaging in Company business activities, or social events.

3.0 General Principles

The Company is committed to providing a safe, alcohol, smoke, and drug-free workplace. Smoking on office premises, as well as the abuse of alcohol, and drugs will not be tolerated. The Company reserves the right to prohibit certain items and substances from being brought on to, or being present on Company premises. The Company prohibits employees, contractors and representatives from reporting to work or working with any measurable level of illegal drugs, alcohol or other controlled substance, in accordance with local laws, which may affect the employee, contractor or representative’s ability to work safely.

Any employee, contractor or representative who is found to be in violation of this standard will be subject to removal from site and disciplinary action, including, without limitation, termination for cause.

4.0 Prohibited Behaviour

The following behaviour is strictly prohibited:

- Employees, contractors and representatives shall not be under the influence of any alcohol, illegal drugs or impaired through the use or misuse of prescribed or over-the-counter medication during work hours, operating a Company vehicle or machinery, or are in the act of conducting Company business regardless of location.
- The use, possession, sale, manufacture or dispensation of any illegal drug, alcohol, or paraphernalia associated with either.
- The use of alcohol or illicit narcotics off Company premises that adversely affects the employee, contractor or representative’s work performance, his or her own

safety or the safety of others at work, or in regard to the Company's reputation in the community.

- Smoking will not be permitted in the IAMGOLD office premises. Please use designated smoking areas for this purpose, and keep free of all debris resulting from this use.
- Failure to adhere to the requirements of any drug or alcohol treatment or counseling program in which the employee, contractor or representative is enrolled.
- Failure to report to their immediate supervisor the use of any prescribed drug which may alter the employee, contractor or representative's ability to safely perform his or her duties.

During Company sanctioned staff functions or social gatherings, alcohol may be served and employees, contractors and representatives may consume alcohol during these functions. The Company expects that all employees, contractors and representatives will consume alcohol in moderation. Where necessary, the Company will take steps to limit alcohol intake by any employee, contractor or representative.

No employee, contractor or representative shall drive from a Company sponsored function in an impaired condition. The Company encourages employees, contractors and representatives to set up alternative driving arrangements prior to the function, and will provide assistance in facilitating such arrangements. For example, the Company may arrange and pay for taxi expenses to ensure the safety of its employees, contractors and representatives. In extreme cases, the Company will take proactive steps to prevent an employee, contractor or representative from drinking and driving.

5.0 Roles and Responsibilities

It is the responsibility of every employee, contractor and representative to be concerned about alcohol, smoking, and drug use and abuse in the workplace, and to comply with this standard at all times. Where there are grounds to believe that an employee, contractor or representative is impaired by alcohol or drugs, or that this standard is being violated in any manner, the Company will address the matter immediately and will take appropriate actions, including, without limitation, disciplinary action up to and including termination for cause.

Management has the additional responsibility of identifying situations that may cause concern regarding an employee, contractor or representative's ability to safely perform their duties. When necessary, management shall escort from the workplace, in a safe and efficient manner, any employee, contractor or representative who is suspected to be in violation of this standard.

6.0 Substance Dependency

The Company understands that certain individuals may develop a chemical dependency to certain substances. The Company urges employees, contractors and representatives with substance dependency problems to seek professional help, and is committed to providing assistance in this regard.

To assist employees and their immediate families with their substance, dependency, abuse or other medical problems with regard to alcohol or drug use, the Company makes available support programs accessible by all sites and locations. Interested individuals can obtain more information from those responsible for local health services or wellness programs and where available through the **Employee Assistance Program (EAP)** with Shepell-FGI. The EAP provides confidential counseling and referral services to employees and their immediate families for assistance with such problems.