



HR.G.001

Diversity Standard

Brief Description: IAMGOLD recognizes the importance of a diverse workforce where the rights and differences among our employees are maintained and respected.

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1.0 Standard

The purpose of this standard is to enforce diversity as a key value of IAMGOLD (“the Company”) and reinforce the benefits that a diverse workforce can have on innovations and efficiencies.

Each of us is personally responsible for maintaining a work environment that is free from discrimination and harassment. We respect the rights and differences of others and each of us plays a critical role in creating a fair hiring process and a diverse workforce.

2.0 Eligibility

This 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.

3.0 General Principles

By valuing diversity the Company will reinforce practices surrounding talent attraction, development and engagement that facilitate equitable employment opportunities based on ability and experience; action against behavior that contradicts this standard, such as harassment and discrimination; and rewards and recognition based on performance.

4.0 Roles and Responsibilities

It is the responsibility of every employee, contractor and representative to represent the Company’s core values regarding diversity in the workplace, and to comply with this standard at all times. Where there are grounds to believe that this standard is being violated in any manner, the Company will address the matter immediately and will take appropriate actions which can include implementing new processes or procedures that fully align with Human Rights and relevant legislation and disciplinary action up to and including termination for cause in relation to harassment and discrimination.

5.0 Guidelines

5.1 Diversity Commitment to all Employees

Our global diversity framework (“the Framework”) is the foundation for our long-term, career-oriented approach to employment. This Framework has three interrelated objectives:

1. Attract, develop and retain a high performance workforce;
2. Actively foster a productive work environment where individual and cultural differences are respected and valued; and
3. Identify and develop leadership capabilities to excel in a global environment.

Within this Framework, the Company is committed to equal employment opportunities and prohibits harassment and discrimination in the workplace. The Company complies with applicable laws and regulations in the countries where we operate and strictly prohibits any form of discrimination.

5.2 Diversity of Leadership Management Team

The Company recognizes and embraces the benefits of having a diverse leadership team, and sees increasing diversity at the management level as an essential element in maintaining a competitive advantage. In order to achieve this, the Company focuses on assessing and developing high performers from our existing talent pool as well as strategic hires. The Executive Leadership Team reviews and discusses this talent pool regularly and takes into consideration industry experience, background, qualifications, race, gender, and other factors before approving management appointments. These very same characteristics will be considered in determining the optimum composition of the Executive Leadership Team to ensure that it is well equipped to lead the business effectively, embrace new ideas and make good use of differences in experiences, backgrounds and perspectives.

5.3 Diversity of the Board of Directors

It is recognized that a Board composed of appropriately qualified people with a broad range of experience relevant to the business is important to the effective corporate governance and sustained commercial success of the Company.

Consideration and selection of candidates for appointment to the Board will be based on merit. This shall include a review of any candidate’s experience, educational background, industry or related experience, general knowledge of our business and integrity. The Nominating and Corporate Governance Committee (“the Committee”)

considerations shall include achieving an appropriate level of diversity with regard to factors such as race, gender, age, nationality, cultural and educational background.

Within that overriding emphasis on merit, the Committee will seek to address Board vacancies by actively considering candidates that bring a diversity of background and opinion, with the appropriate qualifications and industry or related expertise and experience.

In recommending the appointment of new directors, the Committee will consider candidates on merit against objective criteria and give due regard for the benefits of diversity on the Board. The Committee will focus on maintaining an appropriate range and balance of skills, experience, knowledge and integrity on the Board.

5.4 Monitoring, Reporting, and Accountability

As part of the Company's commitment to diversity, the Company will regularly measure and monitor the effectiveness of its efforts to create and promote a fair hiring process and a diverse workforce. On an annual basis, the Human Resources department will review the structure, size, composition and diversity of the Company's workforce and leadership structure and provide a report to the Senior Vice President, Corporate Affairs, HSS & People. The report will then be reviewed with the President & Chief Executive Officer.

Board diversity will be monitored by the Committee. The Committee will assess the level of diversity on the Board and will report to the Board on an annual basis. In addition, in undertaking its responsibility for identifying and recommending new Board candidates, the Committee will, as part of its report to the Board, identify and explain the diversity factors, including those factors described in this standard, that it considered in evaluating candidates.