



## Sustainability Policy

October 2020

IAMGOLD is an international mining company that believes a commitment to sustainability and social responsibility from all its employees, contractors, and suppliers is fundamental to the success of its business. We believe contributing to the social and economic development of our host communities are of paramount importance, as are proactive community engagement, benefits sharing and protection of the environment.

These guiding principles will be applied through a commitment to:

- Creating lasting partnerships with communities associated with our operations built on respecting human dignity as well as the rights of the individual and of the communities, and the mutual respect and trust in order to reach agreed objectives and shared involvement
- Respecting cultural heritage and traditions of local and indigenous communities
- 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
- Establishing site operating standards 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
- Challenging and encouraging all employees and contractors to demonstrate leadership and commitment towards continual improvement in environmental protection, community awareness and economic performance
- Integrating risk management into all facets of our business including maintaining emergency response plans to minimize or avoid the impact of unforeseen events
- Constantly improving our environmental performance by establishing measurable environmental targets in order to reduce the impact of disturbances, containments and discharges
- Providing opportunities for our host countries and communities associated with our operations to share in the benefits flowing from our activities through developing long term and sustainable economic and capacity-building projects
- Integrating biodiversity conservation at all the stages of IAMGOLD's activities and minimizing impacts on biodiversity while ensuring the restoration of disrupted ecosystem functions
- Developing appropriately funded reclamation plans and progressive reclamation strategies for all operations from exploration through to closure
- Practicing good corporate governance, transparency, fair dealing and reporting annually on performance



Donald K. Charter

Chairman of the Board of Directors



Gordon Stothart

President and Chief Executive Officer



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