

# Health, Safety and Sustainability Report

Global Reporting Initiative Index

2019

# 2019 Global Reporting Initiative Index



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## President's Message

2019 was an exciting year for IAMGOLD. We focused on operational improvements, advancements of engineering and further de-risking of projects while maintaining and strengthening our balance sheet. At Westwood, we aligned our cost structure with production levels. We delivered the first ore from the Saramacca deposit to the Rosebel Mill, thereby positioning Rosebel for a strong future. At Essakane, we announced positive results from the Carbon-In-Leach and Heap Leach Project feasibility study. This feasibility study produced a robust, low cost plan with optionality in the future which will be integrated into the Essakane optimization review that is currently underway. Our exploration team has done an outstanding job of maintaining a strong pipeline of projects. Their efforts were recognized by the Quebec Mineral Exploration Association for Discovery of Year for the Nelligan project in 2019.



**Gord Stohart**  
President and Chief Executive Officer

We have also undergone some significant organizational changes since 2019. With Steve Letwin's decision to retire in Q1 of 2020, I took over the role of President and CEO of IAMGOLD. I joined IAMGOLD in 2007 and as COO, oversaw all aspects of operations and project development. I strongly believe in IAMGOLD's safe operational culture and commitment to Zero Harm. The organizational changes I have made since taking office reflects my desire to bolster our organizational commitment to sustainability and Zero Harm.

2019 put the organization in a strong position to weather a tumultuous year globally in 2020. IAMGOLD's corporate and site teams have done a remarkable job in ensuring business continuity at the onset of the COVID-19 outbreak. This year, the pandemic has shown us why our commitment to excellence in ESG is so important. At the outset of the pandemic, our operations were given the dual challenge of business continuity and supporting our host communities and governments. Within a few weeks, we marshalled our resources and made a commitment of US\$1.5 million in additional community support on top of our existing community investments. With a combination of in-kind donations and monetary support, our contributions ranged from bolstering food security, donating medical equipment and PPEs to bolstering COVID-19 aid funds. We have outlined the details of our support in this year's UN Sustainable Development Goals report.

The impact of COVID-19 has driven home for many how fragile our economies and societies are to certain risks. In that context, we would be remiss if we did not address the risks presented by climate change. IAMGOLD has spent the last few years steadily reducing our carbon footprint with investments in renewable energy at our operations. As an industry, the fight against climate change requires us to prioritize responsible energy use, maximize efficiencies, and explore strategies towards carbon neutrality. At IAMGOLD, discussions have begun in earnest on a path forward on achieving carbon neutral status as we position the business for a post-carbon economy. We have recently assembled an ESG committee comprised of senior corporate executives, senior operations management and corporate sustainability leads to develop a definitive action plan with set targets. Our goal is to have a preliminary plan in place by the end of 2021.

Also in 2020, recent events in the US and elsewhere have sparked global protests calling for greater justice and fair treatment for those who are underrepresented, impoverished and marginalized, particularly because of their race. At IAMGOLD we unequivocally condemn inequity, discrimination and hatred in all its forms and this is reflected explicitly in our Values: that we conduct ourselves with respect and embrace diversity. To put concrete actions in place to back up these words, we have established a working group led by the Executive Leadership Team, but incorporating a spectrum of individuals from across the organization, to consider Diversity and Inclusion at IAMGOLD.

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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.”

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 continue to implement the Mind-Body-Achievement (MBA) program, Version 2.0, at all of our sites. In 2019, we were able to improve both the Total Recordable Incident (TRI) and Days Away, Restricted or Transferred (DART) metrics from 2018. We ended 2019 with TRI and DART rates of 0.87 and 0.51, which represents a decrease of 23% for each indicator from 2018. Our overall Lost Time Incident (LTI) rates increased by 8% from 2018. Unfortunately, we did have a fatality at Essakane in 2019. This incident acts as a sobering reminder that despite our progress to date, which has been significant, we cannot afford to be complacent. At both Rosebel and Westwood, significant improvements have been made in key health and safety metrics by both operations with both TRI and DART rates trending down from 2018. Essakane's DART and TRI rate did increase by 40% and 54% respectively. Overall, year over year, our performance in key health and safety indicators are trending downwards, and thus far, 2020 should be one of our best health and safety performance years yet.

In 2019, there was an unfortunate incident on our Rosebel concession in 2019 involving local police and unauthorized artisanal miners which resulted in the death of an unauthorized miner. Following the event we temporarily suspended mining activities while we worked with government authorities to investigate the incident and ensure proper mitigation measures were in place to prevent future incidents before resuming operations. Earlier this year, Rosebel, the Government of Suriname, the Traditional Authority of Nieuw Koffiekamp, Makambo and Kamp Mining NV, signed a joint letter to start work in the East Tailings Road Resource and the Roma East Protocol. With these agreements, a legal basis has been established to allow a maximum of 500 small scale miners from Nieuw Koffiekamp to work in these two locations in the Gross Rosebel concession. We view this tragic incident as an important reminder of our collective responsibility to work tirelessly to prevent such incidents. With the establishment of a comprehensive framework, clear and operation communications, allowance of small scale mining on our concessions, and the Rosebel Community Fund to support socio-economic development, it is our sincere hope to see all parties working in harmony going forward.

At IAMGOLD, we take our license to operate very seriously. At both Essakane and Rosebel, we have committed to funding the establishment of community funds. Going forward, the bulk of our funding for community investment initiatives will flow through these dedicated community funds, which have been established to ensure consistent funding on a year-to-year basis, thereby avoiding uncertainty with annual budgetary reviews. This is a particularly important change in the context of a highly cyclical industry like gold mining. The Rosebel Community Fund was officially launched in October 2019, with an endowment of US\$2.5 million from IAMGOLD. IAMGOLD has further committed to making an annual contribution to Fund, in order to make it sustainable over time. IAMGOLD finalized its participation in the Mining Fund for Local Development in Burkina Faso, which was established by the government. As part of our agreement, we have contributed US\$4 million to the Fund, with a commitment to ongoing annual contributions going forward.

I am also taking this opportunity to publicly commit to implementing the World Gold Council's Responsible Gold Mining Principles (RGMP), as a complement to our ongoing commitments under the Mining Association of Canada's Toward Sustainable Mining (TSM) initiative. We will be publishing our inaugural RGMP report in the fall of 2020, which will outline our ongoing gap assessment and an implementation timeline.

At Côté, we celebrated the signing of an impact and benefits agreement with Mattagami and Flying Post First Nations in the spring of 2019. This provided us with a strong foundation to move forward with the project, culminating in a positive construction decision by the Boards of IAMGOLD and Sumitomo in the summer of 2020. From the early days, we have committed to a collaborative approach to running and managing the Côté Gold project. As well as employment and environmental initiatives, a detailed socioeconomic management and monitoring plan is being co-developed with local First Nations to monitor the impact of the mine on neighbouring communities. This plan will be co-owned and co-managed by both Mattagami and Flying Post First Nations and IAMGOLD. Oversight and implementation will be provided through a joint environmental management committee.

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**As the new President and CEO of IAMGOLD, I am recommitting the organization to our core vision of Zero Harm. Our commitment to continually strive to reach the highest standards of human health and safety, minimize our impact on the environment and work co-operatively with our host communities.”**

At Essakane, we celebrated the end of Phase 1 of the Triangle D'eau project. IAMGOLD, in partnership with the Government of Canada, Cowater and One Drop, invested US\$17.4 million in building and upgrading water infrastructure as well as promoting proper hygiene practices. IAMGOLD is actively working to identify partners for a phase 2 of this initiative to extend the water infrastructure beyond Dori to two other communities proximate to the Essakane mine.

IAMGOLD's approach to sustainability reflects the nature of our business. Capital-intensive industries such as mining can only earn returns over long time periods. It is critically important that our business is oriented in securing and maintaining our social license to operate over that same time horizon. Doing so requires sustained and consistent investment in programs to identify, manage and mitigate the impacts of our activities, while at the same time ensuring impacted communities and stakeholders benefit from our operations beyond the legal minimum and with initiatives that can endure and deliver benefits well beyond the life of the mining operation. IAMGOLD has a long corporate history of sustainability-oriented operations and part of our operational resiliency is rooted in strong sustainability practices. It is ingrained in our organizational culture to support a strong CSR program. We have consistently been recognized as a top corporate citizen and we take pride in sustainability. As the new President and CEO of IAMGOLD, I am recommitting the organization to our core vision of Zero Harm. Our commitment to continually strive to reach the highest standards of human health and safety, minimize our impact on the environment and work co-operatively with our host communities.

Sincerely,



**Gord Stothart**  
President and Chief Executive Officer

# Targets & Achievements

2019 TARGETS	AT-A-GLANCE	STATUS
<p>Initiate implementation of the Impact and Benefits Agreement with Mattagami First Nation and Flying Post First Nation.</p> <p>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.</p>	●	<p>IAMGOLD has implemented an implementation committee with representatives from IAMGOLD and from both Mattagami and Flying Post First Nations. The implementation committee meets monthly to ensure the Impact and Benefits Agreement is being executed as negotiated and intended. Any issues with the implementation process can be raised during the meetings and IAMGOLD representatives are able to resolve it prior to the following meeting.</p>
<p>Continue permitting in support of the Côté Gold Project in Ontario.</p>	●	<p>Significant milestones have been achieved in 2019 and 2020 in securing key permits for the project.</p> <p>Since 2018, we have secured the Leave to Construct from the Ontario Energy Board, Forestry Resource License, Schedule 2 of the Fisheries Act, Section 35 of the Fisheries Act, Environmental Compliance Approval for Construction as well as authorizations under the Canadian Navigable Waters Act.</p> <p>Several other significant permits are outstanding at the provincial level from the Ministry of Natural Resources and Forestry and the Ministry of Environment, Conservation and Parks. IAMGOLD expects to receive approval for these permits in 2020 and 2021.</p>
<p>Secure mining permit to support development of the Boto project in Senegal.</p> <p>Our operations are designed with our commitment to responsible operating practices and compliance with legal requirements in mind. Responsible production 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.</p>	●	<p>IAMGOLD secured the mining permit in 2020.</p>
<p>Update closure plan for Essakane.</p> <p>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.</p>	◐	<p>Essakane closure plan was finalized and will be submitted to the Burkinabe government for approval in late 2020.</p>
<p>Initiate ESIA for a potential biomass project at Rosebel Gold Mine.</p> <p>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.</p>	○	<p>The ESIA for a potential biomass project was put on hold as we investigate other renewable technology options.</p>
<p>Continue implementation of the Mind Body Achievement program by Axiom in order to increase health and safety awareness at all our sites.</p> <p>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.</p>	●	<p>We have continued implementation of the Mind Body Achievement program at all of our sites. Health and Safety performance has improved across the organization since 2018 and we expect 2020 to be a strong year for health and safety performance across the organization.</p>

2019 TARGETS	AT-A-GLANCE	STATUS
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.	●	IAMGOLD has yet to access the funding available through the Natural Resources Canada Clean Growth Program. The design of the production and use of desulphurized tailings as a tailings facility cover is being finalized by our environment team at Westwood.
Initiative implementation the World Gold Council's Responsible Gold Mining Principles at all our operations.	●	A high-level desktop analysis was conducted to identify organizational gaps. We have initiated a process to implement programs and policies to address any gaps such that IAMGOLD will be in full compliance with the World Gold Council's Responsible Gold Mining Principles by 2022.

● Achieved      ● Partially achieved      ○ Did not achieve

**2020 TARGETS**

<p><b>UN SDG 11: Sustainability Cities and Communities.</b> Making cities and human settlements inclusive, safe, resilient and sustainable.</p>	<p>Develop and implement a socio-economic management and monitoring plan in collaboration with Mattagami and Flying Post First Nations to monitor and mitigate the impact of the mine on neighbouring communities.</p> <p>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.</p>
<p><b>UN SDG 8: Decent Work and Economic Growth.</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p><b>UN SDG 10: Reduce Inequalities.</b> Reduced inequality within among countries and communities.</p> <p><b>UN SDG 11: Sustainability Cities and Communities.</b> Making cities and human settlements inclusive, safe, resilient and sustainable.</p>	<p>Update Rosebel's strategic community engagement plan and monitor implementation of the Rosebel Community Fund.</p> <p>IAMGOLD is committed to respecting the natural environment and building strong community partnerships. Zero Harm is both a goal and a journey. Corporate Social Responsibility sentiment in the global mining industry has shifted from Right to Operate to Privilege to Operate in our host communities. From IAMGOLD's perspective, strong environmental, social and corporate governance practices have always been part of the way we do business. The establishment of the Rosebel Community Fund will ensure consistent funding on community investment initiatives on a year-to-year basis, thereby avoiding uncertainty with annual budgetary reviews.</p>
<p><b>UN SDG 7: Affordable and Clean Energy.</b> Ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p><b>UN SDG 13: Climate Action.</b> Taking urgent action to combat climate change and its impacts.</p>	<p>Establish a defined action plan by 2025 to achieve net zero emissions targets. Provide annual updates on progress through the HSS report.</p> <p>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.</p>
<p><b>UN SDG 7: Affordable and Clean Energy.</b> Ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p><b>UN SDG 13: Climate Action.</b> Taking urgent action to combat climate change and its impacts:</p>	<p>Implement sources of renewable energy in 3 out of 5 main operations by 2025 including commissioning a solar plant at our Boto Gold project.</p>
<p><b>UN SDG 12: Responsible Production and Consumption.</b> Ensure sustainable consumption and production patterns.</p>	<p>Implement an environmental compliance system at the Côté Gold project.</p> <p>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. IAMGOLD and its partner, Sumitomo, is committed to ensuring that the Côté Gold project fulfills all of its obligations regulatory or otherwise.</p>

**2020 TARGETS**

**UN SDG 12: Responsible Production and Consumption.** Ensure sustainable consumption and production patterns.

Implement updated Mining Association of Canada's Towards Sustainable Mining Tailings and Water Management protocols across the organization.

IAMGOLD will initiate an external review of its tailings management practices to identify gaps in advance of the 2021 external audit on organizational TSM performance.

**UN SDG 12: Responsible Production and Consumption.** Ensure sustainable consumption and production patterns.

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

**UN SDG 12: Responsible Production and Consumption.** Ensure sustainable consumption and production patterns.

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

**UN SDG 8: Decent Work and Economic Growth.** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Continue 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: Sustainable Cities and Communities.** Making cities and human settlements inclusive, safe, resilient and sustainable.

**UN SDG 11: Sustainable Cities and Communities.** Making cities and human settlements inclusive, safe, resilient and sustainable:

Continue negotiations with the Métis Nation of Ontario on a possible project agreement on the Côté Gold project.

**UN SDG 11: Sustainable Cities and Communities.** Making cities and human settlements inclusive, safe, resilient and sustainable:

Advance engagement and negotiations with the Pikogan community on Westwood and Fayolle project.

**UN SDG 11: Sustainable Cities and Communities.** Making cities and human settlements inclusive, safe, resilient and sustainable.

Update Essakane mine closure plan.

**UN SDG 6: Clean Water and Sanitation.** Ensuring availability and sustainable management of water and sanitation for all.

The process will go through the identification of possibilities to make productive the land where waste rock dumps and pits are located as well as surrounding degraded land after closure. The objective is to develop a closure plan that does not only cover physical restoration but also socio-economic enhancement of these disturbed lands and community space.

**UN SDG 2: Zero Hunger.** Ending hunger, achieving food security and improving nutrition, and promoting sustainable agriculture.

**UN SDG 8: Decent Work and Economic Growth.** Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"

**UN SDG 15: Life on Land.** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Complete survey of spatial and seasonal distribution of chimpanzees and other mammals on the Boto mining concession and start the development of Boto's future biodiversity management plan through sustainable and integrated forestry management.



# 2019 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 Disclosures

Organizational Profile			
Disclosure	Disclosure Required		
102-1	<b>Name of the organization</b>		IAMGOLD Corporation
102-2	<b>Activities, brands, products, and services</b>	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	<b>Location of headquarters</b>	a. Location of the organization's headquarters	IAMGOLD is headquartered in Toronto, Ontario.
102-4	<b>Location of operations</b>	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><b>Gold Mines:*</b> Essakane, Burkina Faso Rosebel, Suriname Westwood, Quebec, Canada</p> <p><b>Development Projects:</b> Côté Gold, Ontario, Canada Boto Gold, Senegal</p> <p><b>Exploration Projects:</b> Pitangui, Brazil Nelligan, Canada Monster Lake, Canada Loma Larga, Ecuador Camp Caiman, French Guiana Siribaya, Mali Eastern Borosi, Nicaragua Karita, Guinea</p> <p><b>Exploration Offices:</b> Burkina Faso, Brazil, Canada, Colombia, Mali, Peru, Senegal, Suriname</p> <p><b>Joint Ventures:**</b> Sadiola, 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 are covered in the AngloGold Ashanti Limited Sustainability Report at <a href="http://www.anglogoldashanti.com/sustainability/reports/">www.anglogoldashanti.com/sustainability/reports/</a>.</p> <p>Annual Information Form, Item I, page 140</p>
102-5	<b>Ownership and legal form</b>	a. Nature of ownership and legal form	Annual Information Form, Item I, page 12

## Organizational Profile (continued)

Disclosure	Disclosure Required						
102-6	<b>Markets served</b>	a. Markets served, including: <ul style="list-style-type: none"> <li>i. Geographic locations where products and services are offered;</li> <li>ii. Sectors served;</li> <li>iii. Types of customers and beneficiaries</li> </ul>	Annual Information Form, Item III, page 48				
102-7	<b>Scale of the organization</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
	a. Total number of employees		1,277	2,477	568	163	199
	b. Net sales (for private sector organizations) or net revenues (for public sector organizations)		\$1,065.3 M USD net income				
	c. Total capitalization broken down in terms of debt and equity (for private sector organizations)		Debt: \$1,443.3 M USD Equity: \$2,418.8 M USD				
	d. Quantity of products or services provided		Attributable gold production (including joint ventures): 762,000 oz Attributable gold production (excluding joint ventures): 710,000 oz				
102-8	<b>Information on employees and other workers</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
	a. Total number of employees by employment contract (permanent and temporary), by gender		Permanent Male: 962	Permanent Male: 1,626	Permanent Male: 514	Permanent Male: 93	Permanent Male: 132
			Permanent Female: 127	Permanent Female: 214	Permanent Female: 48	Permanent Female: 59	Permanent Female: 30
			Temporary Male: 180	Temporary Male: 579	Temporary Male: 5	Temporary Male: 3	Temporary Male: 28
			Temporary Female: 8	Temporary Female: 58	Temporary Female: 1	Temporary Female: 8	Temporary Female: 9
	b. Total number of employees by employment contract (permanent and temporary), by region		Permanent Total (Suriname): 1,089	Permanent Total (Burkina Faso): 1,840	Permanent Total (Quebec): 562	Permanent Total (Toronto): 68	Permanent Total (West Africa): 85
						Permanent Total (Longueuil): 84	Permanent Total (South America): 60
							Permanent Total (Canada): 17
			Temporary Total (Suriname): 188	Temporary Total (Burkina Faso): 637	Temporary Total (Quebec): 6	Temporary Total (Toronto): 9	Temporary Total (West Africa): 22
						Temporary Total (Longueuil): 2	Temporary Total (South America): 7
							Temporary Total (Canada): 8

Organizational Profile (continued)

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: 1,142	Full-Time Male: 2,204	Full-Time Male: 519	Full-Time Male: 96	Full-Time Male: 160
		Full-Time Female: 135	Full-Time Female: 272	Full-Time Female: 49	Full-Time Female: 67	Full-Time Female: 38
		Part-Time Male: 0	Part-Time Male: 1	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: 1
	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	477 workers (non employees). Mostly technical jobs and a few in administrative roles	204 daily workers and 1,353 contractors	Housekeeping: 11 Security: 11 Ore transport: 15 Specialized work underground: 48	All activities performed by employees	All activities performed by employees
		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.					
102-9 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	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.  In the interest of transparency, we are publishing our top publicly traded supplier by dollar spent globally across all sites: Samsung C&T Corporation				
102-10 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 (continued)

Disclosure	Disclosure Required	
102-11 <b>Precautionary Principle or approach</b>	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 including at Corporate 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. Crisis management training and workshops are held at least on a quarterly basis.</p>
102-12 <b>External initiatives</b>	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 <b>Membership of associations</b>	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 <b>Statement from senior decision-maker</b>	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 2019 Targets & Achievements

## Ethics and Integrity

Disclosure	Disclosure Required	
102-16 <b>Values, principles, standards, and norms of behaviour</b>	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><b>Corporate Governance - IAMGOLD website</b></p> <p><b>Relevant Policies - HSS website</b></p> <p><b>HSS Policies - HSS website</b></p>
102-17 <b>Mechanisms for advice and concerns about ethics</b>	a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> <li>Seeking advice about ethical and lawful behaviour, and organizational integrity;</li> <li>Reporting concerns about unethical or unlawful behaviour, and organizational integrity</li> </ol>	<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 <a href="#">Whistleblower Policy</a>, <a href="#">Code of Business Conduct</a> and <a href="#">Ethics and Anti-Bribery and Anti-Corruption Policy</a>. All Corporate Governance documents are publicly available on our <a href="#">website</a>.</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 <b>Governance structure (G4-34)</b>	a. Governance structure of the organization, including committees of the highest governance body	The objective of the Safety, Environment and Reserves (SER) 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 <b>Executive-level responsibility for economic, environmental, and social topics</b>	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 Senior Vice President of International Affairs and Sustainability are executive-level positions with responsibility over environmental, social (including human resources) and sustainability. The Chief Financial Officer oversees all economics-related issues. Both SVPs and the CFO report to the CEO of the organization.
102-29 <b>Identifying and managing economic, environmental, and social impacts</b>	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 and the SVP of International Affairs and Sustainability as well as the Board of Directors.

## Stakeholder Engagement

Disclosure	Disclosure Required	
102-40 <b>List of stakeholder groups</b>	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 (continued)

Disclosure	Disclosure Required	
102-41 <b>Collective bargaining agreements</b>	a. Percentage of total employees covered by collective bargaining agreements (use data from Disclosure 102-7 as the basis for calculating the percentage)	<p><b>Rosebel:</b> 64%</p> <p>The Collective Labour Agreement (CLA) is applicable (for the duration as agreed between Rosebel Gold Mine and Rosebel Gold Workers Organization) for the unionized employees (a member of the Union), paying contribution to the RGWO.</p> <p>However, due to article 15 of the law on collective labour agreements the following is applicable for the remaining non-unionized employees:</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 labour agreement".</p> <p>So therefore the secondary benefits, etc. are also applicable for those not unionized.</p> <hr/> <p><b>Essakane:</b> 89.46%</p> <hr/> <p><b>Westwood:</b> 69%</p> <hr/> <p><b>Corporate:</b> Not applicable</p> <hr/> <p><b>Exploration:</b> Not applicable</p>
102-42 <b>Identifying and selecting stakeholders</b>	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 <b>Approach to stakeholder engagement</b>	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><b>The Sustainability Policy</b></p> <p>The Management Framework for Sustainability (not publicly available).</p> <p>Community Relations Handbook (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 <b>Key topics and concerns raised</b>	<p>a. Key topics and concerns that have been raised through stakeholder engagement, including:</p> <p>i. How the organization has responded to those key topics and concerns, including through its reporting;</p> <p>ii. The stakeholder groups that raised each of the key topics and concerns</p>	<p>Key topics and concerns have related mainly to health and safety, small-scale mining, indigenous engagement, local procurement, renewable energy, and mine closure.</p> <hr/> <p>There are currently no significant concerns. Any concerns raised by stakeholders are reported through our annual HSS report.</p> <hr/> <p>Not available</p>

## Reporting Practice

Disclosure	Disclosure Required	
102-45 <b>Entities included in the consolidated financial statements</b>	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents	2019 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 <b>Defining report content and topic Boundaries</b>	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 are covered by the AngloGold Ashanti Sustainability Report at <a href="http://anglogoldashanti.com/sustainability/reports">anglogoldashanti.com/sustainability/reports</a>.</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 <b>List of material topics</b>	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 & Achievements page for 2020 objectives and our President's Message for an overview of 2019.
102-48 <b>Restatements of information</b>	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	There are no restatements from the 2018 report.
102-49 <b>Changes in reporting</b>	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	IAMGOLD decided to expand the topic boundaries for significant air emissions and will be publishing data as it relates to Persistent Organic Pollutants (POP) and Hazardous Air Pollutants (HAP).
102-50 <b>Reporting period</b>	a. Reporting period for the information provided	2019 calendar year

## Reporting Practice (continued)

Disclosure	Disclosure Required	
102-51 <b>Date of most recent report</b>	a. If applicable, the date of the most recent previous report	Q3 2018
102-52 <b>Reporting cycle</b>	a. Reporting cycle	Annual
102-53 <b>Contact point for questions regarding the report</b>	a. The contact point for questions regarding the report or its contents	<b>Benjamin Little</b> Senior Vice President, Corporate Affairs, HSS & People T: +1 416 360 4743 Toll-Free: 1 888 464 9999 info@iamgold.com
102-54 <b>Claims of reporting in accordance with the GRI Standards</b>	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 <b>GRI content index</b>	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report	This GRI Index specifies each of the GRI Standards used and lists all disclosures that we are reporting.
	b. For each disclosure, the content index shall include:	<a href="http://hss.iamgold.com/">http://hss.iamgold.com/</a>
	i. The number of the disclosure (for disclosures covered by the GRI Standards);	
	ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials;	
	iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made	



**Reporting Practice** (continued)

Disclosure	Disclosure Required	
102-56 <b>External assurance</b>	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; much of the data reported is reviewed by external auditors.
	b. If the report has been externally assured: <ul style="list-style-type: none"> <li>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;</li> <li>ii. The relationship between the organization and the assurance provider;</li> <li>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report</li> </ul>	See above

**GRI 200: Economic Standard Series****Economic Indicators****Economic Performance**

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	Economic performance is a result of our operations and activities, along with those providing support to the organization 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 <b>The management approach and its components</b>	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 2019 (page 24).
	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: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	Please see Annual Report 2019 (page 29).
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	<p>Please see Annual Report 2019 (page 29).</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** (continued)

Disclosure	Disclosure Required	Total	Canada	Suriname	Burkina Faso
201-1 Direct economic value generated and distributed	<b>A. Direct Economic Value Generated:</b>				
	Revenues (overall or by country - in USD millions)	1,038.3	133.6	325.5	579.2
	<b>B. Economic Value Distributed (in USD millions)</b>				
	Operating Costs (e.g., property rental, license fees, facilitation payments, royalties, payments for contract workers, training costs - overall or by country)	(1,310.70)	(570.30)	(334.00)	(406.40)
	Employee Wages and Benefits (overall or by country)	(194.50)	(79.10)	(44.00)	(71.40)
	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)	(30.50)	-	-	-
	Payments to Governments (Corporate, income, property, and mining taxes, royalties, VAT, etc.) - by country of operation	(105.97)	(5.11)	(46.16)	(54.70)
	Community Investments (overall or by country)	(6.30)	(0.31)	(0.49)	(5.50)
	<b>C. Economic Value Retained (A-B)</b>				
	Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance (in USD millions)	(609.67)	(521.22)	(99.15)	41.20

**Economic Performance** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
201-3 Defined benefit plan obligations and other retirement plans	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
	b. If a separate fund exists to pay the plan's pension liabilities:	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
	<ul style="list-style-type: none"> <li>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;</li> <li>ii. The basis on which that estimate has been arrived at;</li> <li>iii. When that estimate was made</li> </ul>					
	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** (continued)

Disclosure	Disclosure Required																		
201-3 (cont'd) <b>Defined benefit plan obligations and other retirement plans</b> (cont'd)	d. Percentage of salary contributed by employee or employer	<p><b>Rosebel:</b> 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 2.5% (2019) of the base salary and the employer matches that. This percentage is raised every year by the government and as that happens the percentage that goes to the Assuria Savings plan (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> <hr/> <p><b>Essakane:</b> 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"> <li>• Employee share: 5,5% of the monthly salary.</li> <li>• Employer share: 16%.</li> </ul> <hr/> <p><b>Westwood:</b></p> <p><b>Salaried Employees</b></p> <ul style="list-style-type: none"> <li>• Employee: 0% to 6%.</li> <li>• Employer: 5% + 50% match of employee's contributions up to 3% (total max: 8%).</li> </ul> <p><b>Unionized Employees</b></p> <ul style="list-style-type: none"> <li>• Employee: \$500 to \$1,250 per year for employer match (voluntary)</li> <li>• Employer: 4% + 100% match of employee's contributions (\$500 to \$1,250)</li> </ul> <hr/> <p><b>Corporate:</b></p> <ul style="list-style-type: none"> <li>• Employee: 0% to 6%.</li> <li>• Employer: 5% + 50% match of employee's contributions up to 3% (total max: 8%).</li> </ul> <hr/> <p><b>Exploration:</b> 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 border="1"> <thead> <tr> <th>Rosebel</th> <th>Essakane</th> <th>Westwood</th> <th>Corporate</th> <th>Exploration</th> </tr> </thead> <tbody> <tr> <td>WAP (State sponsored retirement plan) - 100%</td> <td>Not applicable</td> <td>Participation is mandatory</td> <td>Participation is mandatory</td> <td>Not applicable</td> </tr> <tr> <td>Assuria Savings plan - 80%</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Rosebel	Essakane	Westwood	Corporate	Exploration	WAP (State sponsored retirement plan) - 100%	Not applicable	Participation is mandatory	Participation is mandatory	Not applicable	Assuria Savings plan - 80%						
Rosebel	Essakane	Westwood	Corporate	Exploration															
WAP (State sponsored retirement plan) - 100%	Not applicable	Participation is mandatory	Participation is mandatory	Not applicable															
Assuria Savings plan - 80%																			

**Economic Performance** (continued)

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: <ul style="list-style-type: none"> <li>i. Tax relief and tax credits;</li> <li>ii. Subsidies;</li> <li>iii. Investment grants, research &amp; development grants, &amp; other relevant types of grant;</li> <li>iv. Awards;</li> <li>v. Royalty holidays;</li> <li>vi. Financial assistance from Export Credit Agencies (ECAs);</li> <li>vii. Financial incentives;</li> <li>viii. Other financial benefits received or receivable from any government for any operation</li> </ul>	Not applicable	Not applicable	Not applicable	831,971	Not applicable
	b. Total monetary value of financial assistance received by the organization from governments during the reporting period by country	Not applicable	Not applicable	Not applicable	831,971	Not applicable
	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	Not applicable

## Market Presence

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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 <b>The management approach and its components</b>	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"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	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 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	IAMGOLD reviews our compensation structure on annual basis. No significant reviews were undertaken on our hiring practices for 2019.

## Market Presence (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	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 8.40 per hour	All employees are being compensated higher than the minimum wage of 30,684 XOF	Not applicable – all employees are being compensated higher than the Canadian minimum wage 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 wages in each province
	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	Daily workers are paid on the basis of an hourly rate. If they work 30 days, their remuneration greatly exceeds the minimum wage applied.	Not applicable	Not applicable	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	Not applicable	Not applicable	Not applicable	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?	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. All IAMGOLD operations conduct local hiring practices in compliance with relevant labour legislation and agreements signed with the government, where applicable.				
		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%	50%
	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 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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. Please refer to our <a href="#">annual HSS report</a> on how we are advancing UN Sustainable Development Goals in our host communities.
	c. Any specific limitation regarding the topic Boundary	Regional impacts of our operations are not accounted for.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	<p>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. A comprehensive environmental and social impact assessment (ESIA) is also conducted prior to construction at any site. All of our sites have active closure plans that take into account social impacts. Our sites also conduct needs assessment studies on a periodic basis with local communities.</p> <p>In 2019, IAMGOLD inaugurated the Rosebel Community Fund. IAMGOLD has committed to an initial US \$2.5 million for the Fund. This Fund will allow the mine to consistently fund projects in areas that are in greatest need for investment.</p> <p>Essakane has also come to an agreement with the Burkinabe government to contribute towards the Mining Local Development Fund. Following the agreement, IAMGOLD has made a contribution of US \$3.4 million for 2020 and an additional US \$6 million in retroactive payments for 2017-2019. This Fund will allow for better allocation of resources to projects and in communities with the greatest need.</p>
	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"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	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.

Indirect Economic Impacts (continued)

Disclosure	Disclosure Required
<p>103-3 <b>Evaluation of the management approach</b></p>	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul> <p>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.</p>

**Indirect Economic Impacts** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
203-1 Infrastructure investments and services supported	a. Extent of development of significant infrastructure investments and services supported	Rosebel Gold Mines (RGM) conducted a needs assessment in seven (7) Communities Of Interest (COIs) from 2017-2018. The Needs assessment was conducted by an external consultant to identify the current needs of the communities of interest. One of the needs identified was investment in the upkeep of road infrastructure.	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:  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.  The project focuses on the municipalities of Dori, Falagountou and Gorom-Gorom.	No significant investments were made during the reporting period in either infrastructure or services.
	i. What was the extent of the development?	In addition, health infrastructure was also identified as an area of need. Investment was made towards the renovation and construction of the Suriname Eye Care Centre of the Academic Hospital in Paramaribo.		
	ii. What was the cost?	US \$7,600 for the road + \$CDN 250,000 for the Eye Care Centre	<b>Phase 1 Funding:</b> Project cost: CDN \$17.6 million IAMGOLD Contribution: CAD \$2.315 million	
	iii. What was the duration?	On average, community road maintenance does not take more than a day. Not all of the villages submitted requests for road maintenance. In 2019, the road maintenance was done for two of the communities of interest.  2 years for the Eye Care Centre.	4 years	
	b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	Improved local road conditions and improved access to health care facility	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.	
	c. Whether these investments and services are commercial, in-kind, or pro bono engagements	Pro bono	Pro bono	

**Indirect Economic Impacts** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
203-2 Significant indirect economic impacts	<p>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)</p> <p>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</p>	<p>In the district of Brokoondo, Rosebel Gold Mines offers the locals the largest employment opportunity. An estimated 32% of Rosebel employees are local. The mine also presents significant procurement opportunities as well.</p> <p>The local contracting policy of RGM requires the company to make use of local suppliers where possible e.g., infrastructure and labour services. The indirect economic impact of this policy is materialized in beneficial spin offs such as job opportunities for locals. This helps the local economy and governmental targets in achieving UN SDGs.</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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</li> <li>• Local procurement: capacity building of local suppliers, about 1000 indirect jobs generated by local suppliers</li> <li>• Microcredit: increase in income thanks to the financing and microcredit programs, increase in the number of beneficiaries through the solidarity groups strategy</li> <li>• 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</li> </ul> <p>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.</p>	<p>Significant employment provided to local community as well as procurement opportunities. Investment in the community has also increased quality of life.</p> <p>Our operation helps the local economy and governmental targets in achieving UN SDGs.</p>

## Procurement Practices

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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 <b>The management approach and its components</b>	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. A Supplier Code of Conduct is also being written and will be implemented by 2021.
	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 fulfil said commitment.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	Section 7.2 of the <a href="#">Code of Business Conduct and Ethics</a> . A Supplier Code of Conduct is also being written and will be implemented by 2021.

## Procurement Practices (continued)

Disclosure	Disclosure Required				
103-3	<b>Evaluation of the management approach</b>	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 by our internal audit team. No significant changes were made in 2019.		
204-1	<b>Proportion of spending on local suppliers</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
	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)				
	i. Percentage of total procurement spent on local suppliers (community/local vendors)	0.40%		3.90%	76%
	ii. Percentage of total procurement spent on national vendors (i.e., vendors based in Ouaga or Paramaribo)	99.60%		62%	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 and purchases made in the Sahel region (the mine's host region) are specifically recorded.	Abitibi-Témiscamingue region
	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.		For the Sahel region, they are mostly from the towns and villages of Essakane site, Falagountou, Gorom-Gorom, Dori, Seytenga, Djibo and Yalgho.	Rouyn-Noranda, Lasarre, Amos, Val-d'Or
	c. The definition used for 'significant locations of operation'	Rosebel Mine		Essakane Mine	Westwood Mine

## Anti-Corruption

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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 corrupt behaviour.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	IAMGOLD ensures all directors, employees, contractors and representatives of the company adhere to IAMGOLD's <a href="#">Anti-Bribery and Anti-Corruption Standard and Policy</a> .
	c. Any specific limitation regarding the topic Boundary	Limited to IAMGOLD and supplier activities.
103-2 <b>The management approach and its components</b>	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: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	See <a href="#">Code of Business Conduct and Ethics</a> .
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	Audits and verification of the effectiveness of management of this topic are conducted on a site level basis. No significant changes were made in 2019.

## Anti-Corruption (continued)

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 through the annual enterprise risk management process.					
	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 <b>governance body members</b> that the organization's anti-corruption policies and procedures have been <b>communicated to</b> , broken down by region	100% at Corporate Board-Level					
	b. Total number and percentage of <b>employees</b> that the organization's anti-corruption policies and procedures have been <b>communicated to</b> , broken down by employee category and region	Management:	44 (100%)	Management: 45 (100%)	Management: 19 (100%)	Management: 78 (100%)	Management: 34 (100%)
		Non-management:	500 (40%)	Non-management: 2,432 (100%)	Non-management: 487 (87%)	Non-management: 87 (100%)	Non-management: 140 (100%)
	c. Total number and percentage of <b>business partners</b> that the organization's anti-corruption policies and procedures have been <b>communicated to</b> , 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	All suppliers and contractors are aware of anti-corruption policies and procedures.					
d. Total number and percentage of <b>governance body members</b> that have <b>received training</b> on anti-corruption, broken down by region	100% at Corporate Board-level						
e. Total number and percentage of <b>employees that have received training</b> on anti-corruption, broken down by employee category and region	Management:	44 (100%)	Management: 45 (100%)	Management: 19 (100%)	Management: 78 (100%)	Management: 34 (100%)	
	Non-management:	500 (40%)	Non-management: 2,432 (100%)	Non-management: 487 (87%)	Non-management: 87 (100%)	Non-management: 140 (100%)	



## GRI 300: Environmental Standards Series

**Environmental Indicators****Materials**

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	<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 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Material inventories are tracked and updated routinely for 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"> <li>- Optimize the use of input materials; and</li> <li>- Ensure materials are handled, stored and transported appropriately to prevent accidental release to the surrounding environment.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Sustainability Policy</b></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 <b>Evaluation of the management approach</b>	<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> <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol>	<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. An external audit is slated to be conducted in 2020.</p>

**Materials** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	
301-1	Materials used by weight or volume	a. Total weight or volume of non-renewable materials (listed below) used during the reporting period (tonnes):	23,879.66	24,241.50	6,278.02
		i. Cyanide	5,104.75	7,059.00	579.61
		ii. Acid	2,221.40	340.27	0.00
		iii. Flocculent	159.41	364.10	44.55
		iv. Caustic soda	573.13	687.00	115.927
		v. Lime	12,355.32	14,714.89	4,860.77
		vi. Explosives	n/a	n/a	n/a
		vii. Other (specified below):			
		Anti scalant	78.00	0.00	0.00
		Carbon	855.05	0.00	0.00
		Compressor oil	29.15	0.00	0.00
		Diesel	612.38	0.00	0.00
		Engine oil	367.40	521.81	0.00
		Ferric sulphate (Fe <sub>2</sub> (SO <sub>4</sub> ) <sub>3</sub> )	0.60	0.00	0.00
		Grease	75.58	76.01	0.00
		Hydraulic oil	1,047.51	267.16	0.00
		Sulfur dioxide (SO <sub>2</sub> )	0.00	0.00	677.16
		Hydrocarbon solvent	18.95	0.00	0.00
		Transmission oil	381.04	211.27	0.00
		b. Total weight or volume of any renewable materials used during the reporting period (tonnes):	Not applicable		
i. Other	Not applicable				

## Energy

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	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 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	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. Both Essakane and Rosebel partially utilize solar energy. IAMGOLD is constantly evaluating renewable energy sources for implementation at its sites to reduce the operation's carbon footprint.
	b. A statement of the purpose of the management approach	As per the Towards Sustainable Mining (TSM) initiative, the purpose of management of this topic is to: <ul style="list-style-type: none"> <li>- Optimize energy use and promote use of renewable sources;</li> <li>- Comply with applicable regulatory requirements; and</li> <li>- Reduce operating costs.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Energy and Greenhouse Gas Emissions Management Standard</b></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>
103-3 <b>Evaluation of the management approach</b>	<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> <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol>	<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. <b>An next</b> external audit is slated to be conducted in 2020.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the <b>Energy and GHG Emissions Management Protocol</b>.</p> <p>Annual results are available in the <b>TSM Progress Reports</b>.</p>

**Energy** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
302-1 Energy consumption within the organization	a. Total fuel consumption from non-renewable sources (listed below) during the reporting period in GJ or appropriate unit:					
	Diesel	1,941,506.45	1,520,595.78	91,878.67	0	<b>Mali:</b> 265,191 L <b>Senegal:</b> 306,300 L <b>Brazil:</b> 10,085 L <b>Ontario:</b> 539 GJ <b>Peru:</b> 31,987 L <b>Quebec:</b> 225,600 L <b>Suriname:</b> 493,991 L <b>Burkina Faso:</b> 91,119 L
	Gasoline	0.00	370.30	2,574.64	0	<b>Colombia:</b> 2,548 gallons <b>Brazil:</b> 5,999 L <b>Ontario:</b> 17,974 GJ <b>Peru:</b> 3,710 L <b>Quebec:</b> 33,000 L <b>Suriname:</b> 965 L <b>Burkina Faso:</b> 53 L
	Propane	4,334.47	0.00	0.00	0	<b>Colombia:</b> 680 lbs <b>Ontario:</b> 10,724 GJ <b>Peru:</b> 4,542 L <b>Quebec:</b> 3,000 L <b>Suriname:</b> 2,857 L

## Energy (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration	
302-1 (cont'd)	Energy consumption within the organization (cont'd)	Natural Gas	0.00	0.00	76,955.37	0.00	<b>Quebec:</b> 52,000 L
		Fuel Oil	0.00	2,628,421.60	0.00	0.00	<b>Suriname:</b> 6 L
		Acetylene	135.04	171.92	35.45	0.00	Not applicable
		Kerosene	0.00	7,379.78	0.00	0.00	Not applicable
		Total	1,945,975.96	4,156,939.38	171,444.13	0.00	<b>Mali:</b> 265,191 L <b>Senegal:</b> 306,300 L <b>Brazil:</b> 16,084 L <b>Ontario:</b> 29,237 GJ <b>Peru:</b> 40,236 L <b>Quebec:</b> 261,600 L <b>Suriname:</b> 497,819 L <b>Burkina Faso:</b> 91,172 L
		b. Total fuel consumption from renewable sources (listed below) during the reporting period in GJ or appropriate unit:					
	Solar	14,641.20	83,557.62	0.00	0.00	0.00	
c. In joules, watt-hours or multiples, the total:		865,329.13	2,158.26	581,604.44	6,109.47	303,956.63	
	Electricity consumption (GJ)	865,329.13	2,158.26	581,604.44	3,228.24	<b>Mali:</b> 216.5292 GJ <b>Colombia:</b> 46.3 GJ <b>Brazil:</b> 189.82 GJ <b>Ontario:</b> 299,474 GJ <b>Peru:</b> 115.43 GJ <b>Quebec:</b> 24.12 GJ <b>Suriname:</b> 3,591 GJ <b>Burkina Faso:</b> 299.43 GJ	
	Heating consumption	0.00	0.00	0.00	0	Not applicable	
	Cooling consumption	0.00	0.00	0.00	61.81	Not applicable	
	Steam consumption	0.00	0.00	0.00	2,819.42	Not applicable	

## Energy (continued)

Disclosure	Disclosure Required					
302-1 (cont'd) Energy consumption within the organization (cont'd)		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
	d. The total electricity, heating, cooling, and steam sold during the reporting period (GJ):	None	None	None	None	None
	e. Total energy consumption within the organization, in joules or multiples	2,825,946.29	4,242,655.26	753,048.57	6,109.47	Not applicable
	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		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
	a. Energy intensity ratio for the organization					
	GJ/thousand tonnes of moved ore and waste	50.42	65.76	916.23	0.00	Not applicable
	GJ/thousand tonnes of treated ore	232.29	317.26	1,204.94	0.00	Not applicable
	GJ/thousand tonnes of mined ore	230.18	326.61	1,401.48	0.00	Not applicable
	GJ/tonnes of gold production	377,140.50	365,462.59	266,754.72	0.00	Not applicable
	GJ/distance travelled (thousand km)	1,699.39	1,174.48	Not applicable	0.00	Not applicable
	GJ/Full-Time Equivalent (FTE) Employees	2,170.47	1,090.66	1,325.79	36.69	Not applicable
	GJ/thousand CDN revenue (\$)	6.04	5.52	4.29	0.00	Not applicable
	GJ/thousand US revenue (\$)	8.02	7.33	5.69	0.00	Not applicable
	b. Organization-specific metric (the denominator) chosen to calculate the ratio					
	Thousand tonnes of moved ore and waste	56,046.05	64,515.20	821.90	0.00	Not applicable
	Thousand tonnes of treated ore	12,165.61	13,373.00	624.97	0.00	Not applicable
	Thousand tonnes of mined ore	12,277.31	12,989.88	537.32	0.00	Not applicable
	Tonnes of gold production	7.49	11.61	2.82	0.00	Not applicable
	Distance travelled (thousand km)	1,662.92	3,612.37	Not applicable	0.00	Not applicable
	Full-Time Equivalent (FTE) Employees	1,302.00	3,890.00	568.00	166.50	Not applicable
	Thousand CDN revenue (\$)	467,791.26	767,903.00	175,457.31	0.00	Not applicable
	Thousand USD revenue (\$)	352,544.47	578,719.00	132,231.00	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 (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
302-4 Reduction of energy consumption	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples (kWh)	None	None	None	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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.
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: <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements;</li> <li>- Efficiently manage water resources; and</li> <li>- Recycle and reuse water for mineral processing, where possible.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	<p><b>Water Management Standard</b></p> <p>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.</p>

**Water** (continued)

Disclosure	Disclosure Required			
103-3 <b>Evaluation of the management approach</b>	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 MAC member, IAMGOLD has endorsed the TSM Water Stewardship Policy Framework. IAMGOLD is slated to conduct an external audit on its water management in 2021.		
303-1 <b>Water withdrawal by source</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
	a. Total volume of water withdrawn (m <sup>3</sup> ) – 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	546,062.00
	ii. Groundwater	1,193,413.67	1,180,074.00	874,960.00
	iii. Rainwater collected directly and stored by the organization	12,610,721.03	3,089,725.60	2,581,622.00
	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	8,194.00
	<b>Total</b>	<b>13,804,134.70</b>	<b>4,269,799.60</b>	<b>4,010,838.00</b>



## Water (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
303-1 (cont'd)	Water withdrawal by source (cont'd)			
	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, ground water and municipal water supply from the total water discharged.</p>
303-3	Water recycled and reused			
	a. Total volume of water recycled and reused by the organization (m <sup>3</sup> )	10,706,509.00	3,012,012.00	575,638.00
	b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1	78%	71%	14%
	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 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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 <b>The management approach and its components</b>	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"> <li>- Comply with applicable regulatory requirements; and</li> <li>- Sustain healthy ecosystems to the extent possible in areas disturbed by our mining activities.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	<p><b>Sustainability Policy</b></p> <p><b>Biodiversity Management Policy</b></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. <a href="http://www.iamgold.com/cotegold">www.iamgold.com/cotegold</a></p>

**Biodiversity** (continued)

Disclosure	Disclosure Required			
103-3 <b>Evaluation of the management approach</b>	<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> <p>i. The mechanisms for evaluating the effectiveness of the management approach;</p> <p>ii. The results of the evaluation of the management approach;</p> <p>iii. Any related adjustments to the management approach</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 audit was conducted in 2018. The results of the audit have been reviewed to identify areas of improvement. An external audit is expected to be conducted in 2021.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the <b>Biodiversity Conservation Management Protocol</b>.</p> <p>Annual results are available in the <b>TSM Progress Reports</b>.</p> <p>Additionally, environmental and social impact assessments (ESIA) are guided by IFC Performance Standards.</p>		
304-1 <b>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
	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 & Sipaliwini District, Suriname	Oudalan, Sahel region, north east of Burkina Faso	Abitibi region of Quebec, Canada (near Rouyn-Noranda)
	ii. Subsurface and underground land that may be owned, leased, or managed by the organization (km <sup>2</sup> )	190	100	
	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	The Brinckheuvell Nature Reserve is located 3 km west of the Concession across the Mindrineti River on the west bank. The Brownsberg Nature Reserve is located approximately 10 to 15 km southeast of the RGM concession area. The mine site is extended in the Saramacca Concession (Saramacca Satellite Mine Project), which is located 25 km southwest from RGM.	The mining concession is located inside the 1,600,000-hectare Sahel Partial Faunal Reserve. Mining is permitted in this area. It is a designated zone primarily because of temporary lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds. The Mare d'Oursi Wetlands are located 67 km from site.	
	iv. Type of operation (office, manufacturing or production, or extractive)	Extractive	Extractive	Extractive
	v. Size of operational site in km <sup>2</sup>	42.7	16.6	

**Biodiversity** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-1 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)	<p>The ecosystem found on and near RGM is part of the savannas of Suriname and Guyana, which are 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 external 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 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 1 (TSF1), Dung beetles, and large terrestrial mammals assessment conducted at RGM site. For the Saramacca Satellite Mine Project, wildlife assessments (birds, mammals) and pre-clearance surveys were conducted by in-house specialist.</p>	<p>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 Goroual River and the Feildegasse River are an important habitat for migrating birds, mammals and reptiles.</p>	
	vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	<p>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.</p> <p>IUCN Red List species on or around the site:</p> <ul style="list-style-type: none"> <li>• Vulnerable [VU]: Oncilla, White-lipped peccary (Tayassu pecari), Brazilian Tapir, Guiana spider monkey;</li> <li>• Near Threatened [NT]: Bush dog (Speothos venaticus), Jaguar (Panthera onca), Margay (Leopardus wiedii)</li> </ul>	<p>IUCN Red List species on or around the site:</p> <ul style="list-style-type: none"> <li>• Vulnerable [VU]: White-headed Vulture (Trigonoceps occipitalis)</li> <li>• Near Threatened [NT]: Rüppells Vulture (Gyps rueppellii), Bateleur (Terathopius ecaudatus)</li> </ul>	

**Biodiversity** (continued)

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:	Yes Primary impacts to Biodiversity: Habitat loss, conversion and degradation; direct and indirect mortality of individuals; Habitat fragmentation and related edge effects; disturbance and displacement from habitat loss; increased human activity (poaching, operating machinery, and vehicles); noise and light; and increased human hunting pressure from increased human access and human population influx.	Yes Site operations take up a lot of space so land use is very important as it leads to a disturbance in the local flora and fauna ecosystems. Atmospheric emissions and mining activities represent disturbance to the local habitat.	Not applicable
	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
	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

**Biodiversity** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-2 Significant impacts of activities, products, and services on biodiversity (cont'd)	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
	b. Significant direct and indirect positive and negative impacts with reference to the following:	Yes	Yes	
	i. Species affected	No carrying capacity studies conducted on specific species affected.	18 woody species; 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	Permanent	Permanent for all	Not applicable
	iv. Reversibility or irreversibility of the impacts	Irreversible	Irreversible for all	Not applicable
304-3 Habitats protected or restored	a. Size and location of all habitat areas protected or restored (km <sup>2</sup> and location)	Not applicable	La Mare d'Oursi, a 450 km <sup>2</sup> Ramsar site and designated ornithological sanctuary, is 67 km from the Essakane site	Not applicable
	i. Whether the success of restorative measures approved by independent external professionals (yes/no)	Not applicable	Yes	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	No	Not applicable
	c. Status of each area based on its condition at the close of the reporting period	Not applicable	Protected area	Not applicable
	d. Report standards, methodologies, and assumptions used	Not applicable	Annual inventory carried out for the success rate by site and by species	Not applicable

**Biodiversity** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	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:	245	3	Not applicable
	i. Critically endangered	0	0	Not applicable
	ii. Endangered	0	0	Not applicable
	iii. Vulnerable	10 Oncilla ( <i>Leopardus tigrinus</i> ), White-lipped Peccary ( <i>Tayassu pecari</i> ), Lowland Tapir ( <i>Tapirus terrestris</i> ), Guiana Spider Monkey ( <i>Ateles paniscus</i> ), Giant Anteater ( <i>Myrmecophaga tridactyla</i> ), Giant Armadillo ( <i>Priodontes maximus</i> ), Ruddy Pigeon ( <i>Patagioenas subvinacea</i> ), Channel-billed Toucan ( <i>Ramphastos vitellinus</i> ), White-throated Toucan ( <i>Ramphastos tucanus</i> ), Streaked Antwren ( <i>Myrmotherula surinamensis</i> )	1 (White-headed Vulture ( <i>Trigonoceps occipitalis</i> ))	
	iv. Near threatened	7 Bush dog ( <i>Speothos venaticus</i> ), Jaguar ( <i>Panthera onca</i> ), Margay ( <i>Leopardus wiedii</i> ), Great Tinamou ( <i>Tinamus major</i> ), Caica Parrot ( <i>Pionopsitta caica</i> ), Ringed Woodpecker ( <i>Ceolus torquatus</i> ), Mealy Parrot ( <i>Amazona farinosa</i> )	2 (Rüppell's Vulture ( <i>Gyps rueppellii</i> ), Bateleur ( <i>Terathopius ecaudatus</i> ))	
	v. Least concern	228 66 bird species, 21 mammal species and 41 amphibian species	0	Not applicable

**Biodiversity** (continued)

Disclosure		Disclosure Required		
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	3,839.00	1,925.00	935.00
	Total amount of land newly disturbed within the reporting period (in hectares)	431.00	59.59	0.00
	Total land rehabilitated, including previous years	0.00	5.80	0.00
	Total amount of land newly rehabilitated within the reporting period to the agreed end use (in hectares)	0.00	4.00	0.00
	Total land disturbed and not yet rehabilitated (in hectares) as of December 31, 2018	4,270.00	1,980.59	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	Essakane	Westwood
	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 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	<p>This topic boundary is limited to IAMGOLD managed operations and advanced exploration sites.</p>
	c. Any specific limitation regarding the topic Boundary	<p>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.</p>
103-2 <b>The management approach and its components</b>	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 has so far displaced 11 million litres of heavy fuel use and avoided 34,000 tonnes of CO<sub>2</sub> emissions between 2018 to May 2020.</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"> <li>- Comply with applicable regulatory requirements;</li> <li>- 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</li> <li>- Reduce emissions that contribute to climate change.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	<p><b>Energy and Greenhouse Gas Emissions Management Standard</b></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> <p>We also participate in the Carbon Disclosure Project (CDP) Climate Change Disclosure.</p>
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach</li> </ul> </li> </ul>	<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. An external audit is expected to be conducted in 2021.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the <b>Energy and GHG Emissions Management Protocol</b>.</p> <p>Annual results are available in the <b>TSM Progress Reports</b>.</p>

## Emissions (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
305-1 Direct (Scope 1) GHG emissions	a. Total direct emissions of greenhouse gases (in metric tonnes of CO <sub>2</sub> equivalent) from:	150,952.39	334,418.90	10,594.26
	Waste	0.00	0.00	0.00
	Energy - Power Plant	0.00	205,330.13	0.00
	Energy - Treatment Plant	2,232.58	4,774.64	83.53
	Energy - Extraction	127,197.76	99,953.73	10,340.29
	Energy - Support Activities	258.27	7,687.64	0.00
	Company-Owned Vehicles - Operations	21,263.78	1,189.07	170.44
	Company-Owned Vehicles - Support Activities	0.00	2,784.27	0.00
	b. Gases included in the calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all)	CO <sub>2</sub> , CO <sub>2</sub> e, CH <sub>4</sub> , N <sub>2</sub> O, HFC-143a.	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC-134a, R404a, R407c, R410a	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, CO <sub>2</sub> e.
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> 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 <sub>2</sub> e) 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. 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** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
305-2 Energy indirect (Scope 2) GHG emissions	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 <sub>2</sub> )	0.00	382.59	198.68
	b. If applicable, total market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent	0.00	382.59	198.68
	c. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> 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** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
305-3 Other indirect (Scope 3) GHG emissions	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 <sub>2</sub> )	3,120.46	53,337.63	243.90
	b. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> 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, third-party deliveries	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	396.21	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 (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
305-4 GHG emissions intensity	a. GHG emissions intensity ratio for the organization			
	i. Total GHG emissions (in tonnes of CO <sub>2</sub> e)	150,952.39	322,102.07	10,792.94
	ii. GHG intensity - Mill (kg CO <sub>2</sub> e/tonne milled)	12.41	12.41	17.27
	iii. GHG intensity - Mine (kg CO <sub>2</sub> e/tonne moved)	2.69	2.69	13.13
	b. Organization-specific metric (the denominator) chosen to calculate the ratio			
	i. Thousand tonnes of treated (milled) ore	12,165.61	13,372.96	624.97
	ii. Thousand tonnes of moved ore and waste	56,046.05	64,515.20	821.90
	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 <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC-134a.	CO <sub>2</sub> , HFC-134a, CH <sub>4</sub> , N <sub>2</sub> O, R410a, R401a, R404a.	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O.	
305-5 Reduction of GHG emissions				
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent	No new initiatives implemented in 2019.	No new initiatives implemented in 2019.	No new initiatives implemented in 2019.

**Emissions** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a. Significant air emissions, in kilograms, for each of the following:	1,708,367	5,219,629	98,271
	i. NOx	28,410	2,713,233	2,404
	ii. SOx	0	0	0
	iii. Persistent organic pollutants (POP)	78,823	55,997	4,517
	iv. Volatile organic compounds (VOC)	53,763	569,586	Not applicable
	v. Hazardous air pollutants (HAP)	7,439,608	27,096,403	107,239
	vi. Particulate matter (PM)	1,058,203	1,438,896	71,758
	vii. Other standard categories of air emissions identified in relevant regulations	409,062	74,035	24,144
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"> <li>- Blasting (gaseous emissions)</li> <li>- Fugitive dust emissions from material handling activities on the surface</li> <li>- Fugitive dust emissions from unpaved haul roads</li> <li>- Vehicle tailpipe exhaust emissions</li> <li>- Emissions from gold processing and refining</li> <li>- Emissions from auxiliary processes such as comfort heating and power generation</li> </ul> The following accepted methods were used to calculate air emissions: <ul style="list-style-type: none"> <li>- Stack testing measurements, where available</li> <li>- 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).</li> </ul>			

## Effluents and Waste

Disclosure		Disclosure Required			
103-1	Explanation of the material topic and its Boundary		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
		a. An explanation of why the topic is material	<p>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.</p> <p>Waste management includes waste rock, tailings, and other waste streams (hazardous and non-hazardous waste).</p>		
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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.</li> </ul>	<p>This topic Boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.</p>		
c. Any specific limitation regarding the topic Boundary	<p>Effluents and waste from joint venture projects where IAMGOLD is not the operator are not included.</p> <p>Judgment of subject matter experts is relied upon to define what is considered significant.</p>				
103-2	The management approach and its components		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
		a. An explanation of how the organization manages the topic	<p>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.</p> <p>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.</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"> <li>- Comply with applicable regulatory requirements;</li> <li>- Ensure waste streams are handled, stored and transported appropriately to prevent accidental release to the surrounding environment;</li> <li>- 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</li> <li>- Ensure protection of the receiving environment.</li> </ul>		
c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	<p>Our internal Sustainability Standard outlines the minimum requirements for waste management.</p> <p><b>Tailings Management Standard</b></p> <p>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.</p> <p>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.</p> <p>We aim to prevent material spills and have spill response procedures to respond appropriately and minimize impacts to the receiving environment.</p>				

## Effluents and Waste (continued)

Disclosure	Disclosure Required				
103-3	<b>Evaluation of the management approach</b>	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 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. An external audit is slated to be conducted in 2020.  All IAMGOLD operations conducted the annual TSM self-assessment for the Tailings Management Protocol and Crisis Management and Communications Planning Protocol  <b>Tailings Management Protocol.</b>  <b>Crisis Management and Communications Planning.</b>  Annual results are available in the <b>TSM Progress Reports</b> .		
306-1	<b>Water discharge by quality and destination</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
	a. Total volume (m <sup>3</sup> ) of planned and unplanned water discharges (i.e., excluding harvested rainwater and domestic sewage) by:		2,502,381.00	0.00	4,010,838.00
	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, the water is treated by the Effluent Treatment Plant and aerated in the Aerated Lagoon. We comply with the IFC limits 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		No, but there is 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** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Exploration
306-2 Waste by type and disposal method	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:	725.55	1,547.01	312.97	
	i. Reuse (kg or tonnes and disposal method)	0.00	0.00	13.24	Not available
	ii. Recycling (kg or tonnes and disposal method)	248.11	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	1,215.28	91.51	Not available
	v. Incineration (mass burn): (kg or tonnes and disposal method)	477.45	0.744	208.22	Not available
	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	<b>Peru:</b> 350 kg <b>Mali:</b> 50 kg
	viii. On-site storage (kg or tonnes and disposal method)	0.00	330.99	0.00	<b>Colombia:</b> 4,718 kg
	b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:	1,137.63	756.14	1,348.38	Not available
	i. Reuse (kg or tonnes and disposal method)	0.58	-	-	<b>Colombia:</b> 2,380 kg <b>Mali:</b> 700 kg
	ii. Recycling (kg or tonnes and disposal method)	28.32	384.09	1,026.00	<b>Colombia:</b> 582.5 kg <b>Quebec:</b> 500 kg of paper.

## Effluents and Waste (continued)

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	0	0	<b>Quebec:</b> Less than 150 kg of domestic waste. <b>Mali:</b> 907 kg <b>Colombia:</b> 391.45 kg
	iv. Recovery, including energy recovery (kg or tonnes and disposal method)	0	0	91.51	Not applicable
	v. Incineration (mass burn): (kg or tonnes and disposal method)	0	0	0	<b>Mali:</b> 500 kg
	vi. Deep well injection (kg or tonnes and disposal method)	0	0	0	Not available
	vii. Landfill (kg or tonnes and disposal method)	1,108.72	372.06	230.87	<b>Senegal:</b> 5 tonnes <b>Peru:</b> 210 kg <b>Colombia:</b> 1,551 kg
	viii. On-site storage (kg or tonnes and disposal method)	0	0	0	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.	<b>Colombia:</b> Non-recyclable materials are disposed by the public waste services company at the local landfill. <b>Quebec:</b> disposed at municipal disposal sites <b>Mali:</b> Yes, used oil
	ii. Information provided by the waste disposal contractor	Non-hazardous waste reuse	Not available	Hazardous waste disposal information provided by contractor	<b>Colombia:</b> (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** (continued)

Disclosure	Disclosure Required		
<b>306-3 Significant spills</b>	<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
a. Total number and total volume of recorded significant spills (m <sup>3</sup> )	Not applicable	Not applicable	Not applicable
<b>306-4 Transport of hazardous waste</b>	<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
a. Total weight of hazardous waste (tonnes):			
i. Hazardous waste transported	1,218.14	Not applicable	208.22
ii. Hazardous waste imported	0.00	0.00	0.00
iii. Hazardous waste exported	1,218.10	0.00	0.00
iv. Hazardous waste treated	1,695.55	Not applicable	208.22
b. Percentage of hazardous waste shipped internationally (%)	72%	0%	0%
c. Report standards, methodologies, and assumptions used	Unit conversions via Ecometrica.	<ul style="list-style-type: none"> <li>• 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;</li> <li>• 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.</li> <li>• Decree regulating the collection, storage, transportation, treatment and disposal of urban waste.</li> </ul>	Provided by the waste disposal contractor.

**Effluents and Waste** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
306-5 Water bodies affected by water discharges and/or runoff	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 <sup>2</sup> , 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		
	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 are protected.		
MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
	Total amount of overburden (waste rock) generated during the year (in tonnes)	41,048,963.00	38,604,763.00	281,497.00
	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 dump.	Acid rock drainage (ARD) potential
	Total amount of tailings (including sludges) generated during the year (in tonnes)	12,165,606.00	13,372,946.00	1,331,023.00
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 risks were detected.	Risks related to tailings line ruptures, breakage of geomembrane cover covering interior of the TSF and/or dam breach. Contamination of groundwater. Overtopping of water from TSF.	Acid rock drainage (ARD) potential	

## Environmental Compliance

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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.  <a href="#">Sustainability Policy</a>
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	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.
103-2 <b>The management approach and its components</b>	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: <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements; and</li> <li>- Promote accountability and transparency.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><a href="#">Sustainability Policy</a></p> <p><a href="#">Tailings Management Standard</a></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 for 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>

**Environmental Compliance** (continued)

Disclosure	Disclosure Required
103-3 <b>Evaluation of the management approach</b>	<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"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul>

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 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.

A gap analysis on IAMGOLD's sustainability framework was conducted in 2018, results of the analysis have been reviewed to identify areas of improvement.

307-1 <b>Non-compliance with environmental laws and regulations</b>	Rosebel	Essakane	Westwood
a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:	No	Yes	Yes
		Noncompliance : - on NOx emissions at the solar power plant  - on domestic wastewater discharges  - on particle emissions from the biomedical waste incinerator	Acute toxicity of final effluents on Daphnia magna
i. Total monetary value of significant fines (USD)	0	0	0
ii. Total number of non-monetary sanctions	0	0	0
iii. Cases brought through dispute resolution mechanisms	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			

GRI 400: Social Standards Series

# Social Indicators

## Employment

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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 <b>The management approach and its components</b>	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"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	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 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	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 2019.

## Employment (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
401-1 New employee hires and employee turnover	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)	39	87	18	6	2
	ii. 30-50 years old (B)	112	89	10	11	5
	iii. Over 50 years old (C)	6	2	3	3	4
	iv. Total number of employees joining the organization (= A+B+C)	157	178	31	20	11
	v. Male new hires	139	157	22	12	7
	vi. Female new hires	18	21	9	8	4
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region:					
	i. Under 30 years old (A)	7	23	33	6	7
	ii. 30-50 years old (B)	49	77	98	12	18
	iii. Over 50 years old (C)	7	20	48	7	9
	iv. Total number of employees leaving employment (= A+B+C)	63	120	179	25	34
	v. Male turnover	49	110	156	11	20
	vi. Female turnover	14	10	23	14	14
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	Yes	Yes	Yes	Yes	Not available
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 (continued)

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: 1,123	Male: 2,135	Male: 514	Male: 96	Male: 76
	Female: 133	Female: 273	Female: 48	Female: 67	Female: 16
b. Total number of employees that took parental leave, by gender	Male: 36	Male: 142	Male: 35	Male: 0	Male: 4
	Female: 6	Female: 24	Female: 4	Female: 2	Female: 2
c. Total number of employees that returned to work in the reporting period after parental leave ended by gender	Male: 36	Male: 142	Male: 27	Male: 0	Male: 4
	Female: 6	Female: 24	Female: 0 (4 still on parental leave)	Female: 1	Female: 1
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: 36	Male: 142	Male: 27	Male: 0	Male: 4
	Female: 6	Female: 24	Female: 0 (4 still on parental leave)	Female: 1	Female: 1
e. Return to work and retention rates of employees that took parental leave, by gender	Male: RTW Rate: 100%	Male: RTW Rate: 100%	Male: RTW Rate: 77%	Male: Not applicable – no employees on parental leave that ended in the reporting period	Male: RTW Rate: 100%
	Retention Rate: 100%	Retention Rate: 100%	Retention Rate: 77%		Retention Rate: 100%
	Female: RTW Rate: 100%	Female: RTW Rate: 100%	Female: RTW Rate: 100%	Female: RTW Rate: 100%	Female: RTW Rate: 100%
	Retention Rate: 83%	Retention Rate: 83%	Retention Rate: 100%	Retention Rate: 100%	Retention Rate: 100%

## Labour/Management Relations

Disclosure	Disclosure Required						
103-1	<b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	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	<b>The management approach and its components</b>	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: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	See above				
103-3	<b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	No external or internal audit or verification activities occurred in 2019.				
402-1	<b>Minimum notice periods regarding operational changes</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
		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 applicable	Not applicable	

### Labour/Management Relations (continued)

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: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• <b>H&amp;S Performance monthly report and statistics (leading and lagging indicators):</b> A systematic performance reporting process used by every site at IAMGOLD.</li> <li>• <b>Significant Incident Report (SIR) Procedure</b> and reporting, which include sharing of lessons learned.</li> <li>• <b>Mind Body Achievement (MBA) Program:</b> A behaviour-based program to reduce, report and eliminate at-risk situations and conditions and to encourage and improve safety leadership among workers.</li> <li>• <b>IAMTRAVELLING:</b> A safe travel initiative to inform and protect our business travellers and expatriates travelling abroad.</li> <li>• <b>TSM:</b> 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.</li> <li>• <b>OHSAS 18001:</b> Two sites out of three are OHSAS certified.</li> <li>• <b>Enterprise Risk Management:</b> An initiative to identify and manage our internal H&amp;S risks.</li> <li>• <b>Employee Assistance Program (EAP):</b> 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.</li> </ul>

Occupational Health and Safety (continued)

Disclosure	Disclosure Required																
103-3 <b>Evaluation of the management approach</b>	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 is currently being implemented.															
403-1 <b>Workers representation in formal joint management-worker health and safety committees</b>	a. The level at which each formal joint management-worker health and safety committee typically operates within the organization	<p><b>Rosebel</b> There are Health &amp; Safety committees for the mine operations and mine technical services divisions to help monitor and provide advice on the H&amp;S programs. There are also steering committees with representation of the relevant departments for implementing H&amp;S programs.</p> <p><b>Essakane</b> There are three categories of Health and Safety Committee:</p> <ul style="list-style-type: none"> <li>• The Executive Health and Safety Committee (CESS)</li> <li>• 4 regional health and safety committees (CDSS)</li> <li>• 6 local health and safety committees (CLSS). All CLSS are under the responsibility of a CDSS, which in turn reports to the CESS.</li> </ul> <p>The composition of the Executive Health and Safety Committee (CESS) is as follows:</p> <ul style="list-style-type: none"> <li>• The Director General or his representative who is the President</li> <li>• The head of the health and safety department or his representative</li> <li>• The presidents of each CDSSE or their representatives (Managers)</li> <li>• Two worker representatives sitting on each CDSS</li> <li>• A staff representative</li> <li>• A union representative</li> <li>• The head of the occupational health service (clinic) in an advisory capacity.</li> </ul> <p><b>Westwood</b> A Health and Safety Committee composed of 12 members:</p> <ul style="list-style-type: none"> <li>• 7 members from the trade union comprised of 3 mine workers, 1 mill worker, and 3 mechanical/electrical maintenance workers</li> <li>• 5 representatives of the employer comprised of 2 representatives from operations, 2 from the mill, and 1 from mechanical and electrical maintenance.</li> </ul> <p>The Committee meets monthly (12 meetings annually)</p> <p><b>Corporate</b> There is a formal health and safety committee with 8 members</p> <p><b>Exploration</b> Not applicable</p>															
	b. Percentage of workers whose work, or workplace, is controlled by the organization, represented in formal joint management-worker health and safety committees		<table border="1"> <thead> <tr> <th></th> <th>Rosebel</th> <th>Essakane</th> <th>Westwood</th> <th>Corporate</th> <th>Exploration</th> </tr> </thead> <tbody> <tr> <td></td> <td>Between 50% and 75%.</td> <td>100%</td> <td>80.28%</td> <td>100%</td> <td></td> </tr> </tbody> </table>		Rosebel	Essakane	Westwood	Corporate	Exploration		Between 50% and 75%.	100%	80.28%	100%			
	Rosebel	Essakane	Westwood	Corporate	Exploration												
	Between 50% and 75%.	100%	80.28%	100%													

Occupational Health and Safety (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	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)	<b>Total Recordable Incident Frequency Rate (TRIFR):</b> 1.01 (based on 200,000 work hours)	<b>Total Recordable Incident Frequency Rate (TRIFR):</b> 0.28 (based on 200,000 work hours)	<b>Total Recordable Incident Frequency Rate (TRIFR):</b> 7.46 (based on 200,000 work hours)	<b>Total Recordable Incident Frequency Rate (TRIFR):</b> 0.00 (based on 200,000 work hours)	<b>Total Recordable Incident Frequency Rate (TRIFR):</b> 0.55 (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.
	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)	<b>Days Away, Restricted or Transferred Frequency Rate (DART FR):</b> 0.37 (based on 200,000 work hours); <b>Lost Day Rate (LDR):</b> 0.34 (based on 200,000 work hours)	<b>DART FR:</b> 0.20 (based on 200,000 work hours)	<b>DART FR:</b> 5.31 (based on 200,000 work hours)	<b>DART FR:</b> 0.00 (based on 200,000 work hours)	<b>DART FR:</b> 0.27 (based on 200,000 work hours)
	v. Absentee Rate (AR = total absent days ÷ total days scheduled to be worked for the period)	4.22%	Data not being tracked.	7.70%	Data not being tracked.	Data not being tracked.
	vi. Total number of work-related fatalities	0	1	0	0	0
	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:	Data not being tracked.	Data not being tracked.	Data not being tracked.	Data not being tracked.	Data not being tracked.
	c. The system of rules applied in recording and reporting accident statistics	OSHA	OSHA	OSHA	OSHA	OSHAs

## Occupational Health and Safety (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
403-3 Workers with high incidence or high risk of diseases related to their occupation	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	Operation and maintenance of mining and milling operations – risks: exposure to silica, arsenic, cyanide, heat stress, vibration, noise	The main risk of dust containing arsenic applies to the following roles: <ul style="list-style-type: none"> <li>Operator of fine coal incinerator,</li> <li>Operator at the crusher,</li> <li>Gold Room activities such as fusion,</li> <li>Mechanical preparation in the laboratory,</li> <li>Driller – Pit and crusher activities also involve risks of exposure to silica,</li> <li>Lead in the metallurgy laboratory, and</li> <li>Welders are exposed to welding fumes</li> </ul>	Activities related to underground mining and maintenance of mining equipment. <ul style="list-style-type: none"> <li>Work involving handling and lifting of load (physical injuries)</li> <li>Work involving the operation of heavy machinery (physical injuries and material damage)</li> <li>Exposure to contaminants: silica (silicosis), diesel particles (cancer), noise (hearing loss), thermal stress, welding fumes containing heavy metals (cancer), vibrations (TMS), chemicals (cyanide, SO<sub>2</sub>)</li> </ul>
403-4 Health and safety topics covered in formal agreements with trade unions	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%	100%	100% (PPE subcommittee)
	ii. Joint management-worker health and safety committees	100%	No, part of the labour code	100%
	iii. Participation of worker representatives in health and safety inspections, audits and accident investigations	100%	No, part of the labour code	100%
	iv. Training and education	100%	No, part of the labour code	100%
	v. Complaints mechanism	100%	100%	100%
	vi. Right to refuse unsafe work	100%	100%	100%
vii. Periodic inspections	100%	100%	100%	

## Training and Education

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	Training and education opportunities are available for IAMGOLD employees.
	c. Any specific limitation regarding the topic Boundary	See above.
103-2 <b>The management approach and its components</b>	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: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	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 2019.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	See 103-2 (c).

**Training and Education** (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
404-1 Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:					
	i. Gender	Gender not tracked in reporting: 38.6	Male: 19.36 Female: 10.16	Male: not available Female: not available	Male: Not tracked Female: Not tracked	Male: 24 Female: 24
	ii. Employee category	Category not tracked in reporting: 38.6	Management: 21.47	Management: not available	Management: Not tracked	Management: 24
			Non-management: 22.28	Non-management: Not available	Non-management: Not tracked	Non-management: 24
404-2 Programs for upgrading employee skills and transition assistance programs	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.	Mostly regarding Governance/ Compliance, such as Cyber Security Awareness Course, Code of Conduct and Business Ethics and Anti-Bribery & Anti-Corruption.	Mostly regarding Governance/ Compliance, such as Cyber Security Awareness Course, Code of Conduct and Business Ethics and Anti-Bribery & Anti-Corruption.  English courses, 1st Aid, MBA 2.0.
	ii. Funding support for external training or education	Yes	Yes	Yes	Yes	Yes



## Training and Education (continued)

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

### Training and Education (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
404-3 Percentage of employees receiving regular performance and career development reviews	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: 39.55%	Male: 100%	Male: 26%	Male: 100%	Male: 100%
		Female: 69.06%	Female: 100%	Female: 100%	Female: 100%	Female: 100%
		Management: 100%	Management: 100%	Management: 100%	Management: 100%	Management: 100%
		Non-management: 100%	Non-management: 100%	Non-management: 89%	Non-management: 100%	Non-management: 75%

### Diversity and Equal Opportunity

Disclosure	Disclosure Required	
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	IAMGOLD is committed to diversity and equal opportunity and aims to facilitate employment opportunities based on ability and experience.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	IAMGOLD is committed to diversity and equal opportunity at all our operations.
	c. Any specific limitation regarding the topic Boundary	This topic Boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic	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.
	b. A statement of the purpose of the management approach	The purpose of the management approach is to effectively fulfil the organization's commitment to ensuring employees are hired based on performance and ability.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	Diversity Standard Code of Business Conduct and Ethics

## Diversity and Equal Opportunity (continued)

## 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 2019.

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:	Board of Directors	Board of Directors	Board of Directors	Board of Directors	Board of Directors
i. Gender	Male: Not applicable (represented by governance bodies at the Corporate level).	Male: Not applicable (represented by governance bodies at the Corporate level).	Male: Not applicable (represented by governance bodies at the Corporate level).	Male: 87.5%	Male: Not applicable (represented by governance bodies at the Corporate level).
	Female: Not applicable (represented by governance bodies at the Corporate level).	Female: Not applicable (represented by governance bodies at the Corporate level).	Female: Not applicable (represented by governance bodies at the Corporate level).	Female: 12.5%	Female: Not applicable (represented by governance bodies at the Corporate level).
ii. Age group:					
Under 30 years old	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
30-50 years old	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Over 50 years old	Not applicable (represented by governance bodies at the Corporate level)	Not applicable (represented by governance bodies at the Corporate level)	Not applicable (represented by governance bodies at the Corporate level)	100%	Not applicable (represented by governance bodies at the Corporate level)
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: 87%	Male: 89%	Male: 91%	Male: 59%	Male: 80%
	Female: 13%	Female: 11%	Female: 9%	Female: 41%	Female: 20%
ii. Age group:					
Under 30 years old	6%	14%	21%	10%	17%
30-50 years old	80%	80%	57%	61%	58%
Over 50 years old	14%	6%	22%	29%	25%
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not tracked	Not tracked	Not tracked	Not tracked	Not tracked

## Diversity and Equal Opportunity (continued)

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	<b>Administrative/ Technical</b> Female: not applicable Male: \$119,000 <b>Professional/ Supervisor</b> Female: \$94,030.00 Male: \$129,080.00 <b>Managers/ Directors</b> Female: \$144,780 Male: \$144,640	<b>Administrative/ Technical</b> Female: \$46,530 Male: \$63,197 <b>Professional/ Supervisor</b> Female: \$50,459 Male: \$66,527 <b>Managers/ Directors</b> Female: \$99,552 Male: \$121,090	<b>Administrative/ Technical</b> Female: \$62,812 Male: \$76,088 <b>Professional/ Supervisor</b> Female: \$80,960 Male: \$99,963 <b>Managers/ Directors</b> Female: \$127,500 Male: \$156,869	<b>Administrative/ Technical</b> Female: \$72,924 Male: \$69,631 <b>Professional/ Supervisor</b> Female: \$91,748 Male: \$98,037 <b>Managers/ Directors</b> Female: \$148,571 Male: \$159,874	<b>Administrative/ Technical</b> Female: \$15,373 Male: \$23,613 <b>Professional/ Supervisor</b> Female: \$34,065 Male: \$34,188 <b>Managers/ Directors</b> Female: \$135,858 Male: \$104,498
	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
	<p>a. An explanation of why the topic is material</p> <p>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.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>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</li> </ol> <p>c. Any specific limitation regarding the topic Boundary</p> <p>IAMGOLD's Discrimination, Harassment, &amp; 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.</p>

**Non-Discrimination** (continued)

Disclosure	Disclosure Required					
103-2 <b>The management approach and its components</b>	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: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	Discrimination, Harassment & Violence in the Workplace Standard				
103-3 <b>Evaluation of the management approach</b>	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: <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul>	<p>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.</p> <p>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.</p> <p>No significant changes were made to this program in 2019.</p>				
406-1 <b>Incidents of discrimination and corrective actions taken</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
	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	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

## Security Practices

Disclosure	Disclosure Required						
103-1	<b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	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	<b>The management approach and its components</b>	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: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	Human Rights Policy				
103-3	<b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information:	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.				
		a. An explanation of how the organization evaluates the management approach, including: <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol>	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 2019.				
410-1	<b>Security personnel trained in human rights policies or procedures</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
		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%	82.50%	Not applicable	Not applicable	Not applicable
	b. Whether training requirements also apply to third-party organizations providing security personnel	Yes	Yes	Not applicable	Not applicable	Not applicable	

## Rights of Indigenous Peoples

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	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 <b>The management approach and its components</b>	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: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	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 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	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 2019.

## Rights of Indigenous Peoples (continued)

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	(1) On July 28, 2019 there was an interaction between local police and unauthorized artisanal miners, which resulted in the loss of one ASM miner. The incident was on the RGM concession but it was an action of the police authority. The Surinamese government took the lead in the engagement with the communities and RGM is currently working on updating its Social Risk Management Program and strengthening of community relations with the surrounding communities.	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	(1) Police action incident described above	Not applicable	Not applicable		Not applicable
	ii. Remediation plans being implemented	Updated our social risk management program and undertook a program to strengthen community relations with surrounding communities	Not applicable	Not applicable		Not applicable



Rights of Indigenous Peoples (continued)

Disclosure		Disclosure Required				
411-1	Incidents of violations involving rights of Indigenous Peoples (cont'd)	iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	The relationship with the local communities is being reviewed at the moment by RGM; this involves the development of an updated Social Risk Management Program and also the establishment of a Rosebel Community Fund to ensure consistent funding of programs identified through needs assessments.	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	Whether site operations are taking place in or adjacent to Indigenous Peoples' territories	Rosebel Yes, there is a village within 1 km range of an open pit, Royal Hill	Essakane Currently, mining activities take place inside the mining permit. An activity program is implemented for field survey activities. In this context, we strongly involve community leaders in the event that our surveys are close to communities and specifically seek their approval before commencing any work near homes.	Westwood Yes, Westwood is located in Pikogan territory	Corporate Exploration

Rights of Indigenous Peoples (continued)

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 are protocols in place to manage SSM activities on the mining concession. Rosebel, the Surinamese government, the traditional authority of Nieuw Koffiekamp Makambo and Kamp Mining N.V. signed agreements on small-scale mining; a joint letter on Start of Work in the East Tailings Road Resource and Roma East Protocol. With these agreements, a legal basis has been created to allow a maximum of 500 small scale miners from Nieuw Koffiekamp to work at two concessions within the Rosebel concession.	In the case of the Wafaka pit, there is an agreement with the communities on the return of the area to the town at the end of the project, with respect to agricultural land. In addition, for any new areas where land will be disturbed, we have protocols signed with local communities. In total we have three MOUs.	No formal agreement, discussions are ongoing with Pikogan First Nation.	

## Human Rights Assessment

Disclosure	Disclosure Required		
103-1	<b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material  b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ol>	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.  IAMGOLD strives to ensure that all employees and contractors adhere to human rights principles including as part of our procurement policy.
		c. Any specific limitation regarding the topic Boundary	IAMGOLD strives to ensure that all employees and contractors adhere to human rights principles including as part of our procurement policy.
		103-2	<b>The management approach and its components</b>
103-3	<b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	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 2019.

## Human Rights Assessment (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
412-1	Operations that have been subject to human rights reviews or impact assessments	An environmental and social impact assessment was conducted for Rosebel previously and on Saramacca 2017-2018.	Conducted environmental and social impact studies for all major works: Essakane pit, Essakane satellite pits, Gourouol deviation, Falagountou satellite pits.  Resettlement Monitoring Committee meetings are attended by human rights representatives (association/NGOs and state services) to check the level of implementation of the RAP agreements	No human rights review was done at Westwood for the reporting year.
412-2	Employee training on human rights policies or procedures	Employees attend annual 8-hour refresher training	Employees receive 4 hours of training on average	None
	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country			
	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	4.00%	70%	None
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.		
	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 <b>Explanation of the material topic and its Boundary</b>	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"> <li>i. where the impacts occur;</li> <li>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</li> </ul>	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.
103-2 <b>The management approach and its components</b>	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"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	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 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	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 2019.

Local Communities (continued)

Disclosure		Disclosure Required			
413-1	Operations with local community engagement, impact assessments, and development programs	Rosebel	Essakane	Westwood	Exploration
	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. Social impact assessments, including gender impact assessments, based on participatory processes</p>	<p>A needs assesment was conducted from 2017-2018</p>	<ul style="list-style-type: none"> <li>• RAP-1 evaluation study: through the resettlement monitoring committee, phase 1</li> <li>• RAP-2 evaluation study: through the resettlement monitoring committee, phase 2</li> <li>• Agricultural productivity assessment studies: through the producer committee</li> <li>• Archaeological study: through town halls and community and religious leaders</li> <li>• The social study of Falagountou: through the town hall of Falagountou and community and religious leaders</li> </ul>	<p>No assessments. Local communities are engaged on an as needed basis. The mine is not located near an urban centre.</p>	<p><b>Ontario:</b> Yes, as part of the Environmental Assessment process for the provincial and federal government. IAMGOLD committed to doing socioeconomic plan as part of EA commitments</p> <p><b>Colombia:</b> 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><b>Suriname:</b> Environment and Social Impact Assessment (ESIA) process completed for Saramacca</p> <p><b>Peru:</b> Ongoing dialogue with community</p> <p><b>Senegal:</b> Environment and Social Impact Assessment (ESIA) completed for Boto</p>

Local Communities (continued)

Disclosure		Disclosure Required				
413-1 (cont'd)	Operations with local community engagement, impact assessments, and development programs (cont'd)		Rosebel	Essakane	Westwood	Exploration
	ii. Environmental impact assessments and ongoing monitoring		<p>There is ongoing monitoring of the environmental impact based on the Environmental Impact Assessment (EIA) that was conducted in September 2002 for the Rosebel Gold Mines Project. The results of this study were set out in an RGM-Environmental Assessment report and which is ongoing. A Social Impact assessment (ESIA) was implemented in May 2013 for the TSF (Tailling Storage Facility) Expansion. There is also an ongoing environmental monitoring program, described in the EMS Operational Procedure ENV-PR-03 (Environmental Performance Measurement Monitoring). For the Pikin Saramacca Satellite Mine project, the Environmental, Social Impact Assessment (ESIA) was finalized in December 2018. There is currently an ongoing process of updating all the RGM Procedures to include findings that apply to this</p>	<ul style="list-style-type: none"> <li>Monitoring by state structures: BUNEE (National Office for Environmental Assessments) has the sovereign role of monitoring environmental impacts in mines in Burkina Faso. Also, we have the BUMIGEB (Office of Mines and Geology in Burkina) and the General Inspectorate of Mines.</li> <li>Monitoring of the level of implementation of the environmental and social management plan</li> <li>Monitoring of waste management</li> <li>Measurement of vibrations in villages bordering the mine</li> <li>Meetings with members of the permanent commissions on employment and nuisances and take stock of the expectations of CVDs and advisers</li> </ul>	<p>Environmental monitoring is done in accordance with federal and provincial regulation.</p>	<p><b>Ontario:</b> Yes, as part of the Environmental Assessment process for the provincial and federal government. Ongoing monitoring commitments made through permitting applications</p> <p><b>Colombia:</b> 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><b>Peru:</b> Ongoing environmental monitoring</p> <p><b>Suriname:</b> ESIA process completed for Saramacca</p> <p><b>Senegal:</b> Environment and Social Impact Assessment (ESIA) submitted and approved for Boto</p> <p><b>Colombia:</b> water sampling report</p>

Local Communities (continued)

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, public disclosure meetings were held in Paramaribo and the local communities in Brokopondo and in the Pikin Saramacca communities	<ul style="list-style-type: none"> <li>The annual environmental and social management report for the mine</li> <li>The report of the Ministry of Mines and Quarries</li> <li>Reports from commissions on nuisance and employment</li> </ul>	Monitoring results are available to the public upon request.	<p><b>Colombia:</b> Monitoring and environmental compliance report</p> <p><b>Ontario:</b> Yes, the complete Environmental Assessment process document is available on the corporate website. Public disclosure also through quarterly newsletters and public townhalls</p> <p><b>Peru:</b> Reports available to local communities</p> <p><b>Suriname:</b> ESIA completed for Saramacca</p> <p><b>Senegal:</b> ESIA submitted and approved by the government and partial disclosure of the report to the general public</p>



Local Communities (continued)

Disclosure		Disclosure Required				
413-1 (cont'd)	Operations with local community engagement, impact assessments, and development programs (cont'd)		Rosebel	Essakane	Westwood	Exploration
	iv. Local community development programs based on local communities' needs		Investment in projects through the Rosebel community fund will partially be determined by the needs assessment conducted in 2018.	<ul style="list-style-type: none"> <li>Specific funding for youth projects through the Iron Fund project, which expresses the real needs of young people living around the mine</li> <li>The municipal development plans (PCD) of the municipalities of Falagountou, Gorom Gorom and Markoye and the regional development program (PRD) of the Sahel region.</li> </ul> <p>This evaluation made it possible, in a participative manner with the populations, to highlight investment needs and to prioritize them. Topics include education, health, agriculture, environment, economic advancement, infrastructure, water, access to energy and capacity building.</p>	Investments are made annually in areas of culture, sports, education and health for the benefit of local communities.	<p><b>Ontario:</b> Yes, Impact and Benefit agreement signed with two local First Nations to develop community needs programs and funding in partnership.</p> <p><b>Peru:</b> Yes, community investment program exists</p> <p><b>Senegal:</b> Yes, community investment program exists</p> <p><b>Quebec:</b> Sponsorship of local events and programs for local indigenous communities</p>

Local Communities (continued)

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 undertaken as part of ESIA process and recent needs assessment dictates annual stakeholder engagement plans. Plans are updated regularly to ensure all relevant stakeholders are captured.	<ul style="list-style-type: none"> <li>The literacy program for young people from villages bordering the mine</li> <li>The development of market gardens for the benefit of resettled women</li> <li>The micro-credit program through the solidarity group for the benefit of women in the area bordering the mine</li> <li>The iron fund for the funding of youth and women's projects</li> <li>The program to increase livestock and set up a livestock feed bank</li> <li>The management program of the villagers forests for the availability of natural fodder for the benefit of the resettled</li> </ul>	Yes, stakeholder engagement plans are updated regularly to accommodate changes in stakeholder groups.	<p><b>Ontario:</b> Yes, as part of the Environmental Approval process for federal and provincial government.</p> <p><b>Colombia:</b> held quarterly meetings with the communities as well as regular social programs to understand the needs of the community</p> <p><b>Senegal:</b> Yes, stakeholder mapping done as part of the ESIA process. Stakeholder engagement plans have been created and enacted.</p>

Local Communities (continued)

Disclosure		Disclosure Required				
413-1 (cont'd)	Operations with local community engagement, impact assessments, and development programs (cont'd)		Rosebel	Essakane	Westwood	Exploration
	vi. Broad-based local community consultation committees and processes that include vulnerable groups		Yes, we have consultation committees in all communities with special focus on youth (youth talent development) and women (special training programs)	Formal consultation frameworks: meetings of the permanent nuisance and employment commissions, the resettlement monitoring committee, Informal consultation frameworks: community visits, management visits, technical visits to works or projects Other consultation channels: public inquiries, report by the Ministry of Mines, the CSR report	Quarterly meetings are held with the Municipality of Preissac. A monitoring committee was set up in 2019 and periodic meetings took place with the Pikogan First Nation.	Not available
	vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts		Consultation Committees within all communities functions as work council for the mine.	Environment, Health and Safety Committee	Health and Safety Committee	<p><b>Colombia</b> Regular community meetings and occupational health and safety committees</p> <p><b>Ontario:</b> Yes, as part of IBAs signed with local First Nations</p> <p><b>Peru:</b> Yes, regular H&amp;S meetings</p> <p><b>Senegal:</b> Yes, weekly H&amp;S meetings</p>
	viii. Formal local community grievance processes		We have an approved grievance mechanism through which all complaints are processed and managed.			<p><b>Colombia:</b> Works councils, occupational safety and health committees and other representative bodies of workers to deal with the impacts</p> <p><b>Ontario:</b> Formal grievance process exists</p> <p><b>Peru:</b> Grievance mechanism in place</p> <p><b>Senegal:</b> Formal process under development, informal process exists</p> <p><b>Suriname:</b> Yes, formal grievance mechanism exists</p>

## Local Communities (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Exploration
413-2 Operations with significant actual and potential negative impacts on local communities	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <p>i. The location of the operations</p> <p>ii. If yes, describe the significant actual and potential negative impacts of operations</p>	<p>Yes, District of Brokopondo</p>	<p>In Sahel, Oudalan province. Mainly near the communities of Falagountou and Gorom Gorom and the neighbouring villages</p>	<p>Preissac, Cadillac</p>	<p>Not available</p>
		<ul style="list-style-type: none"> <li>Dust, noise and vibration</li> <li>Contamination of water, soil and air</li> <li>Limited access to hunting, fishing and lumber areas within the concession</li> <li>Loss of biodiversity and habitat</li> </ul>	<ul style="list-style-type: none"> <li>Loss of cultivable land</li> <li>Emanation of dust, noise, vibration</li> <li>Decrease of the water resource</li> <li>Contamination of water, soil and air</li> <li>Loss of grazing area</li> </ul>	<p>Seismic events; communities are concerned about the structural damage to houses in connection with seismic events. Breakage of dams could also pose a risk to communities.</p>	<p>Not available</p>

Local Communities (continued)

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	1	No major conflict was reported in 2019. However, complaints about the impact of our operations on sacred places have been resolved through the signing of the memorandum of understanding with the communities of Falagountou. <ul style="list-style-type: none"> <li>60 minor complaints were registered in 2019, 41 of which were resolved</li> </ul>	None	Not available	
	Describe the nature of these disputes	(1) On July 28th 2019, there was an interaction between local police and unauthorized artisanal miners which resulted in the loss of one ASM miner. The incident was on the RGM concession but it was an action of the police authority. The Surinamese government took the lead in the engagement with the communities and RGM is currently working on updating its Social Risk Management Program and strengthening of the community relations with the surrounding communities.	Details of complaints recorded in 2019: Purchases / services (6), fields (23), buildings (01), blasting effects (5), dust (2), animals (14), employment (3), others (6).	Not applicable	Not available	
	Status of the disputes relating to land use, customary rights of local communities and Indigenous Peoples	Resolved	The major complaints were linked to complaints relating to sacred places. They were resolved under the leadership of local employees and the strong involvement of the mayor of Falagountou.	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 (continued)

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?		Updated our Social Risk Management Program and undertook a program to strengthen community relations with surrounding communities. Rosebel, the Surinamese government, the traditional authority of Nieuw Koffiekamp Makambo and Kamp Mining N.V. signed agreements on small-scale mining; a joint letter on Start of Work in the East Tailings Road Resource and Roma East Protocol. With these agreements, a legal basis has been created to allow a maximum of 500 small scale miners from Nieuw Koffiekamp to work at two concessions within the Rosebel concession.	Inventory of goods by an independent body, setting up of a negotiation committee which leads to compensation agreements around: Field replacements, financial compensation, implementation of a livelihood restoration program (plowing, supply of fertilizers and seeds, technical support).	Not applicable	Not available
	Were grievance procedures used?		Yes	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?		Signed multiple agreements and updated community outreach strategy.	41 out of 60 complaints were resolved in 2019, i.e., 68%, the unresolved complaints remain mainly complaints related to blasting effects of which the BUMIGEB has, in agreement with local communities, to conduct a study.	Not applicable	Not available

## Artisanal Small-Scale Mining

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	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: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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 <b>The management approach and its components</b>	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: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	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 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	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 2019.

## Artisanal Small-Scale Mining (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
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.	Identify where ASM takes place on, or adjacent to, the Company's sites, or where it presents risks to the Company's operations	There are two locations on the Company's concession where there are ASM activities going on guided by multistakeholder agreements. One in the Roma east Pit and one is currently in the preparation phase for the East Tailing Resources (ETR) area.	There are traditional gold panning sites all around the mine concession. The exploitation activities are done on a fenced space, the risks for the activities are low; however, there are sometimes interactions between our exploration team and ASM. We continue to monitor these gold panning sites and have provided support to ASM association leaders in terms of health and safety awareness.	Not applicable
	Report the number of ASM operations that take place on, or adjacent to, the site and describe the situation	2	Approximately 9 miners in 2019 but the numbers fluctuate.	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: Yes, The use of mercury in the ASM operation	Risk: landslide, pollution (water and air) by cyanide and mercury, incursion inside the mine fence.	Not applicable
		Mitigation: Uncontrollable actions of a third party on which RGM nor the local government has grip	Mitigation: involve the association of gold panners to raise awareness.	Not applicable
	ii. Risk and access with security teams	Risks: Violence against security personnel and government forces	Risk: Insecurity (area frequented by armed individuals) Physical or verbal aggression, falling in a hole, difficult access, risk of landslide.	Not applicable
	Mitigation: The vehicles of the security officers in the field are protected with metal window screens and personnel is equipped with tactical PPE (e.g., shields, riot helmets)	Mitigation: strong involvement of the security department in off-site trips, ensure off-site exit procedure is followed. Ensure regular engagement with ASM association and community leaders.	Not applicable	



## Artisanal Small-Scale Mining (continued)

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: Mercury use in the operation	Risk: Contamination from pollutants, dust, fall from height	Not applicable
		Mitigation: Uncontrollable actions of a third party on which neither RGM nor the local government has grip.	Mitigation: Involvement of community leaders and ASM association to raise awareness on health and safety practices and support installation and improvement of sanitation management, latrines, etc.	Not applicable

## Resettlement

Disclosure		Disclosure Required	
103-1	<b>Explanation of the material topic and its Boundary</b>	<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> <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>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</li> </ol> <p>c. Any specific limitation regarding the topic Boundary</p>	<p>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.</p> <p>IAMGOLD strives to limit resettlement of communities where possible.</p> <p>See above.</p>
103-2	<b>The management approach and its components</b>	<p>a. An explanation of how the organization manages the topic</p> <p>b. A statement of the purpose of the management approach</p> <p>c. A description of the following, if the management approach includes that component:</p> <ol style="list-style-type: none"> <li>Policies</li> <li>Commitments</li> <li>Goals and targets</li> <li>Responsibilities</li> <li>Resources</li> <li>Grievance mechanisms</li> <li>Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p>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.</p> <p>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.</p> <p>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.</p>

## Resettlement (continued)

Disclosure	Disclosure Required				
103-3	<b>Evaluation of the management approach</b>	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 a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2019.		
MM9	<b>Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
		Did any community resettlement occur?	No	No	No

## Closure Planning

Disclosure	Disclosure Required	
103-1	<b>Explanation of the material topic and its Boundary</b>	<p>a. An explanation of why the topic is material</p> <p>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.</p> <p>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.</p> <hr/> <p>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</p> <p>This topic boundary includes all IAMGOLD managed operations. Closure plans for advanced exploration and development projects, and closed sites are expected to meet or exceed relevant laws and regulations.</p> <hr/> <p>c. Any specific limitation regarding the topic Boundary</p> <p>Joint venture projects where IAMGOLD is not the operator are not included.</p>

## Closure Planning (continued)

Disclosure	Disclosure Required			
103-2 <b>The management approach and its components</b>	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	<p>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.</p> <p>The purpose of management is to:</p> <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements,</li> <li>- Adequately prepare for a transition from operations into closure to ensure consideration of environmental and social aspects and sufficient funding is secured, and</li> <li>- Implement reclamation activities and monitor for effectiveness.</li> </ul>		
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	IAMGOLD is developing an internal Closure Standard that elaborates on the closure requirements outlined in the IAMGOLD Sustainability Standard.		
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD has endorsed the TSM Mine Closure Framework.</p> <p>Closure Plans are currently in the process of being updated at our sites.</p>		
MM10 <b>Number and percentage of operations with closure plans</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
	Closure plan (yes/no, date of last update, status)	Yes, closure plan updated in 2018	Yes, closure plan updated in 2019	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	<b>Explanation of the material topic and its Boundary</b>	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: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>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</li> </ul>	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	<b>The management approach and its components</b>	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	Please see <i>Anti-Bribery and Anti-Corruption Policy and Standard</i> .				
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>					
103-3	<b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	No review of management approach for 2019.				
415-1	<b>Political contributions</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>	<b>Exploration</b>
		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	0
		b. If applicable, how the monetary value of in-kind contributions was estimated	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

