



2020 Sustainability Report

SASB Tables



IAMGOLD[®]
CORPORATION

2020 SASB

SASB Table			
Code	Accounting Metric	Unit of Measure	Value
Greenhouse Gas Emissions			
EM-MM-110a.1	Gross global Scope 1 emissions*	Metric tons (t) CO ₂ -e	485,399
	* Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations' is not applicable		
		<p>IAMGOLD has announced a commitment to net negative greenhouse gas emissions by 2050.</p> <p>IAMGOLD's commitment to net negative GHG emissions comprises two separate global targets. The first global target relates to reductions in Scope 1 (direct) and Scope 2 (indirect - energy) GHG emissions. IAMGOLD is committing to reduce its emissions profile to as close to zero as possible by no later than 2050. Initial work will focus on defining specific options to address the Company's largest sources of emissions: heavy and light vehicle fleets and power generation and supply. IAMGOLD's commitments will be updated in 2025 to incorporate targets for our Scope 3 (indirect - value chain) emissions.</p> <p>The second global target relates to GHG removals. Reversing the effects of climate change requires not only that emissions be reduced, but that substantial amounts of existing GHG also be removed from the atmosphere. As part of this target, IAMGOLD is committing to achieve net positive biodiversity, wherein the Company will commit to creating more habitat than it disturbs. IAMGOLD plans to achieve this global target through investments in nature-based solutions that further biodiversity objectives and act as carbon sinks. Investment opportunities will be pursued at the Company's operating sites, as well as regionally and globally, to ensure the maximum possible benefit for every dollar invested.</p>	
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 greenhouse gas (GHG) emissions		
	Discussion of emission reduction target(s) and analysis of performance against the target(s)		IAMGOLD currently does not have defined emissions reduction targets in place.
Energy Management			
EM-MM-130a.1	Total energy consumed	Gigajoules (GJ)	7,821,724.69
	Percentage grid electricity	Percentage (%)	15.84
	Percentage renewable	Percentage (%)	1.45

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Water Management			
EM-MM-140a.1	Total fresh water withdrawn	Thousand cubic meters (m ³)	28,612
	Percentage fresh water withdrawn in regions with High or Extremely High Baseline Water Stress	Percentage (%)	25.96
	Total fresh water consumed	Thousand cubic meters (m ³)	23,582
	Percentage fresh water consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	30.97
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits	Number	0
	Number of incidents of non-compliance associated with water quality standards or regulations	Number	0
EM-MM-150a.1	Total weight of tailings waste	Metric tons (t)	23,690,809
	Percentage recycled of tailings waste	Percentage (%)	0.71
EM-MM-150a.2	Total weight of mineral processing waste	Metric tons (t)	35,347,995
	Percentage recycled of mineral processing waste	Percentage (%)	0
EM-MM-150a.3	Number of tailings impoundments - High hazard potential*	Number	2 - Rosebel and Essakane
	* This disclosure differs from SASB which asks for breakdowns by MSHA Hazard Potential. IAMGOLD is reporting using the Canadian Dam Safety Guidelines.		
Biodiversity Impacts			
EM-MM-160a.1	Description of environmental management plan(s) implemented at active sites	Every active site has a large array of environmental management plans in place from air and noise to waste. These management plans are updated periodically to ensure they stay relevant to current site activities.	
	Lifecycle stages to which the plan(s) apply, such as: pre-bid (when the entity is considering acquisition of a site), exploration and appraisal, site development, production, and during closure, decommissioning, and restoration	Applies at all stages of life cycle.	
	The topics addressed by the plan(s), such as: ecological and biodiversity impacts, waste generation, noise impacts, emissions to air, discharges to water, natural resource consumption, and hazardous chemical usage	Site-level environmental management plans are all-encompassing and includes every aspect from air and noise, managing population influx to monitoring water quality.	
	The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization), a governmental agency, or some combination of these groups.	Plans are designed to be aligned with the Mining Association of Canada's Towards Sustainable Mining (TSM) as well as relevant IFC Performance Standards.	
	Where relevant, the entity shall describe specific policies and practices that apply to areas with protected conservation status and/or areas of critical habitat, which are defined by the International Finance Corporation (IFC) Performance Standard 6 as:	IAMGOLD applies the TSM Biodiversity Conservation Management Protocol at all of our site as well as relevant IFC performance standards.	

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	Areas with high biodiversity value, including (i) habitat of significant importance to Critically Endangered and/ or Endangered species; (ii) habitat of significant importance to endemic and/ or restricted-range species; (iii) habitat supporting globally significant concentrations of migratory species and/or congregatory species; (iv) highly threatened and/or unique ecosystems; and/or (v) areas associated with key evolutionary processes		IAMGOLD applies the TSM Biodiversity Conservation Management Protocol at all of our site as well as relevant IFC performance standards.
	Where environmental management policies and practices differ significantly by mineral resource (e.g., bauxite mining as compared to silver mining) then the entity shall describe differences for each resource		not applicable
	The entity shall disclose the degree to which its policies and practices are aligned with the International Finance Corporation's (IFC) Performance Standards on Environmental and Social Sustainability, January 1, 2012, including specifically:		Environmental and social impact assessments (ESIA) which have been conducted for all operating sites are guided by IFC Performance Standards. The ESIA forms the basis of both environmental management and community engagement plans.
	Performance Standard 1 - Assessment and Management of Environmental and Social Risks and Impacts.		See above
	Performance Standard 3 - Resource Efficiency and Pollution Prevention.		See above
	Performance Standard 4 - Community Health, Safety, and Security.		See above
	Performance Standard 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources.		See above
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur	Percentage (%)	33.33% - Westwood.
	Percentage of mine sites where acid rock drainage is: (2) actively mitigated	Percentage (%)	0.0%
	Percentage of mine sites where acid rock drainage is: (3) under treatment or remediation	Percentage (%)	33.33% - Westwood.
EM-MM-160a.3	Percentage of proved or probable reserves in or near sites with protected conservation status or endangered species habitat.		IAMGOLD currently does not have any operations on protected conservation status or endangered species habitat.
	The percentage of proved and probable reserves is for the whole country		Please see our 2020 Annual Report on latest proved and probable reserves by operation.
Security, Human Rights & Rights of Indigenous Peoples			
EM-MM-210a.1	Percentage of proved or probable reserves in or near areas of conflict		Only our Essakane mine in Burkina Faso can be considered to be near an active area of conflict as defined by the Uppsala Conflict Data Program (UCDP). All of our sites are in externally certified to be compliance with the Conflict Free Gold Standard. For 2020 proved and probable reserves for Essakane, please see our 2020 Annual Report .
EM-MM-210a.2	Percentage of proved or probable reserves in or near Indigenous land		Both our Westwood and Rosebel operations can be considered to be in or near Indigenous land. For 2020 proved and probable reserves for Rosebel and Westwood, please see our 2020 Annual Report .

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EM-MM-210a.3	Description of due diligence practices and procedures with respect to indigenous rights of communities in which it operates or intends to operate, which include, but are not limited to:		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.
	1. Upholding International Labour Organization (ILO) Convention No. 169		
	2. Use of free, prior, and informed consent (or consultation) processes		These guiding principles are applied through a commitment to respect cultural heritage and traditions of local and indigenous communities as well as engaging with Indigenous communities in a manner that respects the principle of self-determination and aim to achieve Indigenous People's rights to Free, Prior, and Informed Consent.
	3. The establishment of project grievance mechanisms		IAMGOLD has grievance mechanisms in place at all of our operating and exploration sites.
	4. The establishment of formal community agreements		IAMGOLD strives to have formal community agreements in place with host communities where possible. Further information on this is outlined in our annual HSS report available publicly on our website.
	Description of due diligence practices and procedures with respect to human rights, including:		IAMGOLD is committed to establishing an organizational culture which respects internationally recognized human rights as set forth in the United Nations Declaration of Human Rights and the four fundamental principles and rights at work enshrined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work as outlined in our Human Rights Policy .
	1. Upholding the fundamental ILO conventions on freedom of association (No. 87), collective bargaining (No. 98), forced labor (No. 29, No. 105), child labor (No. 138, No. 182), fair wages (No. 100), and discrimination (No. 111).		
	2. Implementation of the European Commission's "Oil and Gas Sector Guide on Implementing the UN Guiding Principles on Business and Human Rights," specifically Human Rights Due Diligence (Principle 17a-c).		Not applicable
	3. Implementation of Voluntary Principles on Security and Human Rights.		IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. Training incorporates the Voluntary Principles on Security and Human Rights (VPSHR). IAMGOLD is also committed to addressing child rights in their Corporate Security and Human Rights Management Standard and Guidelines. Training for security personnel includes specific provisions for addressing and respecting child rights.
	Discussion of practices and procedures while operating in areas of conflict, such as: 1. Describing its approach according to the Five-Step Framework outlined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.		The World Gold Council's Conflict Free Gold Standard was developed and based upon internationally-recognized benchmarks and helps to "operationalize" the OECD's Due Diligence Guidance for Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas. As a member of the World Gold Council, IAMGOLD is required to certify and provide assurance that the gold has been extracted at each operation in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches in international law. IAMGOLD's most recent report can be found on our website .

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	Due diligence processes employed during all stages of project development (i.e., prior, during, and post)		<p>IAMGOLD's Human Rights Policy applies to all stages of project development. IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency</p> <p>All projects are expected to complete an environmental and social impact assessment which outlines the basis for monitoring issues during the life of mine.</p> <p>Closure plans are updated periodically with consultation and input from local communities..</p>
	Governance mechanisms the company puts in place to ensure that its policies and practices are adhered to throughout all levels of the organization		All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. Outcomes of grievances raised are published annually through our HSS report available on our website .
	How practices apply to business partners, such as contractors, sub-contractors, suppliers, and joint venture partners. 1. Where practices do not apply to business partners, the entity may discuss factors that prevent the application of such practices.		All of IAMGOLD's business partners are expected to be compliant with the Supplier Code of Business Conduct and Ethics Standard . The Code outlines expectations on legal compliance, respecting human rights and dignity, environment, community and health & safety, and treatment of company assets. Suppliers are required to provide evidence of audits against this standard or are required to submit to an audit conducted by IAMGOLD.
Community Relations			
EM-MM-210b.1	<p>Discussion of processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business, where community rights and interests include:</p> <ol style="list-style-type: none"> Economic rights and interests, including, but not limited to, employment, fair wages, payment transparency, national resource governance, and respect of infrastructure and agricultural land. Environmental rights and interests, including, but not limited to clean local air and water, as well as safe discharge and disposal of waste. Social rights and interests, including, but not limited to adequate health care, education, and housing. Cultural rights and interests, including, but not limited to protection of places of cultural significance (e.g., sacred sites or burial sites) <p>Lifecycle stages to which its practices apply, such as: pre-bid (when the entity is considering acquisition of a site), exploration and appraisal, site development, mineral production, and during closure, decommissioning, and restoration</p> <p>The community rights and interests (enumerated above) specifically addressed by the practices</p>		<p>IAMGOLD strives to ensure that all employees and contractors respect local communities and strive to ensure our activities have minimal impact on the communities. Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the 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 and Community Relations Handbook, which gives detailed guidance on best practices for community relations and development. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.</p> <p>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. Details of grievances are published annually through the annual sustainability report.</p> <p>See above.</p> <p>See above.</p> <p>These processes and procedures apply to all lifestyle stages.</p> <p>See above.</p>

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	The underlying references for its procedures, including whether they are codes, guidelines, standards, or regulations and whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization), a governmental agency, or some combination of these groups		As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, World Gold Council's Responsible Gold Mining Principles (RGMP) and the Voluntary Principles on Security and Human Rights (VPSHR). All of IAMGOLD's Sustainability related policies can be found on our website .
	The degree to which policies and practices are aligned with the International Finance Corporation's (IFC) Performance Standards on Environmental and Social Sustainability, January 1, 2012, including specifically:		IAMGOLD's sustainability program including the Community Relations Handbook was created to be aligned with all IFC Performance Standards on Environment and Social Sustainability.
	1. Performance Standard 4 - Community Health, Safety, and Security		See above
	2. Performance Standard 5 - Land Acquisition and Involuntary Resettlement		See above
	3. Performance Standard 8 - Cultural Heritage		See above
	How practices apply to business partners such as contractors, sub-contractors, suppliers, and joint venture partners		All of IAMGOLD's business partners are expected to be compliant with the Supplier Code of Business Conduct and Ethics Standard . The Code outlines expectations on legal compliance, respecting human rights and dignity, environment, community and health & safety, and treatment of company assets. Suppliers are required to provide evidence of audits against this standard or are required to submit to an audit conducted by IAMGOLD.
	Description of efforts to eliminate or mitigate community risks and/or address community concerns		All of IAMGOLD's operations are required to complete Environmental and Social Impact Assessments that evaluates, manages and mitigates risks and is the foundation of our site community engagement plans. Host communities are engaged with on a regular basis and kept apprised of operational developments. When necessary, community feedback is considered as part of operational strategy.
	Quantification of community risks		IAMGOLD has developed and implemented several plans and processes to manage risks and opportunities associated with community rights and interests including: collaboratively developed Socio-economic Management and Monitoring Plans to manage and monitor Project-related socio-economic impacts with Mattagami First Nation and Flying Post First Nation, whose traditional territory is host to the Côté Gold Project and Gogama, our nearest community; Indigenous and stakeholder consultation plans (Indigenous Consultation Plan and Community Communication Plan); a Management of Community Grievances plan; Traditional Land Use Follow-up Monitoring Program; Indigenous Environmental Health Follow-up Monitoring Program; bi-weekly Environmental Management Committee meetings with Mattagami First Nation and Flying Post First Nation; an Impact Benefit Agreement with Mattagami First Nation and Flying Post First Nation; a Memorandum of Understanding with the Métis Nation of Ontario; and an Exploration Agreement with Mattagami First Nation, Flying Post First Nation and Brunswick House First Nation.
	Identification and description of country risks specific to projects and unique operating context		Country risk factors specific to our projects are outlined in our Annual Information Form .
	Description of the model or approach used to value capital expenditure projects such as adjusted discount rate, expected cash flow, or other methods		IAMGOLD continues to support communities through active discussions and project specific socio-economic impacts, such as IBA agreements and Memorandums of Understanding, to engage with potentially impacted parties.

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EM-MM-210b.2	Number and duration of non-technical delays: The entity shall disclose the total number and aggregate duration (in days) of site shutdowns or project delays due to non-technical factors		There were no non-technical delays at any of our operations in 2020.
Labour Relations			
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, Canadian employees (Westwood)	Percentage (%)	69%
	<i>This disclosure differs from SASB which asks for data on US versus foreign employees</i>		
	Percentage of active workforce covered under collective bargaining agreements, non-Canadian employees (Essakane)	Percentage (%)	97%
	<i>This disclosure differs from SASB which asks for data on US versus foreign employees</i>		
	Percentage of active workforce covered under collective bargaining agreements, non-Canadian employees (Rosebel)	Percentage (%)	66%
	<i>This disclosure differs from SASB which asks for data on US versus foreign employees</i>		
EM-MM-310a.2	Number of strikes and lockouts*	Number	1
	<i>* The definition used for a strike/lockout is taken from the GRI (exceeding one week's duration) rather than the SASB definition (involving 1,000 or more workers lasting one full shift or longer)</i>		See news release.
	Duration of strikes and lockouts	Days	34
Workforce Health & Safety			
EM-MM-320a.1	Average hours of health, safety, and emergency response training for full-time employees (Essakane)	Rate	3.89
	Average hours of health, safety, and emergency response training for full-time employees (Rosebel)	Rate	1.87
Business Ethics & Transparency			
EM-MM-510a.1	Description of the management system and due diligence procedures for assessing and managing corruption and bribery risks internally and associated with business partners in its value chain		<p>IAMGOLD requires all employees, contractors and representatives to act in accordance with all applicable laws and IAMGOLD policies and standards, and to ensure their actions are in the best interests of IAMGOLD. IAMGOLD prohibits bribery and corruption in all its business dealings around the world and expects its employees, contractors and representatives to conduct business ethically. IAMGOLD's Anti-Bribery and Anti-Corruption Standard and Policy outlines the organization's expectations as it relates to government relations, gifts and entertainment, and reporting violations. IAMGOLD's internal audit team conducts semi-annual reviews to ensure IAMGOLD is in alignment with domestic and international laws.</p> <p>Further, IAMGOLD has a separate Supplier Code of Business Conduct and Ethics that outlines organizational expectation on supplier management of matters of ethics. The Global Supply Chain team may seek to conduct due diligence on any Supplier. This may take the form of requesting evidence of a recent audit completed or a direct audit of the supplier's primary facilities.</p>

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	<p>Discussion of the implementation of one or more of the following:</p> <ol style="list-style-type: none"> 1. Key Organisation for Economic Co-operation and Development (OECD) guidelines; 2. International Chamber of Commerce (ICC): Rules of Conduct against Extortion and Bribery; 3. Transparency International: Business Principles for Countering Bribery; 4. United Nations Global Compact: 10th Principle; 5. World Economic Forum (WEF): Partnering Against Corruption Initiative (PACI) 		All directors, employees, contractors and representatives of IAMGOLD conducts their dealings with government officials and employees in compliance with the Corruption of Foreign Public Officials Act (Canada) (the "CFPOA"), the Foreign Corrupt Practices Act (United States) (the "FCPA") and local laws.
	<p>Discussion of laws or regulations related to payments transparency that it is subject to, including, but not limited to:</p> <ol style="list-style-type: none"> 1. European Union Accounting Directive Chapter 10; 2. European Union Transparency Directive Article 6; 3. Norway Forskrift om land-for-land-rapportering; 4. Canada Extractive Sector Transparency Measures Act 		IAMGOLD publishes an Annual Extractive Sector and Transparency Measures Act Report (ESTMA) , audited by an independent third party, which outlines all payments made to various governments and by project (taxes, royalties, fees, bonuses, dividends, etc.) for the previous fiscal year.
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tons (t) saleable	IAMGOLD has three operating mines in Burkina Faso, Suriname and Canada. None of these countries are in the 20 lowest rankings in Transparency International's Corruption Index for 2020.
Activity Metrics			
EM-MM-000.A	Production of metal ores	Metric tons (t) saleable	16,891,379.6
	Production of finished metal products	Metric tons (t) saleable	18.4
EM-MM-000.B	Total number of employees	Number	4,664
	Percentage contractors	Percentage (%)	22.9
<i>SASB data covers three operational mine sites only - Essakane, Westwood and Rosebel</i>			