



Indigenous Engagement Policy

February 2022

IAMGOLD is an international mining company that believes respecting and upholding Indigenous rights is founded upon relationships that foster trust, transparency and mutual respect.

The commitment to uphold and respect Indigenous rights is a responsibility of all of our employees, contractors and suppliers. We believe that we can contribute meaningfully to the social and economic development of Indigenous Peoples impacted by our activities through proactive community engagement, benefits sharing and protection of the environment. Indigenous engagement will be informed by IAMGOLD's Community Relations Handbook, ILO Convention 169, the United Nations Declaration on the Rights of Indigenous Peoples and various industry frameworks such as Towards Sustainable Mining, Responsible Gold Mining Principles and the International Finance Corporation policies and standards.

These guiding principles will be applied through a commitment to:

- Creating lasting partnerships with Indigenous Peoples and communities associated with our operations built on respecting human dignity as well as the rights of the individual and of the communities, and the mutual respect and trust in order to reach agreed objectives and shared involvement
- Respecting cultural heritage as well as spiritual and religious customs, ceremonies and traditions of Indigenous communities, including protecting culturally sensitive areas
- Identifying ways to incorporate Indigenous knowledge and perspective into our activities, informing planning and operation of all phases of mine development
- Engaging with Indigenous communities in a manner that respects the principle of self-determination and aim to achieve Indigenous Peoples' right to Free, Prior and Informed Consent
- Actively engage with our employees to enhance their understanding of Indigenous history, cultural awareness and cultural competency to support respectful relationships
- Negotiating reasonable accommodations, where appropriate, when our activities impact inherent Indigenous rights, including land rights
- Challenging and encouraging all employees and contractors to demonstrate leadership and take meaningful action to seek reconciliation with Indigenous Peoples
- Identifying opportunities in collaboration with Indigenous Peoples to share in the benefits flowing from our activities through employment, training and business opportunities and other identified capacity-building projects
- Practicing good corporate governance, transparency, fair dealing and reporting annually on performance