



February 2021

Human Rights Policy

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.

These guiding principles will be applied through a commitment to:

- Integrating respect for human rights in the Company's operations
- Ensuring consistency between this policy and the Company's other operational policies and procedures
- Promoting human rights with relevant stakeholders, including host governments, communities, employees and suppliers
- Providing culturally sensitive training to employees on respecting human rights
- Consulting with relevant stakeholders to prevent and mitigate potential impacts on human rights
- Provide support for or cooperate in appropriate remediation of impacts on human rights
- Devoting senior management time to the implementation of this policy
- Incorporating reporting of human rights concerns into all grievance mechanisms
- Periodically conducting due diligence on the implementation of this policy
- Communicating with relevant stakeholders to ensure the effective implementation of this policy



Gordon Stothart
President and Chief Executive Officer



Donald K. Charter
Chairman of the Board of Directors