

# **APPENDIX 1.VI**

## **Canadian Malartic General Partnership Sustainable Development Policy**



## CANADIAN MALARTIC GENERAL PARTNERSHIP SUSTAINABLE DEVELOPMENT POLICY

Operating in a sustainable manner is an integral part of Canadian Malartic's business strategy. We strive to create value for our shareholders and partners while contributing to the prosperity of our employees and our host communities. We believe that through on-going dialogue with our employees and stakeholders, a commitment to legislative compliance and a strong focus on continuous performance improvement, we will gain and maintain our social licence to operate and enhance our ability to develop new resources. This sustainable development vision is managed through the application of a Safety, Health, Environment and Community (SHEC) management system and translates into the following commitments:

### 1. SAFETY AND HEALTH

We are committed to operate a safe and healthy work place that is injury free by:

- a) Using sound engineering principles in the design and operation of our facilities;
- b) Providing appropriate health and safety training to employees and contractors;
- c) Ensuring that effective occupational health and industrial hygiene programs are in place;
- d) Performing internal and external safety audits to review and establishing plans to improve performance;
- e) Assessing risk on a regular basis and investigating incidents in order to identify and minimize hazardous conditions and ensure that appropriate controls are in place;
- f) Implementing emergency response plans to manage the effects of unforeseen events; and
- g) Providing adequate resources and appropriate tools to carry out the work safely and efficiently.

### 2. ENVIRONMENT

We are committed to minimizing the effects of our operations on the environment and maintaining its viability and diversity by:

- a) Making efficient use of natural resources including water and energy;
- b) Minimizing the footprint of our activities and emissions to air, water and land, including waste generation;
- c) Managing tailings, waste rock and overburden to ensure long term environmental protection;
- h) Assessing risk on a regular basis and investigating incidents in order to reduce the potential for environmental impact;
- i) Performing internal and external environmental audits to review and establishing plans to improve performance;
- d) Implementing measures to reduce greenhouse gas emissions and address climate change;
- e) Implementing emergency response plans to reduce impacts of unforeseen events;
- f) Integrating biodiversity conservation and land use planning considerations through all stages of business and production activities; and
- g) Rehabilitating sites to ensure physical and chemical stability in consultation with the communities and where possible through progressive rehabilitation.

### 3. SOCIAL RESPONSIBILITY AND COMMUNITY

We are committed to the social and economic development of sustainable communities associated with our operations and to a fair and respectful relationship with our employees and external stakeholders by:

- a) Fostering an open, transparent and respectful dialogue with employees and external communities of interest;
- b) Treating all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias;
- c) Employing and promoting employees on the basis of merit;
- d) Ensuring that no discriminatory conduct is tolerated in the workplace;
- e) Providing fair and competitive compensation;
- f) Implementing an employee grievance mechanism and a community response mechanism;
- g) Enforcing a drug and alcohol-free workplace;
- h) Contributing to the socio-economic development of our host communities by investing in local community initiatives in the areas of health and education, and in projects contributing to their long term socio-economic sustainability;
- i) Contributing to the economic development of our host communities by creating jobs and promoting local purchases;
- j) Upholding fundamental human rights and respect of cultures, customs and values of all affected by our activities;
- k) Providing assurance that our operations will not support, benefit or contribute to unlawful armed conflict, serious human rights abuses, or breaches of international humanitarian law; and
- l) Building long term relationships with local Aboriginal communities.

<Original signed by>

<Original signed by>

---

**Daniel Racine**  
Senior Vice President, Canadian Operations and  
Mine Planning & Development.  
Yamana Gold

---

**Christian Provencher**  
Vice-President, Canada  
Agnico Eagle Mines