

10.0 MITIGATION MEASURES

Mitigation measures proposed herein are the result of an iterative process that took place between the environmental effects prediction and the engineering design teams. Based on preliminary environmental effects results, further mitigation measures were incorporated into the design of the Project to ensure the protection of the physical, biological and human environments.

10.1 Objectives

The proposed mitigation measures provide the basis for the development of environmental management plans and monitoring programs for the Project, required to meet Federal and Provincial environmental approval and permitting requirements and conditions as well as IAMGOLD policies of environmental compliance. The mitigation measures aim to:

- protect the physical, biological and human environments;
- manage mineral wastes;
- manage hazardous compounds and wastes; and
- provide the basis for the development of monitoring plans.

10.2 Mitigation Measures

Mitigation measures are means to prevent, reduce or control adverse environmental effects of a project, and include restitution for any damage to the environment caused by those effects through replacement, restoration, compensation or any other means.

The proposed mitigation measures for the identified effects for the various disciplines of the physical, biological and human environment are summarised in Table 10-1, 10-2 and 10-3 respectively. The proposed mitigation measures for this Project follow best industry mitigation and management practices for mining projects, and serve as the basis for the development of environmental management plans and monitoring programs. IAMGOLD will revise those mitigation measures, as required, based on environmental management plans and monitoring.

Monitoring will allow for continual assessment of the effectiveness of these mitigation measures. As new information becomes available through these monitoring programs, selected mitigation measures may be revised if they prove less effective than anticipated. Environmental management and monitoring plans are described in Chapter 16.

Table 10-1: Mitigation Measures – Physical Environment

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Air Quality	Construction	Fugitive Dust Emissions	Dust Best Management Plan (DBMP)	<p>The DBMP will ensure effective fugitive dust management to mitigate potential off-site effects of the particulate matter and trace metals present on the particulate.</p> <p>The DBMP will detail the following measures: watering frequency, visual monitoring, inspection, record keeping, responsibility, training, complaint response, and corrective actions.</p> <p>The site will have water trucks with water sprays and cannons; should weather conditions not permit watering, other MOE approved suppressants (such as calcium chloride) will be used.</p> <p>If further mitigation is required at specific locations (e.g., active stockpiles), dedicated water sprays will be employed.</p> <p>Travel surfaces will be maintained to minimize silt (fine material).</p>	Maintain air quality to be compliant with Ontario Regulation 419/05 standards for total suspended particulate (TSP) and metals at off-site receptors.
Air Quality	Construction	Exhaust from generators, trucks and mobile equipment	Engine Maintenance program	A preventive maintenance program will be employed that encompasses all pollution control equipment and diesel-fired engines.	Maintain air quality to be compliant with Ontario ambient air quality criteria (AAQC) for NO ₂ , SO ₂ , CO, and particulate matter at off-site receptors.

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Air Quality	Construction, operations, closure	Exhaust from trucks and off-road mobile equipment	Equipment compliant with Transport Canada vehicle emission requirements	Emission reductions achieved through the use of current equipment that complies with Transport Canada's off-road engine emission criteria.	Transport Canada Off-Road Compression-Ignition Engine Emission Regulations (SOR/2005-32)
Air Quality	Construction, operations, closure	Sulphur dioxide (SO ₂) emissions from diesel fuel use	Use of low sulphur fuel	Low sulphur fuels will be used in off-road diesel engines; this will reduce the sulphur dioxide emissions from all sources and the resultant off-site air concentrations.	Environment Canada Sulphur in Diesel Fuel Regulation limiting fuel sulphur content for off-road engines (SOR/2002-254)

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Air Quality	Operations	Fugitive Dust Emissions	Dust Best Management Plan (DBMP)	<p>The DBMP will ensure effective fugitive dust management to mitigate potential off-site effects of the particulate matter and trace metals present on the particulate.</p> <p>The DBMP will detail the following measures: watering frequency, visual monitoring, inspection, record keeping, responsibility, training, complaint response, and corrective actions.</p> <p>The site will have water trucks with water sprays and cannons; should weather conditions not permit watering, other MOE approved suppressants (such as calcium chloride) will be used.</p> <p>If further mitigation is required at specific locations (e.g., active stockpiles), dedicated water sprays will be employed.</p> <p>Travel surfaces will be maintained to minimize silt (fine material).</p>	<p>Maintain air quality to be compliant with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.</p> <p>DBMP will be part of MOE Environmental Compliance Approval.</p>
Air Quality	Operations	Dust from TMF	TMF Dust Best Management Plan (DBMP)	<p>Controlling dust from the TMF is required to prevent off-site dust. As a large exposed area, control method must prevent potential for dusting to occur.</p>	<p>Maintain air quality to be compliant with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.</p>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Air Quality	Operations	Exhaust from generators, trucks and mobile equipment	Engine Maintenance program	A preventive maintenance program will be employed for pollution control equipment and diesel-fired engines.	Maintain air quality to be compliant with Ontario ambient air quality criteria (AAQC) for NO ₂ , SO ₂ , CO, and particulate matter at off-site receptors.
Air Quality	Operations	Exhaust from trucks and off-road mobile equipment.	Equipment compliant with Transport Canada vehicle emission requirements	Emission reductions achieved through the use of current equipment that complies with Transport Canada's off-road engine emission criteria.	Transport Canada Off-Road Compression-Ignition Engine Emission Regulations (SOR/2005-32)
Air Quality	Operations	SO ₂ emissions from diesel fuel use	Use of low sulphur fuel	Low sulphur fuels will be used in off-road diesel engines; this will reduce the sulphur dioxide emissions from all sources and the resultant off-site air concentrations.	Environment Canada Sulphur in Diesel Fuel Regulation limiting fuel sulphur content for off-road engines (SOR/2002-254)
Air Quality	Operations	Particulate emissions from drilling operations	Control measures provided by equipment supplier	Mitigation measures are required to prevent off-site effects of TSP and metals, through the use of equipment with dust control.	Compliance with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.

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Air Quality	Operations	Particulate emissions and NOx from open pit blasting	Blasting to occur mid-day based on favourable climatic conditions Follow manufacturer's recommended guidelines regarding water infiltration and time of explosives usage	Blasting will occur when meteorological conditions are such that off-site TSP, metals and NOx levels are compliant with regulations. Nitrogen oxides (NOx) emissions may increase if emulsion is left in boreholes for extended period of time due to infiltration of water.	Compliance with Ontario Regulation 419/05 air quality standards for NO _x , TSP, and metals at off-site receptors.
Air Quality	Operations	Hydrogen cyanide (HCN) emissions from tailings	Cyanide destruction at the ore processing plant	HCN emissions from TMF are expected to be minimal, as sulphur dioxide will be used to destroy cyanide at the ore processing plant before tailings are released to the TMF.	Compliance with Ontario Regulation 419/05 air quality standard for HCN at off-site receptors.
Air Quality	Operations	Material handling at the ore processing plant	Dust collection systems	Mitigation measures to control dust emissions from crushing (primary and secondary) and reclaim from feed stockpiles are required to prevent off-site effects of TSP and metals. Crushing and reclaim from stockpiles for crushed materials will be controlled with applicable dust control systems. A maintenance plan will ensure that dust control systems are functioning properly.	Compliance with Ontario Regulation 419/05 air quality standards for TSP at off-site receptors.

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Air Quality	Operations	Particulate emissions from lime silo	Dust collection systems	Mitigation measures are required to control dust during lime delivery to the silos to prevent off-site effects of TSP. Lime silo vents are to be controlled by dust control systems. A maintenance plan will ensure dust control systems are functioning properly.	Compliance with Ontario Regulation 419/05 air quality standards for TSP at off-site receptors.
Air Quality	Operations	Emissions from lime slaker	Dust collection systems	Mitigation measures are required to control emissions from the lime slaker to prevent off-site effects of TSP. Emissions from the lime slaker are to be controlled. A maintenance plan will ensure dust control systems are functioning properly.	Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.
Air Quality	Operations	Particulate from dry material handling in ore processing plant (flocculants, copper sulphate)	Dust collection systems	Mitigation measures are required to control emissions from handling and mixing of dry chemicals. Mixing and handling areas are to be controlled. A maintenance plan will ensure dust control systems are functioning properly.	Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.
Air Quality	Operations	Emissions from induction furnace	Dust collection systems	Emissions from the furnace are to be controlled. A maintenance plan will ensure dust control systems are functioning properly.	Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.

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Air Quality	Operations	SO ₂ emissions from cyanide destruction	Closed loop delivery	To control emissions during delivery, SO ₂ is to be delivered to the site as a pressurized liquid . Delivery system to include a gas capture system.	Compliance with Ontario Regulation 419/05 air quality standard for SO ₂ at off-site receptors.
Air Quality	Operations	Emissions from on-site emergency generators	Develop a testing schedule to minimize air quality effects	Mitigation measures are required to control NO _x and TSP emissions from the generators. Testing will be conducted as per established industry protocols.	Maintain air quality to be compliant with Ontario Regulation 419/05 air quality standards for TSP and NO _x at off-site receptors. Testing schedule will be part of MOE Environmental Compliance Approval (ECA).

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Air Quality	Closure	Fugitive Dust Emissions	Dust Best Management Plan (DBMP)	<p>The DBMP will ensure effective fugitive dust management to mitigate potential off-site effects of the particulate matter and trace metals present on the particulate.</p> <p>The DBMP will detail the following measures: watering frequency, visual monitoring, inspection, record keeping, responsibility, training, complaint response, and corrective actions.</p> <p>The site will have water trucks with water sprays and cannons; should weather conditions not permit watering, other MOE approved suppressants (such as calcium chloride) will be used.</p> <p>Travel surfaces will be maintained to minimize silt (fine material).</p>	Maintain air quality at property line to be compliant with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.
Air Quality	Closure	Exhaust from generators, trucks and mobile equipment	Engine Maintenance program	A preventive maintenance program will be employed that encompasses all pollution control equipment and diesel-fired engines.	Maintain air quality to be compliant with Ontario ambient air quality criteria (AAQC) for NO ₂ , SO ₂ , CO, and particulate matter at off-site receptors.
Air Quality	Closure	Exhaust from trucks and off-road mobile equipment.	Equipment compliant with Transport Canada vehicle emission requirements	Emission reductions achieved through the use of current equipment that complies with Transport Canada's off-road engine emission criteria.	Transport Canada Off-Road Compression-Ignition Engine Emission Regulations (SOR/2005-32)

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Noise and Vibration	Construction	Construction blasting noise at the receptors.	Charge size of construction blasting outside of the open pit boundary will be such that the objectives of NPC-119 will be achieved.	Minimum separation distance of 1.25 km between blast location and nearest receptor to be maintained. If blast size exceeds 250 kg per delay and/or if the minimum separation is less than 1.25 km, IAMGOLD will prepare a blast noise study to achieve objectives of NPC-119.	NPC-119 noise limit of 120 dBL.
Noise and Vibration	Construction	Construction blasting vibration at the receptors.	Charge size of construction blasting outside of the open pit boundary will be such that the objectives of NPC-119 will be achieved.	Minimum separation distance of 1.25 km between blast location and nearest receptor to be maintained. If blast size exceeds 250 kg per delay and/or if the minimum separation is less than 1.25 km, IAMGOLD will prepare a blast noise study to achieve objectives of NPC-119.	NPC-119 vibration (PPV) limit of 10 mm/s.
Noise and Vibration	Construction	Construction noise.	1 km setback distances to be kept at the Project site between the construction location and the receptors.	1 km setback distances to be maintained between the construction location and the receptors. If construction occurs closer to the receptors (e.g., waterways, road realignments), IAMGOLD to prepare a construction noise study for the particular activity.	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Noise and Vibration	Construction	Construction Equipment Noise Limits	Construction equipment not to exceed noise levels specified in NPC-115 and NPC-118	Ensure equipment used for construction meet the guideline limits.	Achieve objectives of NPC-115 and NPC-118 construction equipment noise limits.
Noise and Vibration	Operations	Operational noise at the receptors.	Site equipment will be operated to meet NPC-300 operational noise limits. Alternatively, to meet NPC-300 night-time criteria, sensitive receptors may be purchased.	Some equipment (air track drill, track dozer) may be limited to daytime operation. Haul truck traffic limitations for night time operations may be applied.	Compliance with NPC-300 for operational noise limit of 45 dBA during daytime and 40 dBA during night-time.
Noise and Vibration	Construction and operations	Operational blasting noise at the receptors.	Blasting charge size in the open pit is planned to be in compliance with NPC-119.	Blasting charge sizes used in the open pit will be 536 kg per delay or smaller. If it exceeds 536 kg per delay, IAMGOLD will prepare a blast noise study to show compliance with NPC-119.	Compliance with NPC-119 noise limit of 120 dBL.
Noise and Vibration	Construction and operations	Operational blasting vibration at the receptors.	Blasting charge size in the open pit is planned to be in compliance with NPC-119.	Blasting charge sizes used in the open pit will be 536 kg per delay or smaller. If it exceeds 536 kg per delay, IAMGOLD will prepare a blast vibration study to show compliance with NPC-119.	Compliance with NPC-119 vibration (PPV) limit of 10 mm/s.
Hydrology and Climate	Operations phase, closure phase, post-closure phase (stages I and II)	Realignment of surface water flows	Realignment channels and dams	Realignment channels and dams will be designed to convey the range of flows and water levels reasonably expected over the Project life. Realignment dams will be constructed to allow excavation of the open pit and construction of the TMF.	<i>Lakes and Rivers Improvement Act, (LRIA), Fisheries Act, Navigable Waters Act</i>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Water Quality	Construction phase, operations phase, closure phase, and post-closure phase (stages I and II)	Discharge of total suspended solids due to soil erosion and transport of sediments from disturbed areas, and potential increases in total suspended solids concentrations within surface water receivers.	Best Management Practices (BMPs) and engineering design to limit soil erosion and mobilization/transport of sediments from disturbed areas.	During construction, operations and closure phases, BMPs for erosion and sediment control include: design of physically stable mine rock and tailings storage facilities, the use of earthwork methods to minimize slope length and grade, ditching, sediment ponds/traps, channel and slope armouring, use of natural vegetation buffers, vegetation of disturbed soil, and runoff controls (i.e., sediment fencing and small check dams). During post-closure, erosion and sediment control would be focused on monitoring the success of closure activities.	Total suspended solids discharge limits: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Total suspended solids (and turbidity) water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Water Quality	Operations phase	Potential influence of process water and seepage/runoff from TMF on receiving environment water quality.	Treatment of process water; construction and operation of engineered water management systems to collect runoff and seepage from the TMF; reclaim water; returned (or recycled) to the process plant; use of liners on starter tailings dams to limit seepage losses during the early years of operations.	<p>Process water will be treated at the ore process plant for cyanide, cyanide destruction constituents, as required, prior to discharge into the TMF.</p> <p>Seepage and runoff will be collected at collection ponds around the perimeter of the TMF and pumped back into the TMF.</p> <p>Water in the reclaim pond will be recycled back to the process plant, with no water from the reclaim pond being discharged to the environment through the polishing pond under normal flow conditions.</p>	<p>Effluent discharge requirements under: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector.</p> <p>Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.</p>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Water Quality	Operations and closure phases	Potential influence of seepage/runoff from MRA, low-grade stockpile and open pit on receiving environment water quality.	Construction and operation of engineered water management systems to collect runoff and seepage; monitoring and treatment of effluent, as required.	Open pit inflow and runoff will be collected in the open pit sump. Seepage and runoff from the MRA and from the low-grade ore stockpile will be collected in ponds. During the operations phase, water collected by these facilities will be pumped to the mine water pond. The excess water in the mine water pond reports to the polishing pond, which will be monitored for water quality. Excess water in the polishing pond will be pumped to the reclaim pond, if storage in the TMF is available; otherwise, the excess water is discharged to the environment.	Effluent discharge requirements under: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.
Water Quality	Operations phase	Potential influence of explosives residuals in mine rock, low-grade ore and open pit on receiving environment water quality (i.e., ammonia and nitrate).	BMPs for explosives use.	Implementation of BMPs during blasting to reduce the blast waste rate and mass of residual explosives present in the open pit, mine rock and low-grade ore.	Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Water Quality	Operations phase	Potential influence of sewage on receiving environment water quality.	Treatment of sewage	Sewage will be treated to a quality that meets federal and provincial legislative requirements before discharge to the environment.	Effluent discharge requirements under: Wastewater Systems Effluent Regulations, and Ontario <i>Water Resources Act</i> (Section 53)
Water Quality	Operations phase, closure phase, post-closure phase (stages I and II)	Potential impact of landfill leachate from solid domestic and industrial waste on groundwater quality.	Management of solid domestic and industrial waste in a permitted landfill, including the use of BMPs; monitoring of groundwater quality; remedial action, as required.	Solid domestic and industrial waste will be placed into a landfill that will be operated in accordance with federal and provincial legislative requirements, and BMPs, including mitigation, monitoring, remedial action, and closure plans, will be integrated into the operation and closure of the landfill.	Ontario Regulation 232/98
Water Quality	Operations phase, closure phase, post-closure phase (stages I and II)	Acid rock drainage from the MRA potentially affecting effluent quality	Inclusion of PAG rock within the bulk of the MRA	The inclusion of any PAG materials with the bulk of the waste will likely be an appropriate management method and segregation of any PAG materials does not appear to be necessary.	n/a
Water Quality	Post-closure phase (stage II)	Potential influence of seepage/runoff from MRA and Côté Pit Lake on receiving environment water quality.	Monitoring and, if determined to be required, water collection and treatment.	Seepage and runoff from the MRA and water in the open pit will be monitored prior to post-closure phase (stage II). If the monitoring determines that the water quality is not suitable for discharge to the environment, then collection and treatment measures will be implemented accordingly.	Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.

Table 10-2: Mitigation Measures – Biological Environment

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Aquatic Biology	Construction	During construction water quality may be impaired due to elevated TSS in runoff which can affect aquatic species. IAMGOLD will implement best management practices to control runoff and minimize TSS effects. Some concentrations above background may occur temporarily.	The use of erosion control measures and timing of construction to avoid spawning and egg incubation periods will reduce the potential for effect to fish and aquatic life.	Construction in water bodies will be undertaken within the in-water construction windows to minimize effects to fish spawning. Erosion control fencing and sedimentation catchments will be installed downstream of active construction areas.	As required under a consolidated works permit under the <i>Lakes and Rivers Improvement Act</i> issued by MNR and under the <i>Fisheries Act</i> Section 35. TSS must not exceed 5 mg/L (long-term) or 25 mg/L TSS (short-term; CCME 2013)
Aquatic Biology	Construction	Fish will be relocated from habitats that will be lost during the construction phase (i.e., MRA and TMF) but not all fish will be able to be collected, therefore individual fish will be lost during construction.	Relocate fish (representative numbers of the community) to established habitats. Time relocation relative to life cycle requirements and environmental conditions to minimize stress.	Non-destructive fishing will be conducted in fish habitats that will be lost. Timing of removals will be planned around life cycle requirements to minimize losses of individuals. Small and large-bodied fish will be targeted.	Section 35 of the <i>Fisheries Act</i> does not allow for the destruction of fish. A permit is required to provide for loss of some individuals.

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Aquatic Biology	Construction	Construction of the watercourse realignments will result in flooding of some terrestrial vegetation which could cause methyl mercury production and potentially affect recreational use of sport fish through consumption limits.	Removal of terrestrial vegetation prior to flooding will reduce the potential for methyl mercury production through decaying of terrestrial vegetation.	Terrestrial vegetation will be removed prior to flooding.	Health Canada consumptions restriction guideline (0.61 mg/kg Hg)- Health Canada 2004

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Aquatic Biology	Construction	Blasting in the open pit during construction may affect spawning success and limit habitat utilization by some fish in water bodies adjacent to the open pit. However, the area affected is primarily profundal habitat and is of limited value for fish spawning thus any effects are expected to be minimal.	The spawning habitat within the water bodies affected will be included in the Fisheries Act Authorization for the site as a loss of habitat and will be addressed through the compensation plan.	Spawning habitat in Clam Lake within 238.5 m from open pit will be included in the Fisheries Act Authorization and ensuing compensation plan.	DFO guideline - Wright D-G., and Hopky G-E., 1998. Guidelines for the Use of Explosives in or Near Canadian Fisheries Waters. <i>Fisheries Act</i> Section 35. No loss of productive habitat related to commercial, aboriginal or recreational fisheries.
Aquatic Biology	Construction	Loss of existing lentic and lotic habitat will occur through the construction of the Project. A small net gain in lentic habitat (0.1%) and a slight loss of stream habitat (1.6%) is expected within the local study area.	Design of the realignment channels will incorporate the life cycle requirements of the resident fish species and promote, where possible, an increase in habitat that is currently limited within the local study area.	Construct realignments to provide for life cycle requirements of resident fish	<i>Fisheries Act</i> Section 35. No loss of productive habitat related to commercial, aboriginal or recreational fisheries.

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Aquatic Biology	Operations	Water intake structures will trap, impinge fish.	Design water intake structures to meet DFO requirements to prevent/limit fish impingement.	Ensure intake pipe are fitted with screens to prevent fish impingement and consistent with DFO guidelines.	DFO Freshwater Intake End-of-Pipe Fish Screen Guideline
Aquatic Biology	Construction	Reduction in flow associated with the loss of the TMF drainage to Bagsverd Creek will reduce flow and water levels and could affect fish passage and use of habitats.	Predicted reductions in flow will be compared to the measured stream morphology and the stream bed will be modified, as required to ensure fish passage and utilization of habitats. The modifications should be conducted as part of the fish habitat compensation plan.	Conduct a survey of the stream morphology at critical times of the year (low and peak flows) and assess the potential impact to habitat associated with predicted reductions in flow and water levels. Incorporate streambed modifications into the habitat compensation plan, if required.	<i>Fisheries Act</i> Section 35. No loss of productive habitat related to commercial, aboriginal or recreational fisheries.

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Aquatic Biology	Operations	<p>Maximum values of several substances are predicted to exceed water quality guidelines in a few locations but concentrations of most substances are less than acute toxicity values appropriate for the assessment of short term exposure. Copper, iron and zinc will periodically exceed water quality guidelines in the effluent mixing zone with potential for short term effects to aquatic life.</p>	<p>Since toxicity of these substances can be modified by factors within the receiving environment such as hardness, dissolved organic carbon and pH, the predicted concentrations may not result in effects to aquatic biota. Site specific water quality objectives will need to be developed for these substances or effluent treatment will need to be employed such that protection of aquatic life is assured.</p>	<p>Prepare site-specific water quality guidelines following CCME protocols.</p>	<p>Water quality outside the mixing zone will need to achieve water quality guidelines and within the mixing zone must be non-acutely toxic to aquatic life— Ontario <i>Water Resources Act</i> (OWRA) and Section of the <i>Fisheries Act</i></p>

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Aquatic Biology	Operations	During the first years of operation the watercourse realignments may not be fully established and resident fish may experience some interruption in access to habitat or the quality of habitats.	Time construction of watercourse realignments to allow for vegetation growth for one season prior to commissioning of watercourse realignments, if possible or conduct planting of aquatic vegetation immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats.	Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat.	Section 35 <i>Fisheries Act</i> authorization
Aquatic Biology	Post-Closure (Stage 2)	Dams will be removed and the open pit reconnected to Upper Three Duck Lakes through an outlet channel. Until these habitats are established some reduction in fish access to habitat or the quality of habitats may occur. Once established a net increase in fish habitat will be provided.	Time construction of water realignments to allow for vegetation growth for one or more growing seasons prior to commissioning of watercourse realignments or conduct planting of aquatic vegetation immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats.	Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat.	Section 35 <i>Fisheries Act</i> authorization

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction through Closure	Direct vegetation (and wildlife habitat) loss, alteration, and fragmentation from the physical footprint of the Project.	<p>Limit the area of Project footprint and limit disturbance from employees and mining activities.</p> <p>Where possible, clear vegetation outside of the sensitive wildlife breeding seasons such as the migratory bird nesting season (May 1 to August 1).</p> <p>Construct the 230 kV transmission line to minimize the potential for ground disturbance and soil erosion during construction and to reduce the necessity for creation of additional permanent access roads.</p> <p>Retain existing low-lying vegetation along the transmission line ROW thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth through operations and beyond closure.</p> <p>Where practical, use existing roads and trails.</p> <p>Where practical, rehabilitate habitat for plants and wildlife.</p>	<p>Existing access roads, infrastructure used to the extent practical in transmission line construction.</p> <p>Vegetation clearing to take place outside of the migratory bird nesting season (May 1 to August 1). Nest surveys will be completed by qualified individuals prior to commencing work and a mitigation/ management plan will be developed in consultation with Environment Canada and the Ministry of Natural Resources to address potential impacts to breeding birds.</p> <p>Retain existing low ground cover along transmission line ROW thereby minimizing vegetation clearing.</p> <p>Maintain vegetated buffers adjacent to creek and river transmission line crossings.</p> <p>Apply and enforce speed limits along all Project access roads and always give the right-of-way to wildlife.</p> <p>Vehicle use will be restricted to designated areas and use of off-road vehicles for recreational purposes will be prohibited for workers.</p> <p>Progressive revegetation will be implemented where practical to reduce the amount of disturbed habitat during the Project lifecycle and will include active seeding to promote vegetation growth, stabilize the substrate, reduce potential erosion and enhance natural recovery of vegetation communities.</p>	Canadian <i>Migratory Birds Convention Act</i>

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Terrestrial Biology	Construction through Closure	Introduction of invasive plant species can change vegetation ecosystem composition.	Limit / prevent the transfer of invasive plant species from equipment and imported soil used for rehabilitation.	<p>Create topsoil and overburden stockpiles for use in future rehabilitation activities.</p> <p>Clean construction equipment and vehicles on a regular basis.</p> <p>Use locally-sourced native species to revegetate disturbed and exposed areas and encourage natural revegetation.</p>	n/a
Terrestrial Biology	Construction through Closure	Construction and operation of the 230 kV transmission line can result in bird and bat strikes and increase mortality of migratory and non-migratory bird and bat species.	Reduce the risk of mortality to birds and bats.	Use bird/bat deterrents / deflectors on transmission lines in high use areas (e.g., waterfowl movement corridors).	Ontario <i>Endangered Species Act</i>

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Terrestrial Biology	Construction through Closure	Project preparation, construction, operation and closure activities can increase the risk of nest destruction and mortality of migratory birds (incidental take).	Limit risk of nest destruction and mortality of migratory birds.	<p>Typically, clearing of vegetation will take place outside of the migratory bird nesting season (May 1 to August 1). When clearing must occur between May 1 and August 1, nest surveys will be completed by qualified individuals prior to commencing work and a mitigation/ management plan will be developed in consultation with Environment Canada (EC) and the Ministry of Natural Resources (MNR) to address potential impacts to breeding birds.</p> <p>Minimize disturbance to active nest sites.</p>	<i>Canadian Migratory Birds Convention Act</i>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction through Closure	Wildlife-vehicle collisions and physical hazards on the Project site may cause injury / mortality to individual animals.	Reduce risk of mortality to wildlife	<p>Enforce speed limits on Project roads. The presence of wildlife will be monitored and communicated to Project site personnel.</p> <p>All Project personnel will be provided with environmental awareness training.</p> <p>Vehicles will yield right-of-way to wildlife.</p> <p>Vehicle use will be restricted to designated areas and use of off-road vehicles for recreational purposes will be prohibited for workers.</p> <p>The MRA, TMF polishing pond and low-grade ore stock pile will be regularly monitored for wildlife activity and hazards.</p> <p>If a Species at Risk is identified within the Project area during construction, and construction activities will harm or harass the observed individual(s), work within the vicinity of the observed occurrence will be modified to minimize disturbance until the individual(s) leave the area.</p> <p>Information regarding the observation of SAR (species, number of individuals, location) should be reported to the MNR within 48 hours.</p> <p>Temporary suspension of surface blasting if moose, black bear, wolf and other wildlife are observed within the danger zone identified by the blast supervisor.</p>	<p>Canadian <i>Species at Risk Act</i></p> <p>Ontario <i>Endangered Species Act</i></p>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction through Closure	<p>Attractants (e.g., food waste, oil products) may increase carnivore-human encounters and result in the loss (destruction or relocation) of individual animals.</p> <p>Attractants may also increase predator numbers and thereby increase predation risk on prey species.</p>	Reduce the risk of mortality to wildlife.	<p>Education and reinforcement of proper waste management practices will be provided to all Project personnel.</p> <p>Prohibit littering.</p> <p>Prohibit feeding of wildlife.</p> <p>Dispose of waste in accordance to a Waste Management Plan which will limit the presence of food attractants.</p> <p>All Project personnel will be provided with environmental awareness training.</p> <p>Presence of wildlife will be monitored and communicated to Project site personnel.</p>	n/a
Terrestrial Biology	Construction	Adverse effects to wetlands.	Where practical, avoid placement structures in waterbodies along the transmission line ROW, and to the extent practicable, in low-lying areas (difficult for some portions of the existing Shining Tree ROW).	Where practical, avoid placement structures in waterbodies along the transmission line ROW, and to the extent practicable, in low-lying areas	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction	Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to the loss of habitat or noise disturbance.	<p>Develop a compact Project site to reduce overall habitat loss and to limit the potential adverse effects related to interference with wildlife movement.</p> <p>Utilize existing infrastructure for access and minimize construction of new roads and other corridors wherever alternatives exist.</p> <p>Construction crews will be advised to not interfere or harass wildlife.</p> <p>No hunting by Project personnel permitted while working or residing on site.</p> <p>Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p> <p>Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence.</p>	<p>Minimize the width of the transmission line ROW to the proposed 50 m.</p> <p>Utilize existing infrastructure for access and minimize construction of new roads where practical.</p> <p>No hunting by Project personnel will be permitted while working or residing on-site.</p> <p>Enforce speed limits along Project roads.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p>	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction	Adverse effects to bats due to loss of habitat or noise disturbance.	<p>Develop a compact site to reduce overall habitat loss and to limit potential adverse effects related to sound emissions, to the extent practicable.</p> <p>Enforce speed limits along Project roads and reduce vehicular traffic associated with construction.</p>	<p>Minimize the width of the transmission line ROW to the proposed 50 m.</p> <p>Enforce speed limits along Project roads and reduce vehicular traffic associated with construction.</p>	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction	Adverse effects to migratory birds and avian Species at Risk due to loss of habitat or noise disturbance.	<p>Minimize the Project footprint to the extent practicable.</p> <p>Construct the transmission line ROW outside migratory bird breeding season (May 1 to July 31).</p> <p>Maintain existing vegetation ground cover along the transmission line ROW to the extent practicable.</p> <p>Install conductor wires at a sufficient distance apart to prevent the accidental electrocution (contact of wingtips with wire) of large avian species.</p> <p>Utilize existing infrastructure for access and minimize construction of new roads and other corridors where possible.</p> <p>Advise Project personnel not to interfere or harass wildlife.</p> <p>No hunting by Project personnel permitted while working or residing on-site.</p> <p>Educate Project personnel on how to handle food and food wastes in a responsible manner and create and enforce policies to ensure no feeding of wildlife.</p>	<p>Minimize the width of the transmission line ROW to the proposed 50 m.</p> <p>Construct in winter, where frozen surfaces are required to minimize surface erosion.</p> <p>Retain existing low-lying vegetation ground cover along the transmission line ROW thereby minimizing vegetation clearing.</p> <p>Utilize existing infrastructure for access and minimize construction of new roads.</p> <p>No hunting by Project personnel will be permitted while working or residing on-site.</p> <p>Enforce speed limits along Project roads.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p>	<p>Canadian <i>Migratory Birds Convention Act</i></p> <p>Canadian <i>Species at Risk Act</i></p> <p>Ontario <i>Endangered Species Act</i></p>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Construction	Adverse effects to raptors due to loss of habitat or noise disturbance.	<p>Develop a compact site to prevent encroachment of Project activities on raptor nesting sites and adjacent habitat.</p> <p>Minimize the level of potentially disturbing activities near any known or subsequently discovered active raptor nest sites during the raptor breeding season (April 1 – August 1) until nests are vacated.</p> <p>Dispose of food wastes generated on site in an appropriate manner that limits the attraction of wildlife, including Common Ravens, Turkey Vultures and Bald Eagles.</p> <p>Remove carcasses of road-killed animals or any other carcasses found onsite in a timely manner to limit the attraction of wildlife, such as Common Ravens and Turkey Vultures.</p>	<p>Minimize the width of the transmission line ROW to the proposed 50 m.</p> <p>Dispose of food wastes generated on site in an appropriate manner.</p> <p>Remove carcasses of road-killed animals or any other carcasses found onsite in a timely manner.</p>	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Operations	Adverse effects to vegetation communities due to activities associated with the maintenance of the transmission line wires and poles (dust production by service vehicles) and the need for periodic clearing of tall woody vegetation to ensure adequate clearance below the conductors.	<p>The generation of dust by transmission line service vehicles is expected to be limited and can be minimized by having these vehicles drive slowly along the transmission line ROW.</p> <p>Ensure that ongoing clearing is constrained to the necessary area of clearance (the ROW).</p> <p>Use mechanical brushing.</p>	Minimize the speed of service vehicles along the transmission line ROW.	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Operations	Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with maintenance of the transmission line wires and poles.	<p>Include wildlife awareness information in regular safety and environmental inductions.</p> <p>Project personnel will be advised not to interfere or harass or feed wildlife.</p> <p>Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence.</p> <p>Project personnel will be required to handle food and food wastes in a responsible manner.</p> <p>No hunting by Project personnel will be permitted while working or residing on-site.</p> <p>Enforce speed limits along Project roads to reduce the potential for collisions with wildlife.</p> <p>Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity.</p>	Include wildlife awareness information in regular safety and environmental inductions.	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Operations	Adverse effects to migratory birds, raptors and avian Species at Risk due to activities associated with maintenance of the transmission line wires and poles.	<p>Minimize the speed of service vehicles along the transmission line ROW to minimize dust production and thereby limit the zone of influence.</p> <p>Use marker balls and bird diverters on the transmission line wires to reduce the likelihood of bird collisions with power lines in high-risk location such as near wetlands.</p>	<p>Minimize the speed of service vehicles along Project roads and along the transmission line ROW.</p> <p>Use marker balls and bird diverters on wires in high-risk areas.</p>	<p><i>Canadian Migratory Birds Convention Act</i></p> <p><i>Canadian Species at Risk Act</i></p> <p><i>Ontario Endangered Species Act</i></p>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Closure	Adverse effects to vegetation communities due to activities associated with the removal of the transmission line wires and poles.	<p>Time removal of transmission line infrastructure to minimize the potential for ground disturbance and soil erosion by equipment and vehicles and to reduce the necessity for creation of additional permanent access roads.</p> <p>Retain existing low-lying vegetation ground cover thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth beyond closure.</p> <p>Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production and thereby limit the zone of influence.</p> <p>Encourage natural revegetation and recolonization of the ROW as part of the reclamation process.</p>	<p>Remove transmission line infrastructure in the winter and minimize disturbance to vegetation during closure activities.</p> <p>Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production.</p>	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Closure	Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with the removal of the transmission line wires and poles.	<p>Utilize existing infrastructure for access and minimize construction of new roads and other corridors where other alternatives exist.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p> <p>Project personnel will be advised not to interfere or harass or feed wildlife.</p> <p>Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence.</p> <p>Project personnel will be required to handle food and food wastes in a responsible manner.</p> <p>No hunting by Project personnel will be permitted while working or residing on-site.</p> <p>Enforce speed limits along proposed access roads to reduce the potential for collisions with wildlife.</p> <p>Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity.</p>	<p>Utilize existing infrastructure for access and minimize construction of new roads.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p>	n/a

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Closure	Adverse effects to bats due to activities associated with the removal of the transmission line wires and poles.	Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Project personnel will be advised not to interfere or harass wildlife.	n/a	Ontario <i>Endangered Species Act</i>

Discipline	Project Phase	Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Terrestrial Biology	Closure	Adverse effects to migratory birds, raptors and avian Species at Risk due to activities associated with the removal of the transmission line wires and poles.	<p>Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p> <p>Project personnel will be advised not to interfere or harass or feed wildlife.</p> <p>Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence.</p> <p>Project personnel will be required to handle food and food wastes in a responsible manner.</p> <p>No hunting by Project personnel will be permitted while working or residing on-site.</p> <p>Enforce speed limits along Project roads to reduce the potential for collisions with wildlife.</p> <p>Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity.</p>	<p>Utilize existing infrastructure for access.</p> <p>Include wildlife awareness information in regular safety and environmental inductions.</p>	<p><i>Canadian Migratory Birds Convention Act</i></p> <p><i>Canadian Species at Risk Act</i></p> <p><i>Ontario Endangered Species Act</i></p>

Table 10-3: Mitigation Measures – Human Environment

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Land Use	Construction; operations; closure	Incompatibility with Ontario Ministry of the Environment's Land-Use Policy (D-Series Guidelines)	Incorporate the MOE D-series guidelines (MOE, 1995).	Develop 300 m (minimum) setbacks from provincially or municipally designated sensitive recreation uses, any building or associated amenity area not associated with industrial use where humans or the natural environment may be adversely affected by air emissions from the Class III Industrial facilities (excludes transmission line) such as campgrounds, residences, as per the MOE D-Series Guidelines (MOE, 1995).	MOE D-Series Guidelines
Land Use	Construction; operations; closure	Maintain access for mineral exploration	Work with claim holders to identify access changes and negotiate access agreements if there is any requirement to use or cross IAMGOLD properties.	Negotiate access as necessary and maintain access agreements.	As per existing access agreements and exploration permit (<i>Mining Act</i>)
Land Use	Construction; operations; closure	Maintain access to forestry resources	Re-route the Chester Access Road south of the Project site.	Discuss alignment with the FMA holders and EACOM for re-routing the Chester Access Road south of the Project site.	n/a
Land Use	Construction; operations; closure	Hunting – loss of BMAs	To be determined through consultation between the MNR and any affected BMA holders.	Discuss potential Project effects with MNR and the affected BMA holders.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Land Use	Construction; operations; closure	Hunting – potential adverse effects due to increased vehicular traffic	Enforce speed limits and warn IAMGOLD personnel of areas of high wildlife activity and crossings.	Enforce speed limits along proposed Project access roads to reduce the potential adverse effects of increased vehicular traffic associated with the Project.	n/a
Land Use & Traditional Land Use	Construction; operations; closure	Hunting – safety of Project site workers Hunting (traditional) – safety of Project site workers	Prohibit hunting on IAMGOLD property to provide safety for both hunters and workers.	Inform workers of the no hunting policy and post signs warning hunters. Control access to the site for general public including hunters.	n/a
Land Use	Construction; operations; closure	Hunting - potential adverse effects due to poor waste management practices	Food wastes generated on-site will be appropriately disposed of to reduce the attraction of wildlife.	Ensure frequent pick-up and removal of waste generated on-site.	n/a
Land Use	Construction; operations; closure	Trapping – loss of access to trapline area (GO031)	Appropriate mitigation measures to be determined through consultation between the MNR and affected trappers.	Continue discussions with the MNR and affected trappers about potential effects and/or effects management strategies, where appropriate.	n/a
Land Use	Construction	Trapping – relocation of trapper cabins or buildings along transmission line alignment	Appropriate mitigation measures to be determined through consultation between the MNR and affected trappers.	Discuss with the MNR and the affected trappers about appropriate effects management strategies for the removal of trapper cabins or associated buildings that may be overlap with the selected transmission line alignment.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Land Use	Construction; operations; closure	Cottagers and Outfitter Camps – increased boating on Mesomikenda Lake	Limit recreational boating for workers while they are staying at the work camp on-site.	Inform workers of the recreational boating policy.	n/a
Land Use	Construction; operations	Navigable Waters – restricted access to the 4M Canoe route	To be determined through consultation with any potential canoe route users to facilitate navigation during construction and operations.	Through consultation with users, establish a suitable portage/ connection such that the portage route will still be usable or an alternative route is developed.	<i>Navigable Waters Act</i>
Land Use	Construction	Other Recreational Use – access limitations along transmission line alignment	Consult with local snowmobile clubs and organizations, as applicable, to minimize potential conflicts.	Consult with local snowmobile clubs and organizations, as applicable, to minimize potential conflicts with snowmobilers during construction of the transmission line.	n/a
Traditional Land Use	Operations	Plant Harvesting (traditional) – contamination of vegetation from use of chemical agents for vegetation management along transmission line alignment	Vegetation clearing will avoid the use of chemical agents.	No use of chemical agents for vegetation clearing along transmission line right of way; use of mechanical vegetation management only.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Traditional Land Use	Construction	Fishing (traditional) – in-water works along transmission line alignment	Design or time construction activities so there are limited or no in-water works required.	In-water works are limited during construction of the transmission line alignment.	n/a
Traditional Land Use	Construction; operations	Canoeing (traditional) – loss of portage route	To be determined through consultation with any potential canoe route users to facilitate navigation during construction and operations.	Through consultation with users, establish a suitable portage/ connection such that the portage route will still be usable or an alternative route is developed.	<i>Navigable Waters Act</i>
Traditional Land Use	Construction; operations	Cultural, Spiritual and Ceremonial Sites, Eagle’s Nest – impacts to raptors	Inform workers of locally nesting raptors.	Inform workers of locally nesting raptors to avoid unnecessary disturbance.	n/a
Visual Aesthetics	Construction, operations, closure	Obstruction of the viewscape	Limit the design height of the MRA to 150 meters. Negotiate removal of the trapper’s cabin on Three Duck Lakes.	Mitigation and management measures inherent within the Project design that limit the extent of the visual effects includes: selection of one MRA, located further away from receptors and limiting the design height of the MRA to 150 meters. Additionally, the trapper’s cabin on Three Duck Lakes, given its location with respect to Project components, will be negotiated for removal to limit visual aesthetics, air quality and noise and vibration effects from the Project.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Archaeology	Construction; operations; closure	Disturbance to Archaeological sites	Completed mitigation - archaeological assessments Stages 1, 2, 3 and 4, as required	Archaeological assessment at identified areas	MTCS Regulations
Socio-Economic	Construction; operations	Labour Market / Population Demographics – local employment	Support employment of local community members where possible.	Support employment for local community members (First Nation, Métis communities and Gogama).	n/a or as established in negotiated agreements.
Socio-Economic	Construction; operations; closure	Labour Market / Population Demographics – local suppliers	Implement a procurement process that promotes Aboriginal and local suppliers.	Develop and implement a procurement process that promotes suppliers from the local community (First Nations, Métis and Gogama).	n/a or as established in negotiated agreements.
Socio-Economic	Construction, operations	Labour Market / Population Demographics– cultural awareness training	Cultural awareness training.	Develop a cultural awareness-training program and require employees and contractors to complete the training.	n/a or as established in negotiated agreements.

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Construction; operations	Labour Market / Population Demographics – employee training and development	Provide on-the-job Common Core training to workers.	Provide on-the-job Common Core training to assist local and regional workers to develop mining-specific skills or develop partnerships with existing initiatives. Employees would be part of IAMGOLDs Performance Management Process (PMP) and development needs and opportunities would be identified through this process	n/a or as established in negotiated agreements.
Socio-Economic	Construction; operations	Labour Market / Population Demographics – training to access Project employment	Support and/or provide training and education in local communities, where possible.	Support and/or provide education and training for potential employees from local communities (Aboriginal communities and members of Gogama). Initiate discussions with potential partners for developing youth mentorship programs.	n/a or as established in negotiated agreements.
Socio-Economic	Closure	Labour Market / Population Demographics – job placement assistance	Offer company services linking workers with local social services that provide job placement assistance.	IAMGOLD will facilitate access to external job placement or community services, etc. to transition laid-off or downsized employees into career opportunities as available	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Closure	Labour Market / Population Demographics – employment relations	Develop an employment community relations program.	Develop an employment community relations program to provide appropriate parties with plans and progress throughout the life of the Project.	n/a or as established in negotiated agreements or Closure Plan.

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Operations; closure	Labour Market / Population Demographics – further training	Identify and implement basic skills and technical training for Aboriginal and local community members to upgrade marketable skills and increase capacity, where possible.	Identify and implement basic skills and technical training for Aboriginal and local community members to upgrade marketable skills and increase capacity.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Closure	Labour Market / Population Demographics – closure planning	Work with local communities to develop a Project closure strategy that will minimize potential adverse effects of Project closure on regional communities.	Engage and support local communities to develop specific strategies and actions as part of the closure plan that minimizes potential adverse closure effects on the regional communities.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Closure	Labour Market / Population Demographics – future site use	Engage and support local and regional communities and stakeholders in planning decisions relating to future use of the Project site.	Engage and support local and regional stakeholders in planning decisions for future use of the Project site that might benefit the regional economy or contribute to community pride, cohesiveness, and sense of place.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Closure	Labour Market / Population Demographics – connect workers and employment opportunities	Support the establishment of local/regional job opportunities roster/forum accessible for workers.	Support local communities and government efforts to connect workers to a local/regional job opportunities forum prior to Project closure.	n/a or as established in negotiated agreements or Closure Plan.

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Closure	Labour Market / Population Demographics – support for small business development	Post information on site for workers about other services agencies in the region that support small business ventures and planning.	Inform workers about regional service agencies that support small business ventures and planning, if available.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Construction; operations; closure	Business Opportunities – Encourage local suppliers	Implement a procurement process that encourages Aboriginal and local suppliers.	Implement a procurement process that encourages suppliers from local Aboriginal communities and Gogama.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Operations; closure	Business Opportunities – procurement process	Implement a procurement policy that structures opportunities in terms of package size and bid evaluation to reflect Aboriginal and local capabilities.	Implement a procurement policy that structures opportunities in terms of package size and bid evaluation to reflect local capabilities, where practicable.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Construction, operations	Business Opportunities – monitor/report on local and regional procurement	Establish a system to monitor and report on local and regional content with mechanisms to adapt procurement policies where required.	Establish a system to monitor and report on local and regional content with mechanisms to adapt procurement policies, where required.	n/a or as established in negotiated agreements.
Socio-Economic	Closure	Business Opportunities – communicate contract terminations effectively	Communicate with affected businesses to prepare for the effects of contract termination.	Communicate with affected businesses to prepare for the effects of contract termination.	n/a or as established in negotiated agreements or Closure Plan.

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Construction; operations; closure	Business Opportunities – support local businesses through procurement process	Support capacity building for local businesses.	Increase capacity building for local businesses during the construction and operations phases to help them effectively bid for opportunities in the closure and post-closure phases.	n/a or as established in negotiated agreements or Closure Plan.
Socio-Economic	Closure	Business Opportunities – entrepreneurial economic development	Support local entrepreneurial development.	Support local entrepreneurial development for a diverse range of industries in order to lay foundations of post-operations economic diversification.	n/a
Socio-Economic	Construction; operations; closure	Community Health Conditions – long distance phone service for worker health	Provide access to long distance phone service for employees.	Provide access to long-distance calls and internet connections to help maintain healthy family relationships.	n/a
Socio-Economic	Construction; operations; closure	Community Health Conditions – demands on local health services Emergency Services – demands on local emergency services	Provide for basic worker health care.	Provide immediate access to care if required to minimize additional demands on off-site community health facilities.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Construction; operations; closure	Community Health Conditions – health management	Provide information on health-related issues such as nutrition, sexually transmitted infections, alcohol abuse etc. to workers.	Provide information on health-related issues such as nutrition, sexually transmitted infections, alcohol abuse etc. to workers to promote a healthy living culture in surrounding communities.	n/a
Socio-Economic	Construction; operations; closure	Community Health Conditions – unsafe driving conditions potentially leading to traffic accidents	Provide worker transportation to and from Project site.	IAMGOLD will consider bussing from communities that are beyond a reasonable commuting distance, e.g., Timmins and Sudbury.	n/a
Socio-Economic	Construction; operations; closure	Housing and Temporary Accommodations – on-site camp	Develop on-site camp.	Develop on-site camp while supporting the needs of commuters from across the regional study area through the provision of transportation services.	n/a
Socio-Economic	Construction; operations; closure	Housing and Temporary Accommodations – demands for housing	Monitor indicators of Project housing effects and adapting management measures.	Monitor indicators of Project housing effects and adapting management measures with the local study area communities and appropriate agencies.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Closure	Housing and Temporary Accommodations – resident retention after Project closure	Support local economic diversification programs that could facilitate resident retention after Project closure.	Support local economic diversification programs that could facilitate resident retention after Project closure.	n/a
Socio-Economic	Construction; operations	Public Utilities – demands on Gogama's wastewater treatment capacity	Work with Gogama Local Service Board.	Continue to support Gogama Local Services Board to identify ways to improve Gogama's wastewater treatment capacity.	n/a
Socio-Economic	Construction; operations; closure	Education – training to facilitate access to employment	Support post secondary education of workers.	Encourage and support post secondary education of workers (including scholarships for programs related to mining for First Nation and Métis students).	n/a
Socio-Economic	Construction; operations; closure	Emergency Services – demands on local emergency services	Maintain open communication with local service providers to monitor existing social issues.	Maintain open communication with local service providers to monitor existing social issues. Indicators will be selected with input from these service providers so that any Project effects are identified and managed properly by responsible parties.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Construction; operations; closure	Other Community Services and Infrastructure – demands on local medical services	Implement the Zero Harm policy at the Project site.	Implement the Zero Harm policy and associated health and safety plans that could assist in promoting a safety culture in local communities, potentially reducing demands on local medical services.	n/a
Socio-Economic	Closure	Other Community Services and Infrastructure – closure effects on employment	Inform and/or provide employees with access to resources to support transition to other employment.	Inform employees of resources to help support employment training, provide information about available financial assistance programs, and career development initiatives.	n/a
Socio-Economic	Construction; operations; closure	Transportation – road safety training	Road safety awareness training.	Implement regular road safety awareness training for workers and contractors.	n/a
Socio-Economic	Construction; operations; closure	Transportation – highway safety and conflicts with large equipment transport	Schedule major equipment delivery and removal.	Schedule major equipment delivery and removal at off-peak travel times, where practical.	MTO <i>Highway Traffic Act</i>
Socio-Economic	Construction; operations; closure	Transportation – conflicts with other traffic	Schedule shuttle bus travel.	Schedule shuttle bus travel at off-peak travel times to avoid traffic conflicts with other commuters, school buses and recreation traffic.	n/a

Discipline	Project Phase	Potential Issue / Concern / Interaction	Mitigation Measure	Description / Commitment	Standard
Socio-Economic	Construction; operations; closure	Transportation – traffic volumes at peak travel times	Schedule shifts to limit the number of daily shuttle buses.	Schedule shifts so that not all construction workers travel off-site on the same days, and thereby limiting the number of daily shuttle buses.	n/a
Socio-Economic	Construction; operations; closure	Transportation – effects on highway infrastructure	Ensure heavy load sizing and seasonal load restrictions.	Ensure heavy loads are sized appropriately and that truck traffic observes seasonal load restrictions.	MTO – <i>Highway Traffic Act</i> O.Reg., 413/05
Socio-Economic	Construction; operations; closure	Transportation – effects on highway infrastructure	Transport oversized loads in parts.	Transport oversized loads in parts to the mine site, if possible, to limit load stress on highway surfaces and obstruction of other traffic.	MTO – <i>Highway Traffic Act</i> O.Reg., 413/05
Socio-Economic	Construction; operations; closure	Transportation – potential for wildlife-vehicular accidents	Report wildlife sightings on highways.	Report wildlife sightings on highways to inform workers and identify areas where wildlife is persistently present.	n/a