

**Mining Association of Canada
Towards Sustainable Mining**

Post-Verification Review Report: IAMGOLD

**13th Meeting of the
Community of Interest Advisory Panel**

**March 10, 2010
Toronto, ON**



**Towards Sustainable Mining
Vers le développement minier durable**

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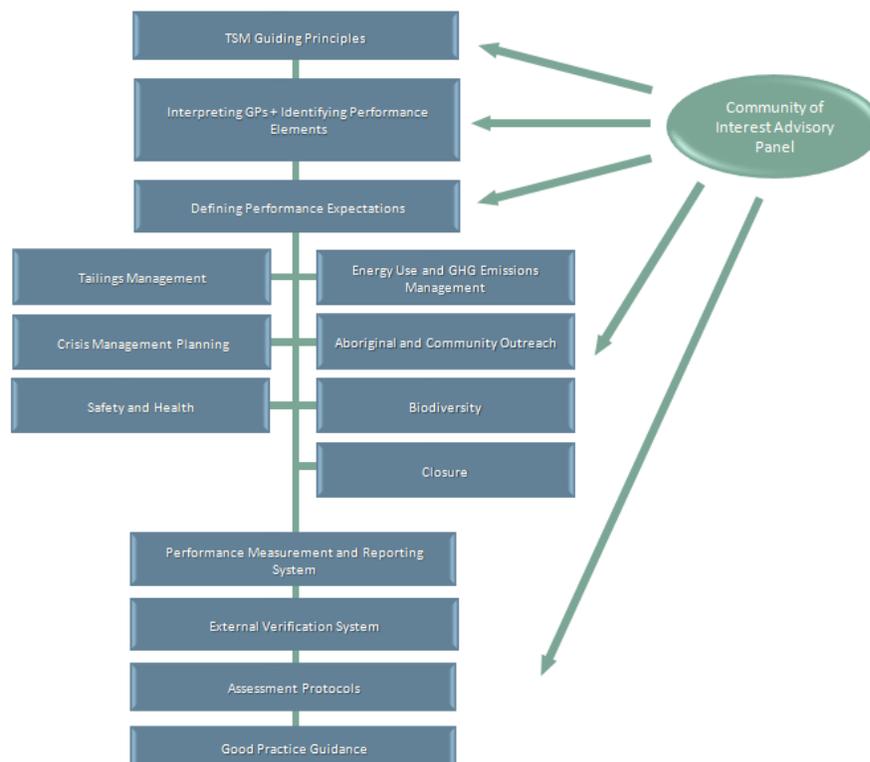
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1 Introduction

This report presents the results of the MAC Community of Interest Advisory Panel (COI Panel) post-verification review of IAMGOLD. Section 2 of the report provides important background on MAC's TSM initiative, the TSM external verification system, and the COI Panel's role in external verification. Section 3 outlines the post-verification review process and questions agreed to by the COI Panel. Section 4 details the companies' responses to these questions, and the ensuing discussion between the COI Panel and the company. Section 5 discusses key learnings from the post-verification review. A list of all referenced web-links is provided in **Annex 1**.

2 About the Towards Sustainable Mining (TSM) Initiative

Launched in 2004, the Mining Association of Canada's (MAC) *Towards Sustainable Mining* (TSM) initiative aims to enhance the mining industry's reputation by improving its environmental, social and economic performance. Participation in TSM is a condition of membership in MAC, and requires that members subscribe to a set of guiding principles that are backed by specific performance indicators against which member companies must report. Performance measurement protocols have been developed for tailings management, energy use and greenhouse gas (GHG) emissions management, external outreach and crisis management planning. Additional performance measurement protocols addressing biodiversity and safety and health have also been developed, and the external outreach protocol has been amended to include Aboriginal relations (now referred to as Aboriginal and community outreach). Public reporting on these new protocols will begin in 2012.



TSM is spearheaded by the TSM Governance Team, a committee led by MAC's Board of Directors. Within each member company, TSM is supported by internal representatives called Initiative Leaders. Committees of MAC members lead the development and refinement of performance indicators and technical guidelines for implementing TSM. Also as part of the TSM initiative, MAC's Board of Directors initiated the Community of Interest Advisory Panel (COI Panel), a multi-stakeholder group whose mandate is to help MAC members and communities of interest improve the industry's performance, to foster dialogue between the industry and its communities of interest, and to help shape TSM goals. The COI Panel meets twice a year, and held its founding meeting in March 2004. The COI Panel terms of reference, a current list of COI Panel members, and meeting agendas and minutes can be found on MAC's website (see **Annex 1**).

2.1 Measurement and Reporting

Every year, MAC members self-assess their performance against a series of specific performance indicators in the areas of tailings management, energy use and GHG emissions management, external outreach, and crisis management planning:

TAILINGS MANAGEMENT	ENERGY USE AND GHG EMISSIONS MANAGEMENT	EXTERNAL OUTREACH	CRISIS MANAGEMENT PLANNING
1. Tailings management policy and commitment	1. Energy use management systems	1. Community of Interest Identification	1. Crisis management preparedness
2. Tailings management system	2. Energy use reporting systems	2. Effective COI engagement and dialogue	2. Review
3. Assigned accountability and responsibility for tailings management	3. Energy intensity performance target	3. COI response mechanism	3. Training
4. Annual tailings management review	4. Greenhouse gas emissions management systems	4. Reporting	
5. Operation, maintenance and surveillance (OMS) manual	5. Greenhouse gas emissions reporting systems		
	6. Greenhouse gas emissions intensity performance target		

Detailed assessment protocols in each of these areas provide guidance to assist companies in their self-assessments and to facilitate the consistency of self-assessments within and across companies. These protocols are available on MAC's website (see **Annex 1**).

For tailings management, energy use and GHG emissions management, and external outreach, the detailed protocols identify five levels of performance (from Level 1 to Level 5) for each indicator, and assessments are conducted for each Canadian operating facility. For crisis management planning, the assessor is required to determine whether the criteria of each indicator are met and to provide a yes/no answer, and to assess each indicator for the company's corporate office, as well as for each of the Canadian operating facilities.

MAC released its fifth TSM Progress Report in September 2009, which is available online (see **Annex 1**). The report provides the overall TSM performance results for the four elements outlined above, and also includes detailed company-specific performance results.

2.2 TSM External Verification System

In the first two years of TSM reporting (2004 and 2005 reports), the results published in the TSM Progress Reports were based on company self-assessments against the four sets of performance indicators. This first step allowed MAC member companies to familiarize themselves with the TSM indicators and the reporting process. Verification of TSM results was added starting with the 2006 report to assure MAC members and their communities of interest that reported results are consistent and accurate. As a result, the TSM initiative includes an external verification system to verify that MAC members' self-assessments reflect actual company performance, to assist members in developing the capacity to monitor and self-assess TSM implementation, and to ensure that MAC members and their communities of interest can rely on the reported results.

The TSM verification system involves a layered approach. Three elements combine to give MAC members and their communities of interest confidence in the integrity of reported company performance:

- Verification of company self-assessments by an external verifier;
- Letter of assurance from a CEO or authorized officer confirming the verified results (to be published on MAC's website); and
- Annual post-verification review of two or three member companies' performance by the COI Panel.

The verification system was implemented for the first time in 2007 with ten MAC members externally verifying their 2006 self-assessment results. In 2008 companies began verifying their self-assessment results on a rotating three-year basis, with one-third of members externally verifying their results each year. New MAC members have three years to fully implement the self-assessment and external verification system.

Of the 17 companies that reported 2008 TSM performance results for the 2009 TSM Progress Report, three underwent external verification. See **Annex 2** for a list of companies that verified their 2006, 2007 and 2008 TSM Results.

More information on the TSM external verification system, including terms of reference for verification service providers, can be found on MAC's website (see **Annex 1**).

3 COI Panel Post-Verification Review Process

Prior to the first post-verification review in 2007, the Panel agreed that the purpose of the review is to:

- Lend public credibility to the TSM results by improving TSM (including the verification process);
- Highlight deficiencies and best practices;
- Bring cohesiveness in the application of the self-assessment and verification;
- Drive continued performance improvements; and
- Determine whether the member companies are finding the verification process useful.

The Panel selected BHP Billiton Diamonds Inc. – EKATI Diamond Mine and IAMGOLD for the 2009 post-verification review. Due to logistical constraints, IAMGOLD was unable to attend the Panel's regular post-verification review session in September 2009, so its review was postponed to the March 2010 Panel meeting and is reported here.

At its March 2009 meeting, the Panel discussed improvements to the post-verification review process that would benefit both the Panel and the companies undergoing the review by providing clearer terms for the review, more specific questions and more timely requests for information. The Panel agreed to improvements in both the content and the process (timing of steps) for the September 2009 review, including:

- Using a set of standard guidelines for companies undergoing post-verification review, including a menu of the background information for the Panel;
- Providing the guidelines and request for background information to the selected companies;
- Formulating more specific questions for the companies to use in preparing their post-verification review presentations; and
- Requesting the companies to submit their post verification presentation and supporting information in time to be included in the Panel meeting materials.

The Panel Post-Verification Review Working Group prepared guidelines for background information that were submitted to IAMGOLD for the March 2010 post-verification review. IAMGOLD's written response to the guidelines was included in the Panel briefing book, and are provided with this report under separate cover.

This report summarizes the information provided by the company in its post-verification review; provides the Panel discussion on the presented information; and identifies (using underlined text) Panel requests for further information where presenters were not able to answer specific questions. The Initiative Leader for IAMGOLD was sent a formal request to address the outstanding questions in April 2010. Responses are provided in **Annex 3** of this report.

4 Results of the Post-Verification Review of IAMGOLD

Ross Gallinger, Senior Vice President – Health, Safety and Sustainability, and Annie Blier, Manager – Sustainability and the TSM Initiative Leader (IL) for IAMGOLD, gave IAMGOLD's post-verification review presentation. IAMGOLD's verifier, Robert Duda, Managed Process Consulting Inc., was unable to attend the meeting. A summary of the presentation and the ensuing discussion is provided below. Please refer to IAMGOLD's detailed responses to the questions in the post-verification review guidelines for additional information (provided with this report under separate cover).

CONTEXT AND CORPORATE APPROACH TO SUSTAINABILITY

IAMGOLD is a mid-tier Canadian gold mining company producing approximately one million ounces annually from seven mines on three continents. IAMGOLD is focused in West Africa, the Guiana Shield of South America, and Québec. IAMGOLD reports TSM results on its five operating mines: Doyon (Quebec), Niobec (Quebec), Mouska (Quebec), Rosebel (Suriname), and Mupane (Botswana). Two major projects are also under development – Essakane in Burkina Fasso and Westwood in Quebec – and will report on TSM performance in the future.

IAMGOLD Operations
4

 <p>Doyon Québec</p> <ul style="list-style-type: none"> • Gold mine • Open pit/Underground • No Process plant • No Tailings facility 	 <p>Rosebel Suriname</p> <ul style="list-style-type: none"> • Gold mine • Open pits • Process plant (gravity separation and CIL) • Tailings facility
 <p>Niobec Québec</p> <ul style="list-style-type: none"> • Niobium mine • Underground • Concentration plant and converter • Tailings facility 	 <p>Mupane Botswana</p> <ul style="list-style-type: none"> • Gold mine • Open pits • Process plant (sulphide flotation and CIL) • Tailings facility • No effluent
 <p>Mouska Québec</p> <ul style="list-style-type: none"> • Gold mine • Underground • No Process plant • No Tailings facility 	



Four years ago IAMGOLD transitioned from a joint venture company with no focus on environment or sustainability, to an operating company with a comprehensive approach to sustainability and committed management teams in the areas of sustainability and health and safety.

In 2008, IAMGOLD adopted a Zero Harm vision for maintaining the highest standards in human health, minimizing impact on the environment, and working co-operatively with host communities. Zero harm means:

- No fatalities, lost time accidents, modified duty, or medical aids
- No significant impact on environment or our host communities

At the same time, IAMGOLD began implementing a comprehensive Sustainability Framework at operations around the world. Informed by international standards and good practices, the framework translates the company's Sustainability Policy into a powerful performance system. The company seeks to minimize environmental impact and work cooperatively with host communities and countries by implementing the six key elements of the Sustainability Framework:

- Leadership and Accountability
- Stakeholder Engagement
- Risk and Change Management and Emergency Preparedness
- Social Stewardship
- Environmental Stewardship
- Governance

IAMGOLD is integrating TSM into the Sustainability Framework to ensure it is embedded in how they do business and actively used to measure and improve performance.

In terms of overall sustainability performance, IAMGOLD reports the following:

- No significant environment incidents in 2008 – 2009
- No significant community incidents in 2008; 1 community incident in Tanzania in 2009, community trust quickly restored
- Effective engagement processes at operations and projects – as measured by the Mining Association of Canada's 'Toward Sustainable Mining' indicators – Mupane and Rosebel received awards for externally verified performance
- ISO 14000 certification
- Reclamation success – closure plan completion includes completing the closure design, returning the property, and obtaining a release from future liabilities

Community development is embodied in the company's Sustainability Policy and guidance is provided in the Sustainability Framework. All operations and advanced projects have community development projects, and community participation is key for sustainable success. The nature, extent and investment depend on the country and area characteristics. For developing countries, social impact assessments and risk mitigation are the starting points, and projects are prioritized by communities. Projects include infrastructure, livelihood improvement, small business development/employment, capacity building, micro-finance lending, etc. Programs may be company managed or foundation managed.

IAMGOLD has participated in several sustainability-related benchmarking exercises and partnerships, including:

- Participated in benchmarking exercise conducted by Canadian Business for Social Responsibility, where the peer group was the largest mining companies in the world. IAMGOLD's CSR program was rated as within the industry average.
- In dialogue and discussion with social index groups, IAMGOLD is seen as among the leaders.
- Participation and founding member of the Devonshire Initiative: mining industry and civil society development groups working together to improve social development in developing countries.
- Established an MOU with Plan International.

In 2010, IAMGOLD will focus on:

- Completing Human Rights training
- Developing a Biodiversity Strategy
- Implementing an Energy and Climate Change Policy
- Completing the draft Community Handbook
- Completing the Tailings Self-Assessment and Action Plans
- Developing best practice work card / job hazard analysis system
- Benchmarking our HSS management system

Panel Discussion

Though the Essakane project in Burkina Fasso was not subject to TSM reporting or the post-verification review since the project is still in the development stage, the Panel had several questions for IAMGOLD and an extended discussion about the project, which involved the relocation of over 10,000 people.

The Essakane project is located in sub-Saharan Africa, where it rains for 2 months of the year and the average temperature is 45 degrees. The people are herdsmen and subsistence farmers, and live on less than \$10/month. The relocation was conducted and monitored in accordance with the International Finance Corporation's (IFC) *Performance Standard 5: Land Acquisition and Involuntary Resettlement* (see **Annex 1** for website), and involved significant engagement and negotiations to achieve consent with the resettlement plan. TSM reporting on the Essakane project will begin once the project is operational.

A brief summary of the Panel's questions and IAMGOLD's responses is provided below.

- *What types of infrastructure did the community have before and after the relocation?* Before the relocation people were living in traditional adobe huts. They got to pick where they would like to live in the resettlement area, and the company replicated their living conditions to be as good or better. The company also set up sanitation facilities, a new water system and wells that are tested to ensure good water quality, schools, mosques, churches, etc., and is working with the communities to improve agricultural practices and explore other markets for their agricultural products. There is also formal ownership of land at the new location.
- *Describe the artisanal gold mining activities in the area? Can people continue these activities?* Essakane Village was created largely because of artisanal gold mining, which is a secondary activity to herding and subsistence agriculture. The rising price of gold has resulted in an influx of people into the area. Dry-panning methods are most commonly used, and equipment is meagre. The communities agreed that there was no longer any value for them within in the mining concession area. There are still opportunities for them to mine outside the mining concession area, and they are free to do so.
- *Does IAMGOLD have an economic relationship with the artisanal producers?* No, IAMGOLD does not have an economic relationship with the artisanal producers, but is working with them to improve their methods and help them maximize value (e.g. figuring out how to deal with the middle men).
- *Is this resettlement part of a larger IBA / sharing agreement? IAMGOLD's answer to this question was provided in a subsequent follow-up, and is included in **Annex 3**.*

- *What is the feedback you are getting on the relocation?* Feedback has been positive, and the communities seem happy with the move. The company has helped people move their belongings to their new homes, do walkthroughs, and organize paperwork.
- *Where do workers come from?* The workers come from the surrounding area. There are six different languages in the area and nobody can read or write, so there is a need for strong supervisory control.
- *What mechanisms were used to achieve community consent?* There was a significant amount of community consultation, and use of a step-wise approach in terms of planning the relocation. Individuals were also given the right to refuse (no one has refused to date).
- *Were the discussions with the communities a part of a larger discussion on development in the area with the government?* IAMGOLD engaged with the government (which owns 5% of the operations) as well as NGOs on the resettlement process.
- *How were sacred sites dealt with?* Anything that had cultural significance was included in the environmental and social impact assessment. IAMGOLD agreed to follow up with specific examples.
- *Is there a grievance mechanism in place?* A monitoring and evaluation plan is in place, and a full-time independent contractor has been hired to monitor the resettlement. There are also quarterly site visits by a monitoring and evaluation expert. Effective grievance mechanisms are always a work in progress.

One Panel member asked about the economic and social implications of the closure of the Doyon mine and the start of the new Westwood project. IAMGOLD does not expect to see an interruption in economic activity in the region, as many of the people who were working at Doyon will transfer to Westwood.

Another Panel member asked whether the company experienced any challenges in applying TSM to its international operations. IAMGOLD noted that the offshore operations perform better than the domestic operations.

TSM RESULTS AND LESSON LEARNED

IAMGOLD's TSM scores were verified by Robert Duda, Managed Process Consulting Inc. In the verification statement, the verifier noted that the sites did a good job in assessing their performance level, and verification sampling confirmed that the self-assessment levels were accurate and represent performance. The following recommendations and opportunities were presented:

- Increased formalization of management processes;
- Further integration of indicators into management (setting targets); and
- Greater sharing between sites.

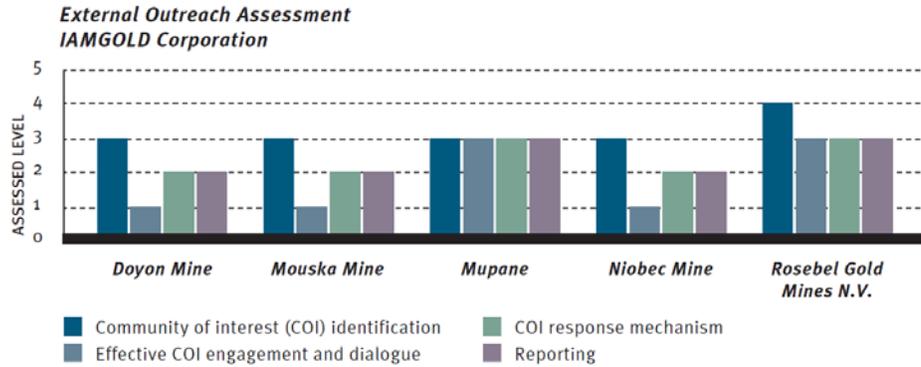
IAMGOLD's verified 2008 TSM results (as presented in the 2009 TSM Progress Report) and associated commentary are provided below. Note that the indicators for tailings management, energy use and GHG emissions management, and external outreach are assessed on a scale of "Level 1" (lowest) to "Level 5" (highest), and crisis management planning assessments are based on "yes/no" responses.

Crisis Management Planning: IAMGOLD has crisis management and emergency response plans in place, but there were some gaps that meant they did not conform to MAC's requirements. In 2008 IAMGOLD introduced a risk management corporate standard, and in 2009 completed a risk assessment across all major projects and operations (assessed for hazards or issues that could have significant health, safety, environmental or community consequences). For each high risk, IAMGOLD is required to develop a management plan to manage the risk. After this process, IAMGOLD will review and update each crisis management plan against the risk register and ensure all TSM requirements are respected. As a result of this process, IAMGOLD expects to see improvements in the crisis management planning TSM results next year.

Crisis Management Planning Assessment IAMGOLD Corporation

	<i>Crisis management preparedness</i>	<i>Review</i>	<i>Training</i>
Corporate	Yes	Yes	No
Doyon Mine	No	No	No
Mouska Mine	No	No	No
Mupane	Yes	Yes	Yes
Niobec Mine	No	No	No
Rosebel Gold Mines N.V.	Yes	Yes	Yes

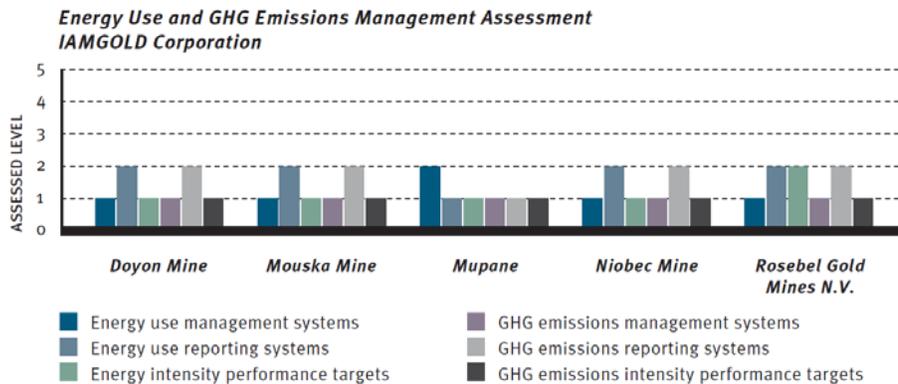
External outreach: IAMGOLD noted that the scores at the international sites are higher than those for the Canadian sites. Some of the issues with the scores at Niobec are related to documentation requirements, and / or missing only 1-2 small details of the TSM requirements.



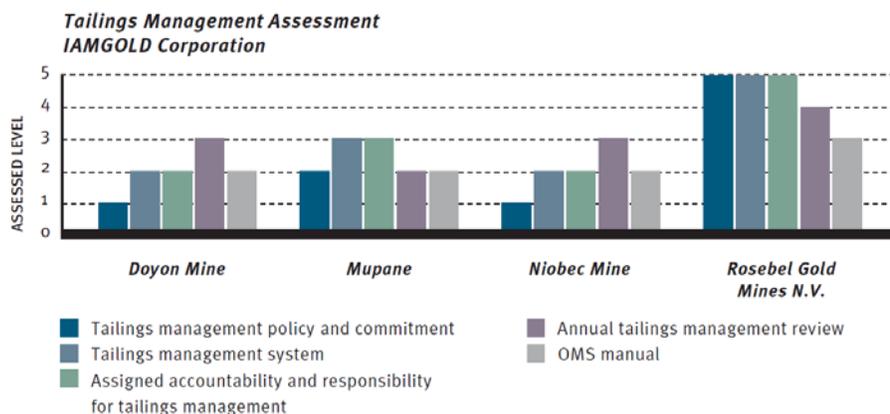
Energy use and GHG emissions management: The company’s lowest scores are in this area. To address this issue, in 2009 the company established an Energy Policy that commits to:

- Continuously reduce overall and unit of production energy consumption;
- Reduce GHG emissions and impact on the global environment; and
- Support the introduction of clean and renewable energy technologies to the communities within which it operates.

IAMGOLD recognizes that the first step to controlling emissions is to understand the complete energy profile at its operations. In 2010, each site will be assigned management responsibility for energy and emissions control and will begin measuring the key energy sources.



Tailings management: Performance on tailings management is varied. All tailings facilities were already in place before IAMGOLD merged with Cambior, and IAMGOLD is currently doing some independent third-party reviews on the design of these facilities. In the last quarter of 2009 the company developed an audit protocol based on the MAC's *A Guide to the Management of Tailings Facilities*, and an action plan is under development. In 2010 each site will be improving their performance in this area by addressing documentation and management system gaps.



Panel Discussion

A Panel member asked why IAMGOLD's international operations scored better than its Canadian operations. IAMGOLD noted that the international operations are newer, and built with current best practices in mind, while older facilities like those in Canada may find it more challenging to adopt these practices.

Several Panel members raised the concern that IAMGOLD has not identified and engaged its communities of interest around the Doyon mine, based on the company's background document that states that there are no Aboriginal groups in the vicinity of the mine but references the Algonquin community of Pikogan approximately 70 km to the northeast. It was noted that this distance could be well within a group's traditional territory, and just because the community has not communicated with the site does not mean they are not interested in what is happening. Communities face the challenge of mining companies that operate on a "nobody ever asks" basis, and TSM encourages companies to proactively seek community perspectives. IAMGOLD recognized that moving forward the company needs to be more proactive in engaging with potential stakeholders surrounding the Quebec operations.

A Panel member asked what percentage of employees at the Quebec sites are Aboriginal. IAMGOLD does not track that information.

Another Panel member asked IAMGOLD for more information about the Omai mine in Guiana. IAMGOLD completed all rehabilitation requirements at the Omai mine 1.5 years ago at a cost of \$10 million. However, mercury-based artisanal mining activities are now having a devastating impact on the area – see www.wfquianas.org/our_work/goldmining/ for more information. A Panel member noted that Fairtrade Labelling Organisations International and the Alliance for

Responsible Mining (ARM)¹ have launched the first third-party independent certification for gold, which will launch first in the UK. The new Fairtrade and Fairmined gold standards will mean that interested licensees can apply for certification of gold products, including jewellery. Fairtrade and Fairmined gold will be initially launched in the UK and then rolled out to other countries with a long-term vision of capturing 5 percent of the gold jewellery market over a 15-year period, totalling 15 tonnes of Fairtrade and Fairmined gold annually. Artisanal and small-scale miners produce just 15 percent of global gold supplies, but make up 90 percent of labour in gold extraction. The introduction of Fairtrade and Fairmined certification will help miners to improve their economic, social and environmental conditions.²

A Panel member asked if the staff at IAMGOLD is pushing the sustainability agenda with senior management. IAMGOLD noted that much more sustainability-related information is being presented to senior management than in the past, and they are having good conversations on sustainability. The challenge is providing senior management with a concise overview of sustainability issues and performance that they are comfortable talking about and that resonates with all of the stakeholders they might encounter. IAMGOLD noted that it is also important to communicate about sustainability with employees, and to be prepared to answer questions from prospective employees (e.g. young prospective employees want to know what a company is doing on sustainability).

A Panel member asked what sorts of innovations the company is exploring that reflect its commitment to sustainability. IAMGOLD responded that they are exploring projects and partnerships that bring benefits to communities beyond the immediate sphere of influence of the mine, such as solar energy projects in West Africa.

A Panel member asked about the structure and resources in place at IAMGOLD to implement and manage TSM. Annie Blier is the TSM Initiative Leader for IAMGOLD and the champion for TSM worldwide. She relies on managers and site people to move the TSM agenda forward. The sites report to the COO, who has ultimate accountability for TSM.

CHALLENGES, SUCCESSES AND LOOKING AHEAD

The biggest challenge for IAMGOLD has been getting TSM off the ground and running in two years. The program is still in the early stages. Other challenges include:

- Communicating to sites that TSM is linked to performance and continuous improvement;
- Communicating with communities of interest in developing countries (e.g. level of interest, understanding technical information); and
- Lack of recognition from external corporate stakeholders (Jantzi, Ethical Funds, etc.).

Despite these challenges, IAMGOLD is continuously impressed by how vigorously the sites picked up the TSM program. The sites approach the self-assessment with great rigour, and are more critical than the external verifiers. There is internal competition and motivation for continuous

¹ Alliance for Responsible Mining (ARM) is an independent, global-scale, pioneering initiative established in 2004 to enhance equity and wellbeing in artisanal and small-scale mining (ASM) communities through improved social, environmental and labour practices, good governance and the implementation of ecosystem restoration practices.

² <http://arm.unixlandia.com/>

improvement, and recognition that TSM drives performance and provides a measuring stick for improvement.

Looking ahead, IAMGOLD will:

- Incorporate new TSM protocols;
- Encourage greater information sharing between sites; and
- Work to further embed TSM as part of the metrics for sustainability management (e.g. targets, annual action plans).

5 Final Panel Comments

The Panel discussed the results of the post-verification review, and raised the following concerns about the information IAMGOLD presented and about TSM and the post-verification process. Please note that this conversation occurred after the IAMGOLD representatives left the meeting.

Concerns about the information IAMGOLD presented:

- The Panel is concerned that IAMGOLD has overstated its performance on external outreach, specifically community of interest identification. The Panel thinks that IAMGOLD has missed an opportunity to engage with Aboriginal communities in the Quebec region, and needs to more proactively reach out to their communities of interest.
- A clear answer was not provided on the mechanism used for community consultation on the resettlement.
- More information is needed on why the company's international operations are performing better on TSM than the Canadian operations.

Concerns about TSM and the post-verification review process:

- Canada mining companies are having a significant impact in other countries, but TSM does not apply internationally. Also, TSM does not address issues that arise in the international context, such as human rights, resettlement, how to operate in weak regulatory systems, etc.
- There may be issues of comparability with TSM assessments conducted for Canadian operations and those conducted for international operations (e.g. TSM assessments on international operations may not factor in the local policy context).
- The Panel needs its own process for verifying TSM results that it thinks may be inaccurate.
- The Panel needs to keep in mind that the scope of the post-verification review process is around TSM performance, not the entire social, environmental and financial performance of an operation.

The non-MAC members of the Panel agreed to draft a letter for IAMGOLD thanking them for their presentation, asking for additional information and clarification on some of the issues raised above, and providing feedback on how IAMGOLD can improve their TSM performance and self-assessment process. Ginger Gibson, Soha Kneen, Alan Young, David Mackenzie and Dan Benoit agreed to work together to draft this letter.

Annex 1: Weblinks

COI Panel Information:

www.mining.ca/www/Towards_Sustaining_Mining/Community_of_Interest_Panel/Community_of_Interest_Panel.php

Detailed Assessment Protocols:

www.mining.ca/www/Towards_Sustaining_Mining/Performance_Indicators/index.php

2009 TSM Progress Report:

www.mining.ca/www/Towards_Sustaining_Mining/index.php

TSM External Verification System Information:

www.mining.ca/www/Towards_Sustaining_Mining/External_Verification/Introduction.php

IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement

[www.ifc.org/ifcext/enviro.nsf/AttachmentsByTitle/pol_PerformanceStandards2006_PS5/\\$FILE/PS_5_LandAcqInvolResettlement.pdf](http://www.ifc.org/ifcext/enviro.nsf/AttachmentsByTitle/pol_PerformanceStandards2006_PS5/$FILE/PS_5_LandAcqInvolResettlement.pdf)

Annex 2: List of Companies That Verified Their TSM Results

2006 Results

Albian Sands Energy Inc.
BHP Billiton Diamonds Inc.
Breakwater Resources Ltd.
CVRD Inco Limited¹
Diavik Diamond Mines Inc.
HudBay Minerals Inc.
Inmet Mining Corporation
Iron Ore Company of Canada
Suncor Energy Inc.
Syncrude Canada Ltd.
Teck Cominco Limited

¹ *Verified results do not include Voisey's Bay Nickel, a new reporter within CVRD Inco*

2007 Results

ArcelorMittal Mines Canada
Barrick Gold Corporation (partial)
Syncrude Canada Ltd.
Teck Cominco Limited (partial)
Xstrata Copper Canada
Xstrata Nickel
Xstrata Zinc Canada

Note: Barrick Gold and Teck Cominco had a sample of their facilities verified.

2008 Results

BHP Billiton Diamonds Inc. – EKATI Diamond Mine
IAMGOLD
Inmet Mining Corporation

Annex 3: Answers to Outstanding Questions

Is this resettlement [Essakane] part of a larger IBA / sharing agreement? There is a formal "Resettlement Action Plan" (RAP) that details what each community gets, and the livelihood improvement program commitments. For each person that is affected, there is an individual contract specifying benefits. There is an annual community develop program that works on livelihood improvements, over and above the RAP and involves communities that were not affect by relocation, but are in the project area.

How were sacred sites dealt with? Anything that had cultural significance was included in the environmental and social impact assessment. IAMGOLD agreed to follow up with specific examples.