

TSM Summary Assessment Report

Facility Information

Name of company	Agnico Eagle Mines Ltd
Name of facility	Meliadine
Address	Kivalliq Region, NU X0C 0A5
Country of operation	Canada
Products/metals produced on site	Gold
Types of operations included in scope:	
Mining	<input checked="" type="checkbox"/>
Concentrate blending	<input type="checkbox"/>
Smelting	<input type="checkbox"/>
Refining	<input type="checkbox"/>
Other (please explain)	
Types of infrastructure included in scope:	
Roads	<input checked="" type="checkbox"/>
Rails	<input type="checkbox"/>
Ports	<input checked="" type="checkbox"/>
Other (please explain)	<input type="checkbox"/>

Vérifier and Verification Information

Name(s) of verifier(s)	Guillaume Carle Mélanie Rousseau Ross Szwec
Name(s) of verifier(s)' firm(s)	EEM EHS Management Inc.
Date(s) of verification activities (dd/mm/yyyy – dd/mm/yyyy)	24/10/2022 – 01/11/2022
Verification period	2021 to September 2022
Summary of the verification methodology	The external verification was performed in accordance with the principles set out in the following standards and documents:

	<ul style="list-style-type: none"> • ISO 19011:2018 - Guidelines for auditing management systems • Terms of Reference for Verification Service Providers of the Mining Association of Canada (revised November 19, 2021) <p>The tasks and activities undertaken during the verification process are summarized below:</p> <ul style="list-style-type: none"> • Prior to the audit, copies of the facility self-assessments and supporting documentation were made available to EEM. • Evidence was collected through interviews, submitted documents and, to a lesser extent, observations. • The information collected was assessed against the criteria set out in the performance standards protocols assessed. • A representative sample of COIs were interviewed. • A closing meeting was held during each interview. • This audit report, which contains the audit conclusion and the audit statement, was produced.
Summary of the verification activities	<p>The following activities were undertaken during the verification:</p> <ul style="list-style-type: none"> • A startup meeting was held to kick off the verification. • A copy of Meliadine’s self-assessment was made available to EEM prior to the verification. • An opening meeting was held on October 24, 2022. • Evidence was gathered through interviews, the review of documentation and records. • Collected information was assessed against the criteria outlined in the protocols for the performance standards assessed. • A closing meeting was held on November 1, 2022. • The present verification report, including verification conclusions and verification statement, was produced.

Summary of Findings

Criterion	Rating	Comments
Indigenous and Community Relationships		
1. Community of Interest (COI) Identification	AAA	<p>Periodic reviews of the COI identification system are conducted in collaboration with COI.</p> <p>COI identification is complete. Under-represented COI and those whose interest in the operation may be indirect and issues-based are included.</p> <p>Descriptions of relevant attributes for identified COI are included.</p> <p>COI input is systematically considered in order maintain good relations. In rare instances where there may be a contention, feedback is provided.</p>

Criterion	Rating	Comments
2. Effective COI Engagement and Dialogue	AAA	<p>Engagement processes have been co-developed with COI and are outlined in an Inuit Impact Benefit Agreement (IIBA).</p> <p>Agreed-to matters that directly affect COI and/or in which they have an interest are outlined in the IIBA and are managed through various committees which allows for engagement in joint decision making.</p> <p>The dispute mechanism for local, impacted stakeholders is outlined in the IIBA. Ultimately, if agreement cannot be reached, arbitration can be invoked.</p> <p>A joint review of the effectiveness of the engagement system is conducted every 3 years and is a requirement of the IIBA.</p> <p>Any required corrective actions are directed to individual IIBA committees and are tracked quarterly.</p> <p>Public reporting includes disclosure of the effectiveness of the engagement system.</p>
3. Effective Indigenous Engagement and Dialogue	AAA	<p>Engagement processes have been co-developed with COI and are outlined in an Inuit Impact Benefit Agreement (IIBA).</p> <p>Agreed-to matters that directly affect COI and/or in which they have an interest as well as commitments by AEM are outlined in the IIBA and are managed through various, collaborative committees. Matters include mutual objectives. Performance is tracked and reported quarterly, and corrective actions brought about when required.</p> <p>Significant effort is deployed by AEM to enhance awareness on the history, traditions, and rights of the local Inuit peoples as evidenced by, among others:</p> <ul style="list-style-type: none"> • Deployed e-learning and cross-cultural training • Raising awareness of archeological considerations for field crews • An Inuit themed social-activities program (e.g., Inuit movie night, dance, drums, country kitchen) • Participation in local community activities (e.g., community clean-up days, charity balls, hockey season openers) <p>Promotion, participation, and funding of regional and national events that serve to promote Indigenous culture and/or business (e.g., Mining symposiums,</p>

Criterion	Rating	Comments
		Winter Speaker series, Northern Light and Kivalliq trade shows, etc.).
4. Community Impact and Benefit Management	AAA	<p>The facility's interim closure and reclamation plan requires predetermined actions to be undertaken 3 to 4 years prior to mine closure with the objectives of sustainably managing environment, social, and economic impacts after the productive life of the facility ends. In addition, current, long-term investment decisions take into consideration impacts beyond the productive life of the facility. AEM also provides support through various means, for example, assistance in capacity building, training and business opportunities that can be useful beyond life-of-mine.</p> <p>Planned and implemented actions, including their effectiveness, are reviewed through the IIBA's committees.</p>
5. COI Response Mechanism	AAA	<p>A contact person is assigned for each complaint. The grievance process is detailed in an AEM procedure and includes post-process follow-up and appeals process. Appeals are treated by a committee.</p> <p>The review of the effectiveness of the response is currently conducted on an individual grievance basis while building up data to be able to evaluate the effectiveness of the process.</p>
Safety and Health		
1. Commitments and Accountability	AAA	<p>An external audit has been conducted and determined that the commitments are consistent with MAC Framework and applied. Accountabilities and responsibilities are defined and understood. The commitment to safety and health is communicated to employees, contractors, and suppliers at the facility through and e-learning and an induction training. These were considered effective to ensure that employees, contractors, and suppliers who work at the facility are aware of the commitments.</p>
2. Planning and Implementation	AAA	<p>An environment, health, safety and community management system is implemented at facility. Internal and external audits were conducted and concluded that the system in place meets the requirements of Level A. A qualified hygienist on-site reviews industrial hygiene risks at the facility. A detailed risks assessment process is implemented. Facility-specific risks have been analyzed and critical controls for those tasks have been identified. Controls and/or mitigation plans are in place.</p>


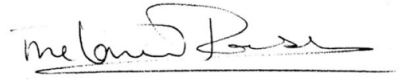

Criterion	Rating	Comments
3. Training, Behaviour and Culture	AAA	The commitment to safety and health is visibly embedded throughout the facility. Facility management visibly demonstrates commitment through boots on the field program and supervision formula. In addition, trainers are assessed for effectiveness in the training process. Finally, an employee assistance program is available to support worker mental health and to provide assistance when required.
4. Monitoring and Reporting	AAA	An external audit was conducted and concluded that the safety and health data and information collection, compilation, and reporting meet the requirements of Level A and is effective at tracking opportunities for improvement identified. The public report is available here: Agnico-Eagle-2021-Sustainability-Performance-Data_220620.xlsx (live.com) and on the NIRB website: Application Nunavut Impact Review Board (nirb.ca)
5. Performance	AAA	The facility has consistently met its continual improvement performance targets and is fatality free over the entire four-year period. An external audit concluded that the safety and health performance data are accurate and reliable.
Crisis Management and Communications Planning		
1. Crisis Management and Communications Preparedness	Yes	Meliadine has implemented a crisis management and communications plan.
2. Review	Yes	Meliadine regularly reviews and updates their crisis management and communications plan to ensure it remains responsive to the needs of the company and its operations, properly reflects risks associated with the company's operations and reflects best practices within the industry.
3. Training	Yes	Crisis management training, including the use of appropriate crisis simulation exercises, is conducted annually.
Preventing of Child and Forced Labour		
1. Preventing Forced Labour	Yes	The facility does not employ forced labour.
2. Preventing Child Labour	Yes	The facility does not employ workers under the age of 18.
Energy and Greenhouse Gas Emissions		
1. Energy use and greenhouse gas emissions	AA	Energy use and GHG emissions are considered in business planning at Meliadine and energy use and GHG emissions management system has been subject to an external verification.

Criterion	Rating	Comments
management systems		
2. Energy use and greenhouse gas emissions reporting systems	AA	Energy use and GHG emissions annual reporting is externally verified for scope 1 and 2. The overview of the corporate energy and GHG emissions management strategy is publicly available here .
3. Energy and greenhouse gas emissions performance targets	AA	Meliadine has met its energy and GHG emissions performance targets for three of the past four years. Part of the Output-Based Pricing System, their performance is externally verified and publicly available in the annual report available through the Nunavut Impact Review Board Public Registry.
Biodiversity Conservation Management		
1. Corporate biodiversity conservation commitment, accountability, and communications	AAA	Meliadine has biodiversity conservation and environmental compliance commitments in its various environmental management plans. It is committed to partnering with other organizations for biodiversity conservation. Roles, responsibilities, and resources have been assigned to support these commitments.
2. Biodiversity conservation planning and implementation	AAA	Meliadine integrates biodiversity conservation management into a broader business strategy that includes investments in research and development that enhance the industry's understanding of and contribution to biodiversity conservation, science, and traditional knowledge, and contributing to a greater scientific understanding to the protection of biodiversity.
3. Biodiversity conservation reporting	AAA	Meliadine reports publicly on its biodiversity conservation activities. COI feedback on this reporting is actively sought and reported publicly. Meliadine's annual report, COI feedback, and Meliadine responses are available on the NIRB website: https://www.nirb.ca/application?strP=r
Tailings Management		
1. Tailings management policy and commitment	AA	An external audit has been conducted (using the table of conformance) and determined that all requirements for a Level A have been met.
2. Tailings management system and emergency preparedness	AA	An external audit has been conducted (using the table of conformance) and determined that all requirements for a Level A have been met.
3. Assigned accountability and responsibility for tailings management	AA	An external audit has been conducted (using the table of conformance) and determined that all requirements for a Level A have been met.
4. Annual tailings management review	AA	An external audit has been conducted (using the table of conformance) and determined that all requirements for a Level A have been met.

Criterion	Rating	Comments
5. Operation, maintenance, and surveillance	AA	An external audit has been conducted (using the table of conformance) and determined that an OMS manual has been developed and implemented for the tailings facility that is in conformance with the OMS Guide.
Water Stewardship		
1. Water Governance	AAA	An external audit determined that the facility water stewardship practices are consistent with the TSM Water Stewardship Framework. AEM's commitments related to water have been communicated to relevant employees, contractors, and water-related facility-level COI. Roles, responsibilities, and accountabilities for operational water management are defined.
2. Operational Water Management	AAA	<p>Long-term water management considerations are incorporated into current water management decision-making processes and closure plans.</p> <p>An external audit determined that the operational water management practices meet the requirements of Level A and AA. The evaluation of effectiveness conducted on the tracking process for opportunities for improvement identified it is effective.</p>
3. Watershed-scale Planning	AAA	Relevant watershed boundaries have been identified for Meliadine. COI were identified with the collaboration of the Nunavut Impact Review Board. In addition to Level A and AA engagement activities, Meliadine conducts collaborative monitoring at the watershed scale.
4. Water Reporting and Performance	AAA	Water performance objectives are established. Progress on actions to achieve objectives is tracked and reported to senior management. Public reporting is ongoing through the NIRB Public Registry. Data are reviewed externally by the NIRB for accuracy. The NIRB contacts COI and AEM addresses comments. Comments and responses are also available through the NIRB Public Registry: https://www.nirb.ca/application?strP=r

Statement of Verification

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The external verification was conducted in accordance with the TSM Verifier Terms of Reference and, accordingly, consisted primarily of interviews, data analysis, and examination (on a sample basis) of other evidence relevant to management's assertion of conformance to the requirements of the TSM performance indicators.	<input checked="" type="checkbox"/> The external verification was conducted in accordance with the TSM Verifier Terms of Reference.

The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.	<input checked="" type="checkbox"/> The scores in this report are considered accurate based on this verification.
Limitations	None
Additional comments	None
Name and signature of verifier()	 Guillaume Carle  Mélanie Rousseau  Ross Szwec
Date of statement of verification	December 19, 2022