

AGNICO EAGLE MINES LIMITED

# EXTERNAL VERIFICATION SUMMARY REPORT 2024

TOWARDS SUSTAINABLE MINING (TSM) AND  
RESPONSIBLE GOLD MINING PRINCIPLES (RGMP)

MEADOWBANK COMPLEX

APRIL 2025

WSP REF.: CA0017482.7300\_004\_REV1

FINAL VERSION





AGNICO EAGLE MINES LIMITED

EXTERNAL VERIFICATION  
SUMMARY REPORT 2024  
TOWARDS SUSTAINABLE MINING  
(TSM) AND RESPONSIBLE GOLD  
MINING PRINCIPLES (RGMP)

MEADOWBANK COMPLEX

FINAL VERSION

WSP REF.: CA0017482.7300\_004\_REV1

APRIL 2025

WSP CANADA INC.  
FLOOR 11  
1600 RENÉ-LÉVESQUE BOULEVARD WEST  
MONTRÉAL, QUEBEC H3H 1P9  
CANADA

T: +1-514-340-0046  
F: +1-438-843-8111

WSP.COM

# REVISION MANAGEMENT

VERSION	DATE	DESCRIPTION
RevA	2024-12-13	Preliminary version for comments
Rev0	2024-12-18	Final Version
Rev1	2025-04-09	First revision of the final version

---

# SIGNATURES

## PREPARED BY



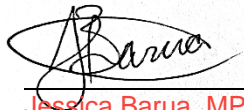
---

Emily Stratford, BA BSc, TSM Verifier  
Auditor

April 9, 2025

---

Date



---

Jessica Barua, MPH, CRSP, CIH, TSM Verifier  
Lead Auditor

April 9, 2025

---

Date

## REVIEWED BY

---

Stephanie Davidovsky, ing., VEA® / P. Eng., CEA™, TSM  
Verifier (OIQ #143203)  
Team Leader - Environmental and risk management

April 9, 2025

---

Date

---

# LIMITATIONS

WSP Canada Inc. (WSP) prepared this report solely for the use of the intended recipient, Agnico Eagle Mines Limited, in accordance with the professional services agreement between the parties. In the event a contract has not been executed, the parties agree that the WSP General Terms for Consultant shall govern their business relationship which was provided to you prior to the preparation of this report.

The report is intended to be used in its entirety. No excerpts may be taken to be representative of the findings in the assessment.

The conclusions presented in this report are based on work performed by trained, professional and technical staff, in accordance with their reasonable interpretation of current and accepted engineering and scientific practices at the time the work was performed.

The content and opinions contained in the present report are based on the observations and/or information available to WSP at the time of preparation, using investigation techniques and engineering analysis methods consistent with those ordinarily exercised by WSP and other engineering/scientific practitioners working under similar conditions, and subject to the same time, financial and physical constraints applicable to this project.

WSP disclaims any obligation to update this report if, after the date of this report, any conditions appear to differ significantly from those presented in this report; however, WSP reserves the right to amend or supplement this report based on additional information, documentation or evidence.

WSP makes no other representations whatsoever concerning the legal significance of its findings.

The intended recipient is solely responsible for the disclosure of any information contained in this report. If a third party makes use of, relies on, or makes decisions in accordance with this report, said third party is solely responsible for such use, reliance or decisions. WSP does not accept responsibility for damages, if any, suffered by any third party as a result of decisions made or actions taken by said third party based on this report.

WSP has provided services to the intended recipient in accordance with the professional services agreement between the parties and in a manner consistent with that degree of care, skill and diligence normally provided by members of the same profession performing the same or comparable services in respect of projects of a similar nature in similar circumstances. It is understood and agreed by WSP and the recipient of this report that WSP provides no warranty, express or implied, of any kind. Without limiting the generality of the foregoing, it is agreed and understood by WSP and the recipient of this report that WSP makes no representation or warranty whatsoever as to the sufficiency of its scope of work for the purpose sought by the recipient of this report.

In preparing this report, WSP has relied in good faith on information provided by others, as noted in the report. WSP has reasonably assumed that the information provided is correct and WSP is not responsible for the accuracy or completeness of such information.

The original of this digital file will be kept by WSP for a period of not less than 10 years. As the digital file transmitted to the intended recipient is no longer under the control of WSP, its integrity cannot be assured. As such, WSP does not guarantee any modifications made to this digital file subsequent to its transmission to the intended recipient.

This limitations statement is considered an integral part of this report.

---

# CLIENT

## AGNICO EAGLE MINES LIMITED

Sustainability Systems Manager	Josée Noël
Closure Engineer	Rebecca Cousineau

---

# PRODUCTION TEAM

## WSP CANADA INC. (WSP)

Auditor, reviser	Stephanie Davidovsky
Project Director	Katia Santini
Project Manager	Nelly Gendrot
Project Manager	Véronique Deschênes

## WSP CANADA INC. (WSP) – AUDITOR

Lead Auditor	Jessica Barua
Auditor	Emily Stratford

## REFERENCE TO BE CITED

WSP. 2025. External Verification Summary Report 2024. Towards Sustainable Mining (TSM) and Responsible Gold Mining Principles (RGMP). Meadowbank Complex. Report produced for Agnico Eagle Mines Limited. WSP Ref.: CA0017482.7300\_004\_Rev1. 13 pages.



# TABLE OF CONTENTS

<b>1</b>	<b>Introduction .....</b>	<b>1</b>
<b>1.1</b>	<b>Objectives of the External Verification.....</b>	<b>1</b>
<b>2</b>	<b>Verifier and Verification Information .....</b>	<b>2</b>
<b>3</b>	<b>Facility Information .....</b>	<b>3</b>
<b>4</b>	<b>Scope of Verification (Protocols Audited).....</b>	<b>4</b>
<b>5</b>	<b>Methodology .....</b>	<b>5</b>
<b>5.1</b>	<b>Summary of audit activities.....</b>	<b>5</b>
5.1.1	Preparation of the Audit .....	5
5.1.2	Audit Activities .....	5
<b>5.2</b>	<b>Sampling .....</b>	<b>6</b>
<b>5.3</b>	<b>TSM – Workforce Sampling Approach .....</b>	<b>6</b>
<b>5.4</b>	<b>TSM – COI Sampling Approach .....</b>	<b>6</b>
<b>6</b>	<b>External Verification Conclusion .....</b>	<b>7</b>
<b>7</b>	<b>Statement of Verification .....</b>	<b>12</b>
<b>8</b>	<b>Examples of Evidence Consulted .....</b>	<b>13</b>

---

## **Tables**

Table 2-1	Verifier and Verification Information .....	2
Table 3-1	Facility Information.....	3
Table 4-1	Integrated Audit Standards .....	4
Table 6-1	Meadowbank Complex - TSM and RGMP Supplement External Verification .....	8
Table 7-1	Statement of Verification.....	12

---

## ABBREVIATIONS AND ACRONYMS

COI	Community of Interest
MAC	Mining Association of Canada
RGMP or RGMPs	Responsible Gold Mining Principles
TSM	Towards Sustainable Mining
WGC	World Gold Council
WSP	WSP Canada Inc.



# 1 Introduction

As part of its triennial audit, Agnico Eagle Mines Limited (Agnico Eagle) has integrated the audit of:

- Towards Sustainable Mining (TSM);
- Responsible Gold Mining Principles (RGMP) from the World Gold Council (WGC).

This report presents the result of WSP external verification (TSM and RGMP via the TSM Responsible Sourcing Alignment supplement) and external audit (TSM) performed for Agnico Eagle's Meadowbank Complex (Canada).

---

## 1.1 Objectives of the External Verification

Within TSM, a process of external verification is established to ensure that companies' reporting on TSM performance indicators is consistent, accurate and transparent. Every three years, a trained and accredited verifier critically reviews a company's self-assessments to determine if there is adequate evidence to support the performance ratings reported. Verifiers are experienced independent auditors and technical experts. If necessary, verifiers can change companies' self-assessed ratings to ensure they accurately reflect evidence of the facility's management practices and performance.

## 2 Verifier and Verification Information

Verification and external auditing for TSM and RGMP was be carried out by the following WSP team.

**Table 2-1 Verifier and Verification Information**

<b>Verification firm:</b>	<b>WSP Canada Inc.</b>
<b>Confirmation that all verifiers involved in the verification are accredited TSM verifiers:</b>	Yes
<b>Lead assurance provider:</b>	Stephanie Davidovsky (Canada) <a href="mailto:stephanie.davidovsky@wsp.com">stephanie.davidovsky@wsp.com</a>
	Katia Santini (Canada) <a href="mailto:katia.santini@wsp.com">katia.santini@wsp.com</a>
	Nelly Gendrot (Canada) <a href="mailto:nelly.gendrot@wsp.com">nelly.gendrot@wsp.com</a>
	Emily Stratford (Canada) <a href="mailto:Emily.Stratford@wsp.com">Emily.Stratford@wsp.com</a>
<b>Other members of the assurance:</b>	Jessica Barua (Canada) <a href="mailto:Jessica.Barua@wsp.com">Jessica.Barua@wsp.com</a>
<b>Date(s) of verification activities:</b>	<u>Onsite verification activities:</u> 28/10/2024 - 31/10/2024
<b>Verification period:</b>	2022 - 2024
<b>Summary of the verification methodology:</b>	See section 5
<b>Summary of the verification activities:</b>	See section 5
<b>Was a site visit conducted?</b>	Yes

### 3 Facility Information

**Table 3-1 Facility Information**

<b>Name of company</b>	<b>Agnico Eagle Mines Limited</b>
<b>Name of facility</b>	Meadowbank Complex
<b>Address</b>	P.O. Box 540 Baker Lake, NU, X0C 0A0
<b>Country of operation</b>	Canada
<b>Products/metals produced on site</b>	Gold
<b>Types of operations included in scope (yes or no):</b>	
Mining	<input checked="" type="checkbox"/>
Milling	<input checked="" type="checkbox"/>
Smelting	<input type="checkbox"/>
Hydrometallurgical	<input type="checkbox"/>
Refining	<input type="checkbox"/>
Other	
<b>Types of infrastructure included in scope (yes or no):</b>	
Roads	<input checked="" type="checkbox"/>
Rails	<input type="checkbox"/>
Ports	<input type="checkbox"/>
Other	

## 4 Scope of Verification (Protocols Audited)

WSP integrated audit was conducted considering the TSM and RGMP as presented in Table 4-1.

**Table 4-1 Integrated Audit Standards**

Standard, Protocol (version)	External verification	External audit
TSM, Indigenous and Community Relationships (2019)	X	-
TSM, Biodiversity Conservation Management (2020)	X	-
TSM, Crisis Management and Communications Planning (2022)	X	-
TSM, Climate Change (2021)	X	-
TSM, Safety and Health (2020)	X	X
TSM, Preventing Child and Forced Labour (2019)	X	-
TSM, Water Stewardship (2018)	X	X
TSM, Tailings Management (2022)	X	X
RGMP, TSM Responsible Sourcing Alignment supplement (2021) <sup>(1)</sup>	X	-

Table notes:

- (1) RGMP standard is verified as per the Equivalency statement between WGC's RGMPs and MAC's TSM. Statement is published on WGC website:  
<https://www.gold.org/industry-standards/responsible-gold-mining>

# 5 Methodology

---

## 5.1 Summary of audit activities

---

### 5.1.1 Preparation of the Audit

The preparatory activities carried out were as follows:

- Coordination meeting with Agnico Eagle representatives to plan the on-site visit.
  - Transmission of the audit plan to the sites and MAC.
  - The facility provides the needed information (auto-evaluation and the documentation support, internal audit report, etc.).
  - Coordination meeting with the site to identify COI and plan interviews (sending out a pre-meeting questionnaire for preparation purposes and information gathering).
  - Review of available data related to activities, self-assessment and documentation provided by the site.
- 

### 5.1.2 Audit Activities

#### 5.1.2.1 Corporate Audit

TSM and RGMP criteria have been sorted according to site and corporate. An audit was then carried out at corporate.

#### 5.1.2.2 On-site Auditing Activities

For the on-site audit, the auditors conducted:

- An opening meeting.
- Meetings with employees on each subject of the protocols.
- Random interviews on the floor.
- Meetings with COIs who agreed to take part in the verification exercise.
- A closing meeting.
- Additional interviews after the site visit to complete certain missing elements.

---

## 5.2 Sampling

A risk-based approach has been used to gather and analyze information systematically on a site's performance against the applicable Performance Areas to optimize efficiency and reduce the assurance burden for sites. Data sampling was based to be drawn from the previous 3 years of operations.

All performance areas (protocols and indicators) were audited based on site-specific risks.

- The results of the review of mediatized information (“media scan”) carried out by MAC were taken into consideration:
  - A federal government order about Caribou protection at Meadowbank (CBC), which may be relevant to biodiversity practices
  - A warehouse fire at Meadowbank (CBC), which may be relevant to health and safety practices

---

## 5.3 TSM – Workforce Sampling Approach

For the sampling of workers, interviews were carried out in a planned manner to meet the elements of the protocols as presented in section 5.1.2, as well as randomly and informally, notably to survey employees in relation to their commitment, understanding of their roles and responsibilities, as well as the implementation of certain operational processes.

A total of 64 different people were met during the audit week:

- 22 people during formal interviews;
- 42 people during informal interviews including 38 at random.

Of these 64 people, 11 are contractors.

---

## 5.4 TSM – COI Sampling Approach

COI selection was defined on the basis of category representativeness among the COIs at the site under verification as follows:

- Site-wide COI mapping was presented to each auditor prior to the audit, in order to select COIs based on a risk-based and representativity approach.
- COI's interest in participating in interviews was taken into consideration.

Thus, 6 COIs were interviewed which included members of the Kivalliq Inuit Association, Baker Lake Elders, and the Hamlet of Baker Lake representatives to take part in the audit.

## 6 External Verification Conclusion

During this external verification, the WSP team was able to obtain the information required to verify Agnico Eagle's self-assessment level for the nine TSM protocols.

Table 6-1 summarizes the results that should be reported on the MAC Website for TSM and RGMP.

Table 6-1 Meadowbank Complex - TSM and RGMP Supplement External Verification

PROTOCOL	INDICATORS	LEVEL	COMMENTS
Climate Change	1. Corporate climate change management	AA	<p>The company is committed to taking action to combat climate change, in line with the ambition to limit global warming to well below 2°C (compared with pre-industrial levels), with short- and long-term objectives and planned actions to achieve these commitments.</p> <p>Performance is measured against the targets announced in criterion no. 1 of the AA level.</p> <p>Processes for identifying, assessing and managing significant risks and opportunities related to climate change are in place and integrated into the company's risk management approach.</p> <p>The resilience of the business strategy has been examined taking into account different climate-related scenarios, including high and low warming scenarios.</p> <p>The impacts of significant climate change risks and opportunities on other aspects of the business and strategy are identified, assessed and managed.</p> <p>There is a demonstrated understanding of how the company's strategic investments contribute to society's resilience to climate change and a low-carbon economy.</p> <p>Procurement and supply chain management practices in place are consistent with the company's climate change strategy.</p>
	2. Facility climate change management	A	<p>An energy and GHG emissions management system is in place, with specific criteria including :</p> <ul style="list-style-type: none"><li>- a data collection and monitoring process tailored to the site's energy consumption and sources of GHG emissions;</li><li>- a clear definition of roles and responsibilities for managing energy performance and GHG emissions;</li><li>- an annual review.</li></ul>
	3. Facility performance targets and reporting	AA	<p>The results of technical and technological improvements or other forms of GHG reduction or offsetting, in line with a long-term commitment to carbon neutrality, show that there has been a substantial transformation in the facility's energy profile and GHG emissions.</p> <p>An independent audit has verified the accuracy of public reporting, including Scope 3 GHG emissions data.</p> <p><a href="#">Report link</a></p>
Tailings Management	1. Tailings management policy and commitment	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	2. Assigned accountability for tailings management	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	3. Tailings management system and emergency preparedness	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	4. Operation, maintenance, and surveillance (OMS) manual	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	5. Annual tailings management review	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
Biodiversity Conservation Management	1. Corporate biodiversity conservation commitment, accountability, and communications	AAA	The facility 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. Facility-level biodiversity conservation planning and implementation	AAA	<p>The facility integrates biodiversity conservation management by participating in the Terrestrial Advisory Group to protect caribou. Initiatives are publically reported in the sustainability report.</p> <p>The facility:</p> <ul style="list-style-type: none"><li>- integrates the terrestrial environmental management plan (TEMP) which was developed in collaboration with Terrestrial Advisory Group (TAG).</li><li>- budget for road closures to account for caribou migration in site planning.</li><li>- provide regular updates at TAG meetings.</li><li>- address biodiversity in operatation readiness plan on a weekly basis.</li></ul> <p>Initiatives are publically reported in the sustainability report.</p>
	3. Biodiversity conservation reporting	AAA	The facility reports publicly on its biodiversity conservation activities. COI feedback on this reporting is actively sought and reported publicly. Facility’s annual report, COI feedback, and the facility responses are available on the <a href="#">NIRB website</a> .



PROTOCOL	INDICATORS	LEVEL	COMMENTS
Safety & Health	1. Commitments and Accountability	AAA	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.
	2. Planning and Implementation	AA	An internal audit has been conducted to determine whether planning and implementation of the physical safety and health management system meets the requirements of Level A.  Industrial hygiene risks and controls have been reviewed by a qualified hygienist.  The facility: - has verified that critical controls are in place and functioning, and the definition differentiates between critical, mitigating, and underpinning controls. - has identified psychosocial hazards and harmful behaviours, and potential risks are assessed, managed, and monitored
	3. Training, Behaviour and Culture	AAA	An internal audit has been carried out in line with A and AA criteria.  The facility : - collaborates with relevant communities of interest to promote psychological safety and respect in community settings. 3. - integrates the principles of psychological safety and respect into its procurement processes and contractor relationships.
	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: <a href="#">Global Approach, Regional Focus - 2023 Sustainability Report</a>
	5. Performance	AAA	An external audit concluded that the safety and health performance data are accurate and reliable.
Water Stewardship	1. Water Governance	AAA	An external audit determined that the facility water stewardship practices are consistent with the TSM Water Stewardship Framework. Clear commitment to water management demonstrated through weekly water management meetings to establish priorities.  Agnico Eagle’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	Long-term water management considerations are incorporated into current water management decisionmaking processes and closure plans.  Extensive effort has been put into water balance modelling and it is evidence that there is robust work being done to promote continual improvement on this.  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.
	3. Watershed-scale Planning	AAA	Relevant watershed boundaries have been identified for the site. COI were identified with the collaboration of the Nunavut Impact Review Board. In addition to Level A and AA engagement activities, the sit sets watershed-scale goals.
	4. Water Reporting and Performance	AAA	COI feedback on water reporting is actively sought. <a href="#">Report link</a>
Indigenous and Community Relationships	1. Community of Interest (COI) Identification	AAA	The documented process makes it possible to : - identify under-represented local communities of interest and communities of interest concerned indirectly or by specific issues. - communities of interest to express their views on the approach adopted by the site to identify communities of interest. - a periodic review of the process of identifying communities of interest in collaboration with them. - that comments from communities of interest are taken into account when updating the identification process. - Communities of interest to be given an explanation when their comments have not been taken into account.
	2. Effective COI Engagement and Dialogue	AAA	Processes are in place for collaborative exchange and dialogue with communities of interest, including conflict resolution mechanisms.  The facility has a proven track record of exchange and dialogue with committees of interest.  Committees of interest are involved in the decision-making process when it comes to reaching agreement on issues that directly affect them and/or are of interest to them.  A review of the effectiveness of exchange processes is carried out with the help of communities of interest, and identified corrective measures are implemented.  Public reports are produced on the effectiveness of exchange processes.
	3. Effective Indigenous Engagement and Dialogue	AAA	The exchange processes put in place have resulted in mutually agreed agreements or commitments with the aboriginal communities directly affected.  The site respects the terms of the agreements agreements and commitments and monitors their implementation.

PROTOCOL	INDICATORS	LEVEL	COMMENTS
			<p>The site collaborates with communities to achieve Common and demonstrates that progress has been made towards the targeted outcomes and benefits.</p> <p>The collaborative process put in place to measure progress towards the objectives includes :</p> <ul style="list-style-type: none"><li>- performance verification with Aboriginal communities;</li><li>- the integration of adaptive management to deal with cases where objectives are not always met.</li></ul> <p>The establishment has put in place commitments to raise awareness of the history, traditions and rights of aboriginal peoples, and to promote intercultural awareness and exchange through various means, as described in the protocol.</p>
	4. Community Impact and Benefit Management	AAA	<p>The processes put in place make it possible to:</p> <ul style="list-style-type: none"><li>- ensure that inconveniences to communities (including impacts on human rights) are identified, avoided or mitigated</li><li>- encourage and optimize the social benefits generated by site operations.</li></ul> <p>The site interacts with communities of interest to identify risks that are likely to affect them directly, including impacts associated with tailings management, where applicable, as well as those relating to community health and safety.</p>
	5. COI Response Mechanism	AAA	<p>The complaint management process:</p> <ul style="list-style-type: none"><li>- allows for the transmission of data to higher levels when the feedback system does not allow for adequate follow-up.</li><li>- provides for follow-up with users once the process has been completed.</li></ul> <p>The effectiveness of the feedback system is reviewed, and corrective measures implemented where necessary.</p>
Crisis Management and Communications Planning (Corporate)	1. Preparedness	Y	The corporate has set up a crisis management and communication plan with all the elements mentioned in the protocol.
	2. Review	Y	The crisis management and communication plan is regularly reviewed and updated to reflect the organization's reality and industry best practices.
	3. Training	Y	Crisis simulation exercises are carried out annually.
Crisis Management and Communications Planning (Facility)	1. Preparedness	Y	Site has established emergency response procedures for different scenarios, e.g. underground fire, hazardous material spills. Site participate in Nunavut Mine Rescue competition every year and trains on a regular basis to prep for the competition.
	2. Review	Y	The crisis management and communication plan is regularly reviewed and updated to reflect the organization's reality and industry best practices.
	3. Training	Y	Crisis simulation exercises are carried out annually.
Prevention of Child and Forced Labour	1. Preventing Forced Labour	Y	A process proportionate to the degree of risk associated with the region is in place to ensure that no one is forced to work.
	2. Preventing Child Labour	Y	Processes proportionate to the degree of risk are in place to ensure that no children are hired.

PROTOCOL	INDICATORS	YES OR NO
Responsible Sourcing Alignment Supplement (RGMP)	<b>Corporate Governance and Ethical Conduct</b>	
	1. Legal Compliance	Yes
	2. Code of Conduct	Yes
	3. Combating Bribery and Corruption	Yes
	4. Political Contributions	N/A
	5. Transparency of Taxes, Ownership and Transfer Pricing	Yes (SUPP5a and 5b) Na ( SUPP5c)
	6. Accountabilities and Reporting	Yes
	7. Engagement with Corporate Communities of Interest	Yes
	<b>Integration of Sustainable Development into Corporate Strategy and Decision-Making</b>	
	8. Corporate Sustainable Development Strategy	N/A
	9. Supply Chain	Yes
	<b>Respect for Human Rights and Labour Rights</b>	
	10. UN Guiding Principles on Business and Human Rights	Yes
	11. Conflict-Affected and High-Risk Area Due Diligence	Yes
	12. Resettlement	N/A
	13. Security and Human Rights	Yes
	14. Labour Rights	Yes
	15. Compensation for Work Related Injury, Illness & Fatality	N/A
	16. Employee Remuneration	Yes
	17. Diversity and Women in Mining	Yes
	<b>Environmental Stewardship</b>	
	18. Environmental Risk Management	Yes
	19. Closure	Yes
	20. Pollution Prevention and Waste Management	Yes
	21. Noise and Vibration	N/A
	22. Emissions to Air	N/A
	23. Spills and Leakage	N/A
	24. Hazardous Substances	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)
	<i>No criterion 25 (Error in protocol)</i>	
	26. Land Use and Deforestation	Yes
	27. Circular Economy	N/A
	<b>Social, Economic, and Institutional Development</b>	
	28. Local Procurement	Yes
	29. Cultural Heritage	Yes
	30. Artisanal and Small-Scale Mining	N/A

# 7 Statement of Verification

Table 9-1 presents the statement of Verification.

**Table 7-1 Statement of Verification**

<p><b>The external verification was conducted in accordance with the Terms of Reference for Verifiers 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.</b></p>	<p><input checked="" type="checkbox"/> The external verification was conducted in accordance with the TSM Verifier Terms of Reference.</p> <p>Biodiversity and conservation management (2020) Climate change (2021) Crisis Management and Communications Planning (2022) Indigenous and Community Relationships (2019) Labour Rights (2019) Safety and health (2020) Tailings management (2022) Water stewardship (2018) TSM Supplement (2021)</p>
<p><b>The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.</b></p>	<p><input checked="" type="checkbox"/> The scores in this report are considered accurate based on this verification.</p>
<p><b>Limitations</b></p>	<p>The verification consists of the evaluation of activities and installations as observed at a specific point in time. The verifier focused her observations, on the major facets at that time, and the conclusions are based on information available at the time of the verification activities.</p>
<p><b>Additional comments</b></p>	<p>None</p>
<p><b>Has an additional assurance statement been provided by the verifier? (yes or no)</b></p>	<p>Yes (for RGMP)</p>
<p><b>Name of lead verifier</b></p>	<p>Stephanie Davidovsky</p>
<p><b>Date of statement of verification</b></p>	<p>December 19, 2024</p>
<p><b>Signature of lead verifier</b></p>	

## 8 Examples of Evidence Consulted

### **Climate Change**

- Climate Risk Register 2023
- Energy Savings Action plan

### **Tailings Management**

- Water & Tailings Management: Emergency Preparedness and Response Plan (EPRP)
- 2023 Core Receiving Environment Monitoring Program (CREMP) Annual Report

### **Biodiversity Conservation Management**

- Internal Audit – TSM Biodiversity Protocol (August 2024)
- Sustainable Development Policy (Agnico Eagle)
- Shipping Management Plan (version 4 – April 2022)

### **Safety & Health**

- Health and Safety Report 2024 Half-Year
- Hot Work Permit

### **Water Stewardship**

- Water Management Policy (Agnico Eagle)
- Water Management Plan (version 12 – March 2024)
- Spill Contingency Plan (version 19 – March 2023)

### **Indigenous and Community Relationships**

- Nunavut Donation Policy (2024)
- Nunavut Community Engagement Plan and Toolkit (2024)

### **Crisis Management and Communications Planning**

- Emergency Response Plan (version 18 – August 2023)
- Crisis Management Plan

### **Prevention of Child and Forced Labour**

- Agnico Eagle Supplier Code of Conduct

