

Agnico Eagle Mines Limited	Effective: March 2022
Accessibility Policy and Multi-Year Plan (Ontario)	Last Updated: March 2022
Policy Owner: Human Resources	

INTRODUCTION

This accessibility policy (the “**Policy**”) and multi-year plan (the “**Plan**”) outlines Agnico Eagle Mines Limited and its affiliates’ (collectively, “**Agnico Eagle**” or the “**Company**”) strategy for preventing and removing barriers for persons with disabilities and our commitments under the *Accessibility for Ontarians with Disabilities Act, 2005* (the “**AODA**”).

COMMITMENT

Agnico Eagle is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence which is aligned to Agnico Eagle’s core values of Family, Trust, Respect, Responsibility and Equality for all. We believe in diversity and integration and we are committed to meeting the needs of people with disabilities in a timely manner. We do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under the AODA and the Ontario Human Rights Code.

The Company understands that its obligations under the AODA and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law.

APPLICATION AND SCOPE

This Policy and Plan applies to all of Agnico Eagle’s Ontario locations.

This Policy and Plan is prepared in compliance with *Ontario Regulation 191/11: Integrated Accessibility Standards* under the AODA and will be publicly available, including accessible formats upon request and will be reviewed and, if applicable, updated at least once every five years.

TRAINING

Agnico Eagle is committed to training all staff and persons working on behalf of the Company in Ontario. This training is part of the onboarding process with Agnico Eagle and is provided in an accessible format.

Additional training will be provided to staff who participate in developing policies and who deal with the public. This training will be provided to staff members who transition into applicable roles from other roles and it will be provided within three months of such transition.

Training includes:

- Purpose of AODA and its requirements;
- This Policy and Plan;
- The applicable accessibility standards;
- How to interact and communicate with people with various types of disabilities;



Agnico Eagle Mines Limited	Effective: March 2022
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- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person;
- How to use the equipment or devices available on-site or otherwise that may help with providing goods, services or facilities to people with disabilities;
- What to do if a person with a disability is having difficulty in accessing our organization's goods or facilities; and
- The *Ontario Human Rights Code* as it relates to accessibility and persons with disabilities.

Additional training and notifications will be made to employees when changes are made to the Policy or Plan and/or other policies or practices related to persons with disabilities.

Agnico Eagle maintains records of the AODA related training provided including the dates on which the training occurred, participant names as well as the training topics included.

ASSISTIVE DEVICES

People with disabilities may use their personal assistive devices when accessing our facilities.

In cases where the assistive device presents a significant and unavoidable health or safety concern or may not be permitted for other reasons, other measures will be used to ensure the person with a disability can access our facilities.

We will ensure that our staff are trained and familiar with various assistive devices we have on site or that may be used by persons with disabilities while accessing our location(s).

Agnico Eagle will do whatever is reasonably expected and needed to accommodate any and all persons with disabilities with assistive devices.

SERVICE ANIMALS

We welcome people with disabilities and their service animals. A service animal can be easily identified through visual indicators, such as when it wears a harness or a vest, or when it helps the person perform certain tasks.

If service animals are prohibited by another law, we will do the following to ensure people with disabilities can access our facilities:

- Explain why the animal is excluded; and
- Discuss another way of providing access to our facilities.

SUPPORT PERSONS

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises.



Agnico Eagle Mines Limited	Effective: March 2022
Accessibility Policy and Multi-Year Plan (Ontario)	Last Updated: March 2022
Policy Owner: Human Resources	

In certain cases, Agnico Eagle might require a person with a disability to be accompanied by a support person for the health or safety reasons related to:

- The person with a disability; or
- Others on the premises.

Before deciding, Agnico Eagle will:

- Consult with the person with a disability to understand his/her needs;
- Consider health or safety reasons based on available evidence; and
- Determine if there is no other reasonable way to protect the health or safety of the person or others on the premises.

NOTICE OF TEMPORARY DISRUPTION

In the event of a planned or unexpected disruption to services or facilities for employees, visitors, contractors, or any third parties with disabilities, Agnico Eagle will notify those affected individuals promptly.

Notice will be made publicly available in the form of proper signage and communication and may be made in advance via email or telephone if applicable. In addition to proper notice being given, an alternative location that meets the needs of the individual will also be provided.

NOTICE OF AVAILABILITY OF DOCUMENTS

Agnico Eagle will post this Policy and Plan on the Company intranet and a physical copy will be made available at Ontario locations. This will also be posted on the Company's external web-site and will be made available upon request. This document and any other relevant documents related to accessibility will be made available in an accessible format or with communication support, on request. We will consult with the person making the request to determine the suitability of the format or communication support. We will provide the accessible format in a timely manner and at no additional cost.

INFORMATION AND COMMUNICATIONS

We are committed to communicating with people with disabilities in ways that take into account their disability. We will work with the person with the disability to determine what method of communication works best for them.

The Company has a process for receiving and responding to feedback and the process is accessible to persons with disabilities.

We communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports:



Agnico Eagle Mines Limited	Effective: March 2022
Accessibility Policy and Multi-Year Plan (Ontario)	Last Updated: March 2022
Policy Owner: Human Resources	

- In a timely manner, taking into account the person's accessibility needs due to disability; and
- At no cost to the individual.

We will consult with the person making the request in determining the suitability of an accessible format or communication support. If the organization determines that information or communications are unconvertible, the organization shall provide the requestor with:

- An explanation as to why the information or communications are unconvertible; and
- A summary of the unconvertible information or communications.

Agnico Eagle's websites in Ontario meet the internationally recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements.

EMPLOYMENT

Agnico Eagle is committed to fair and accessible employment practices and will make all reasonable accommodations.

We will notify job applicants that accommodations can be made during the recruitment process. Applicants can at any step request accommodations and Agnico Eagle will consult with the applicant and arrange for provisions of suitable accommodations in a manner that takes into account the applicant's accessibility needs.

The Company, when making offers of employment, will notify the successful applicant of its policies for accommodating employees with disabilities and, upon accommodation request, consult with the successful applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the successful applicant's accessibility needs due to disability.

The Company will provide updated information to employees whenever there is a change to existing policies on the provision of job accommodation that take into account an employee's accessibility needs due to a disability.

We will consult with the person making the request in determining the suitability of an accessible format or communication supports specifically for information that is needed to perform the employee's job or that is generally available to employees in the workplace.

Where needed, the Company will also provide customized emergency information to help an employee with a disability during an emergency. With the employee's consent, we will provide workplace emergency information to a designated person who is providing assistance to that employee during an emergency. We will provide the information as soon as practicable after we become aware of the need for accommodation due to the employee's disability and review the individualized workplace emergency response information:

- when the employee moves to a different location in the organization;
- when the employee's overall accommodations needs or plans are reviewed; and
- when the employer reviews its general emergency response policies.



Agnico Eagle Mines Limited	Effective: March 2022
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When the Company is made aware that an accommodation plan is needed due to an employee returning to work from an injury or illness or due to disability one will be developed and revised as the needs change. The impacted employee, their Manager/Director, Human Resources and Health and Safety (as required) will be involved while maintaining confidentiality throughout the process.

The Company will take into account the accessibility needs of employees with disabilities:

- when going through the performance management process and accessing tools used in this process;
- while developing career development plans;
- when developing individualized accommodation plans as discussed above; and
- when reassigned to a new position an employee's accessibility or special needs will be taken into account and addressed.

Agnico Eagle will maintain a written process for the development of documented individual accommodation plans for employees with disabilities.

DESIGN OF PUBLIC SPACES

Agnico Eagle will meet accessibility laws when building or renovating our office(s) and site(s) in coordination with the building owner(s) and property management company as required.

FEEDBACK PROCESS

Feedback is welcomed at Agnico Eagle as we would like to identify any barriers and respond to any concerns that may exist around accessibility. Feedback can be provided to Reception or the Office Services team in a variety of ways as listed below:

In person

Telephone: (416) 947-1212

Email: OfficeServices.Toronto@agnicoeagle.com

By mail to: Agnico Eagle Mines Limited
145 King Street East, Suite 400
Toronto, Ontario, Canada M5C 2Y7

Once feedback is received it will be forwarded to the Director of Human Resources and a response can be expected within ten business days. Relevant parties will be notified of the feedback as modifications may be required.

Moreover, all employees can use Agnico Eagle's *Speak Up* platform which allows employees to ask questions they may have on any topic and remain anonymous. All questions are responded to and posted on the Company Intranet for everyone to view.

Agnico Eagle ensures our feedback process is accessible to people with disabilities by providing or arranging for accessible formats and communication supports, on request.



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Accessibility Policy and Multi-Year Plan (Ontario)	Last Updated: March 2022
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Acknowledgement

I, (insert name) _____ hereby acknowledge having received and reviewed this Accessibility Policy and Multi-Year Plan.

Signature

Date