



AGNICO EAGLE

Agnico Eagle Mines Limited World Gold Council – Conflict Gold Standards Certification Report

Executive Summary

All gold and gold-bearing materials produced by Agnico Eagle Mines Limited (“Agnico”) are in conformance with the World Gold Council’s Conflict-Free Gold Standard. The gold and gold-bearing materials produced by Agnico have been done so in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law.

Background

Agnico acknowledges that operating responsibly and maintaining the trust of our stakeholders requires us to demonstrate that the gold we produce has been extracted in a manner that does not fuel unlawful armed conflict or contribute to serious human rights abuses or breaches of international law. As such, Agnico has adopted and implemented the World Gold Council’s Conflict-Free Gold Standard. This Conflict-Free Gold Report summarises Agnico's conformance to the Standard. This is the third year in which Agnico has operated under its requirements.

This report covers all gold or gold-bearing materials dispatched by Agnico Eagle Mines Limited for the calendar year ended December 31, 2015 and has been assured by an independent assurance provider. This report will be updated annually, or as required by the Standard.

Responsibility for Conformance

The Senior Vice-President of Environment, Sustainable Development and People, and the Vice-President Health, Safety and Community are directly responsible for corporate oversight and implementation of the Standard, and environment and community engagement. Both of these positions report to the Health, Safety, Environment and Sustainable Development Committee (“HSESDC”) of the Board of Directors.

<http://www.agnicoeagle.com/en/Sustainability/Pages/Governance.aspx>

Sustainability performance, which includes the Standard, is presented to the HSESDC of the Board of Directors at each quarterly Board meeting. The HSESDC charter can be found on the Agnico Eagle website.

Reporting boundary

The reporting boundary of this Conflict-Free Gold Report includes all mining and processing operations that Agnico has direct control over. The report does not include exploration sites and projects under development that have not entered into commercial production.

Agnico Eagle Mines' evaluation

For the purposes of the application of Part A of the Standard, Agnico reviewed the areas of operation and the location of our mines with reference to the Heidelberg Institute's Conflict Barometer, and the UN International and EU Sanctions. We concluded based on our assessment that Agnico Eagle's operations do not take place in regions that are subject to International Sanctions.

However, we operate three mines in Mexico: Pinos Altos and Creston Mascota, which are located in the state of Chihuahua, and La India, which is in the state of Sonora. The 2015 Heidelberg Conflict Barometer, which was reviewed in Q1 of 2016, indicates that at a national level, Mexico is classified at Level "5" ("War") and has been classified as such in 2014 and 2013.

At the subnational level, the maps published by the Institute show the states in which Agnico operates as being at Level "3" ("violent crisis"), except for Sonora which was at level 4 in 2013. Due to the threat associated with inter-cartel violence, which the Institute has classified as being at Level "4" ("limited War") for 2015, 2014 and 2013, affecting the states of Chihuahua and Sonora, we have assessed the risk for our operations at this higher level.

Applying the Standard's criteria, operations that are in an area ranked as 5 (war) or 4 (limited war) within the last two years of the Heidelberg Conflict Barometer have been classified as 'conflict-affected or high-risk' and must complete all remaining assessments in Parts B–E of the Standard. For operations not considered in a 'conflict-affected or high-risk' area and where the company does not transport gold while in the custody of the producer, the remaining assessments are D and E.

Based on the criteria we completed the assessments required by the Standards for the operations at Pinos Altos, Creston Mascota and La India under Parts B - E. For our operations in Canada, including the Canadian Malartic joint venture, and Finland, we completed the assessment requirements defined under sections D and E of the Standard.

Commitment to Human Rights

Our Board of Directors has made it clear that Agnico will only do business in regions where human rights laws are respected and promoted. As a Canadian company, we maintain our commitment to the Canadian Charter of Rights and Freedoms while operating internationally, ensuring that all of our employees are treated with respect and dignity. We have our Sustainable Development Policy and have implemented a comprehensive series of programs of community involvement and relations including being recognized for the eighth consecutive year by the Chihuahuan business foundation "Fundación del Empresariado Chihuahuense A.C." with an award of distinction for being a "Socially Responsible Company". This distinction is granted by "El Centro Mexicano para la Filantropía (Cemefi) y la Alianza por la Responsabilidad Social Empresarial (AliaRSE)". Further information on this can be found at <http://www.cemefi.org/esr/>.

Corporate activities

As part of our commitment to Human Rights and the communities in which we operate, we have established a function that is responsible for Community Relations for each of our mines. This function is responsible for monitoring, identifying and addressing significant issues with respect to its performance on human rights or alleged abuses of human rights or breaches of international humanitarian law within the area of our operations.

Security

For the operations in Pinos Altos and Mascota, the security function is in-house. This approach provides us with control and flexibility over the hiring, retention and training of security personnel for these mines. Within our procedures we conduct background checks with relevant authorities and our own internal assessments to assure ourselves of the quality and conviction of individuals we consider to become part of the security function. All security personnel undergo comprehensive training that includes specific topics relating to Human Rights.

For La India, we have retained the services of an external contractor to provide high quality personnel under very specific criteria. Even though the security is conducted under contract, we do retain a measure of control in terms of the personnel assigned to the mine; we review background checks, validate experience and exclude individuals who had worked within police forces or governments. We also have visibility and input into the level and amount of training these individuals receive.

Payments and benefits-in-kind

With reference to the disclosure of payments to governments, we are committed to the principles of transparency and accordingly fully committed to the requirements outlined under various initiatives to increase this. We reported all of our payments within our Sustainability Reporting in accordance with the GRI "Publish What You Pay" initiative for 2014 and will publish the same report for 2015, and implement new reporting requirements when introduced. The Sustainability Report can be found on our website under the SUSTAINABILITY heading.

Engagement, complaints and grievances

Agnico Eagle has a whistleblower policy in place and has established a toll-free ethics hotline for anonymous reporting. Full details of the policy and the ethics hotline are posted on the company website under our Sustainability Governance report and Governance Ethics Hotline.

In addition to the "whistleblower" policy and hotline, Agnico has implemented more formal grievance mechanisms and processes at each of our mines; following the guidelines established in "A Practical Design and Implementation Guide for Site-Level Community Response Mechanisms in the Resource Development Industry." These guidelines, developed jointly by the Mining Association of Canada and the Office of the Extractive Sector CSR Counsellor for the Government of Canada, provide a mechanism to tailor the development of processes to the individual needs of the communities in which we operate. The Pinos Altos and Mascota mines were subjected to an external TSM audit; the report was issued in April, 2015.

Nature of Gold Production

Most of the Pinos Altos ore is treated in a processing plant, with the lower grade ore being treated using heap-leaching methods. The process plant includes crushing, grinding, gravity concentration and agitated leaching followed by counter-current decantation. Gold is recovered using the Merrill-Crowe method. The Creston Mascota and La India ore is processed using heap-leaching methods for extraction from the ore; precious metals are recovered by carbon column circuits.

We maintain control over the extraction and transport of gold-bearing ore from the open pit and underground mines through the combination of the physical segregation of materials and the controls in place relating to access to the mine itself. The gold is processed and refined into doré on site at Pinos Altos, Creston Mascota and La India. This allows Agnico to retain full control of the entire process.

While awaiting transport, the doré is kept physically secure within the confines of the premises.

Control of gold at the operation

We have established processes, procedures and controls at the Pinos Altos, Creston Mascota and La India mines that provide control over gold and gold bearing materials. These processes and procedures are designed to limit access to appropriate individuals responsible for the milling and refining of gold from the point of entry into the mill; define boundaries and access points to the mine and the processing plants, refineries and over shipments from the mines to the refineries.

We have engaged independent consultants to conduct regular reviews to evaluate the risk of loss or theft of gold and gold-bearing materials at all stages of the processing. Where recommendations are made to enhance security we take these into consideration and will implement them based on an evaluation of the associated cost and benefits.

Transport

Our gold and gold-bearing materials are transported directly from our mines to the refinery by transport services under the direct control of the refinery itself. We have established procedures and controls over the weighing, assaying and transport of the doré that provide Agnico with a high degree of confidence in our ability to detect the loss or tampering of gold during transit to the refinery. This includes processes and procedures to reconcile between our records and those of the refinery.

Externally Sourced Gold

Agnico Eagle complies with Part D – Externally Sourced Gold Assessment as we do not source gold from third parties. Additionally, the company has produced the appropriate Management Statement of Conformance which is sent to our refiners, the next participant in the chain of custody, as required in Part E.

Conclusion

Based on our assessment of the procedures and systems in place, Agnico complies in all respects with the principles and requirements of the Standard as they relate to the control on-site and during processing as well as over the transport to the refineries of gold and gold-bearing materials at our Pinos Altos, Creston Mascota and La India operations.

Independent Assurance

Agnico retained Ernst & Young (“EY”), an independent assurance provider, to assess its conformance with the Standard. Ernst & Young has conducted their assessment under the Standard in respect to the period from January 1 – December 31, 2015 and confirmed that the mines identified under Section A, the Pinos Altos, Creston Mascota and La India operations in Mexico are in conformance with the Standard. Ernst & Young’s statement is available on our website.

If users of this report wish to provide any feedback with respect to Agnico’s adherence to the Standard or this report they should contact Louise Grondin (louise.grondin@agnicoeagle.com) at Agnico Eagle Mines Limited.

Appendix

Management Statement of Conformance

Agnico Eagle Mines Limited confirms, to the best of our knowledge, that all gold or gold-bearing material produced by the mining and processing operations over which Agnico has direct control are in conformance with the World Gold Council's Conflict-Free Gold Standard.

This Management Statement of Conformance is provided by Agnico as a requirement of the World Gold Council's Conflict-Free Gold Standard and in order to provide a good faith representation to the next participant in the chain of custody.

This Statement covers all gold or gold-bearing materials dispatched from the Pinos Altos, Creston Mascota and La India mines for the 2015 calendar year and will be updated annually, or as required by the Standard. It also covers those mines operating in Canada, including the Canadian Malartic joint venture, and Finland, which were initially assessed in terms of Section A.

The World Gold Council's Conflict-Free Gold Standard was implemented on January 1, 2013. This Statement of Conformance covers the period January 1 to December 31, 2015. Limited assurance verifying Agnico's adherence to the Standard has been completed; and Agnico's Conflict-Free Gold Report, which describes Agnico's conformance to the requirements of the Standard as well as the independent assurance report are posted on www.agnicoeagle.com under the SUSTAINABILITY section.