Agnico Eagle Mines Limited - Sustainable Development Policy

Our Commitment

At the core of our Policy we are committed to creating value for our shareholders by operating in a safe, socially and environmentally responsible manner while contributing to the prosperity of our employees, their families and the communities in which we operate. This has translated into the four fundamental values of our Sustainable Development Policy: operate safely, protect the environment, and treat our employees and communities with respect.

This means we commit to:

- Promote leadership, personal commitment and accountability to these principles from all employees and contractors, both on and off the job;
- Assess potential impacts and risks associated with our activities throughout the life cycle of our projects or operations, including impacts of purchasing or acquisition decisions on the basis of our sustainability values;
- Ensure sufficient resources are allocated to implement and manage these commitments;
- Design and operate our facilities to ensure that effective controls and technologies are in place to minimize and mitigate the identified risks;
- Evaluate, control, eliminate or minimize risks through the implementation of a Responsible Mining Management System;
- Verify regularly our performance;
- Strive for continuous improvement by setting targets, measuring results against those targets and recognizing and rewarding performance;
- Comply in full with our internal policies and Code of Business Conduct and with the laws and regulations in each country in which we operate;
- Implement emergency response plans to eliminate or minimize and mitigate the impacts of unforeseen events;
- Engage in open and transparent communication and reporting of our policies, programs, payments to government and performance to our stakeholders;
- Provide appropriate planning and supervision to ensure that our policies, procedures and Responsible Mining Management System are implemented by all.

James D. Nasso
Chairman
March 2013

Sean Boyd
President & CEO
March 2013

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Respect for our Employees

We aim to maintain a safe and healthy workplace that is based on mutual respect, fairness and integrity.

To achieve this we:

- Ensure that no discriminatory conduct is tolerated in the workplace;
- Provide a fair and nondiscriminatory employee grievance system;
- Value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias;
- Employ and promote employees on the basis of merit;
- Provide fair and competitive compensation;
- Enforce a drug and alcohol free workplace;
- Maintain the confidentiality of collected personal and private information about employees;
- Recognize the right of employees to freedom of association;
- Provide appropriate training and development opportunities;
- Consult, communicate and provide appropriate support to employees during their association with AEM.

Operate Safely

We believe that all loss due to accidents/incidents is preventable. We aim to operate a safe and healthy work place that is injury and fatality free. We believe that if we all work together, we can achieve zero accidents in the work place and enhance the well-being of employees, contractors and communities.

To achieve a safe and healthy workplace we:

- Use sound engineering principles in the design and operation of our facilities;
- Provide appropriate training for all employees, at all levels of exploration, development, construction, and operations;
- Minimize the generation of hazardous conditions and ensure controls are in place;
- Maintain occupational health and industrial hygiene programs;
- Provide appropriate tools to carry out the work safely and efficiently;
- Maintain a high degree of emergency preparedness to effectively respond to emergencies.

Protect the Environment

We aim to minimize the effects of our operations on the environment and maintain its viability and its diversity.

To achieve this we :

- Minimize the generation of waste and ensure its proper disposal;
- Manage tailings, waste rock and overburden to ensure environmental protection;
- Implement measures to conserve natural resources such as energy and water;
- Implement measures to reduce emissions to air, water and land, and to minimize our footprint;
- Implement measures to reduce our greenhouse gas emissions and address climate change;
- Integrate biodiversity conservation and land use planning considerations through all stages of business and production activities;
- Rehabilitate sites to ensure physical and chemical stability and in consultation with the communities in a timely manner.

Respect for our Communities

We aim to contribute to the social and economic development of sustainable communities associated with our operations

To achieve this we:

- Provide a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behaviour;
- Ensure that no child labour and any form of forced and compulsory labour are permitted in the workplace;
- Uphold fundamental human rights and respect cultures, customs and values of all affected by our activities;
- Foster an open, transparent and respectful dialogue with all communities of interest and ensure that activities on private lands and indigenous lands are performed with the free prior informed consent of the land owners;
- Support local communities and their sustainability through measures such as development programs, locally sourcing of goods and services and employing local people;
- Provide assurance that our operations will not support, benefit or contribute to unlawful armed conflict, serious human rights abuses, or breaches of international humanitarian law.

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