



AGNICO EAGLE

ABORIGINAL ENGAGEMENT POLICY - CANADA

April 30th, 2015

Mining activities often take place on aboriginal traditional lands. Agnico Eagle commits to engage in a respectful dialogue with aboriginal groups to reflect and include aboriginal culture, history, and traditional knowledge in the mining life cycle from exploration, through development, operation and closure.

Agnico Eagle strives to establish a mutually beneficial, cooperative and productive relationship with aboriginal groups in Canada to enhance potential benefits or with a view to mitigate the effects of mining activities through accommodation and consultation as soon as practical when these activities are considered on traditional lands of any aboriginal group in Canada.

In such context, Agnico Eagle will consider aboriginal groups as a partner in the development of any potential mining activities occurring on their traditional lands. This relationship will be expressed through specific strategies for employment, business opportunities, training and any other benefits arising from the protocols established during the engagement processes.

The common goal of this engagement policy is to define benefits and mitigation strategies that contribute to the success of the mining activities and to the well-being of the aboriginal communities. An additional goal would be to favor the emergence of aboriginal role models who will inspire the way for future generations.

Key commitments from Agnico Eagle:

- Communicate with aboriginal groups as soon as practicable when mining activities are considered on aboriginal traditional lands;
- Maintain open dialogue with aboriginal groups to develop and foster a relationship based on understanding, trust and mutual respect during all phases of mining activities occurring on aboriginal traditional land.
- Implement mechanisms to encourage the creation of business opportunities for the aboriginal groups during all phases of mining activities;
- Implement mechanisms to encourage the development of employment opportunities for aboriginal group members during all phases of mining activities;
- Provide or develop training and career development programs to prepare aboriginal group members to perform employment on the projects of Agnico Eagle;
- Engage with aboriginal groups on mitigation plans for activities on aboriginal traditional lands; as required and in line with the local jurisdiction, accommodate on financial benefits emerging from mining activities on these lands;

Approved on April 30th, 2015

Sean Boyd

Vice-Chairman & Chief Executive Officer

Agnico Eagle Mines Limited