



AGNICO EAGLE

INDIGENOUS PEOPLE ENGAGEMENT POLICY

September 19, 2016

Agnico Eagle (AEM) Indigenous People Engagement Commitment:

"AEM will work in partnership with Indigenous People to establish a mutually beneficial, cooperative and productive relationship. Our approach will be characterized by effective two-way communication, consultation and partnering."

Specifically, AEM's commitments are to:

- Improve the understanding of each other's concerns and aspirations through meaningful consultation and cooperation with Indigenous communities, namely by:
 - Seeking to fully inform Indigenous communities and consult them on the likely impacts and opportunities arising from our activities, including consultation during social and environmental impact assessment of new projects;
 - Sharing information on AEM business imperatives and constraints to help indigenous communities and business partners understand the reasoning behind business decisions;
 - Providing Indigenous People with the opportunity to reach agreements with AEM on new projects where practical and appropriate.
- Define capacity building strategies with and for Indigenous People in the development of AEM operations and projects, more specifically regarding employment, education, training and business initiatives. These strategies should be developed with the objective of:
 - Increasing the number of Indigenous employees within AEM and service providers;
 - Developing partnerships with Indigenous People, government and community organizations in the delivery of Indigenous employment and training;
 - Promoting the development of Indigenous business opportunities to service AEM's projects and operations needs by assisting Indigenous people in identifying these business development opportunities and if appropriate, by working towards the development and implementation of partnerships.
- Understand the responsibilities and attachment that Indigenous People have to their traditional culture by:
 - Managing the impact of our projects and operations on the long term sustainability of Indigenous cultures;
 - Taking into account previous use of the land and archaeological information at the project planning stage;
 - Developing and implementing appropriate Indigenous culture awareness courses to assist employees in gaining an understanding of local culture;
 - Promoting understanding of and mutual respect for Indigenous People and AEM cultures.
 - Providing a working environment that is culturally sensitive and supportive for all employees.

Approved on September 19, 2016

Sean Boyd
Vice-Chairman & Chief Executive Officer
Agnico Eagle Mines Limited