



# Performance Data

## Global Reporting Initiative

### G3.1 Content Index

In compiling this report, we have measured our performance using the Sustainability Reporting Guidelines (G3.1) developed by the Global Reporting Initiative (GRI), including mining industry specific indicators incorporated in their Mining and Metals Sector Supplement by AEM-specific indicators that recognize our values and challenges, and by Towards Sustainable Mining (TSM) which strives to push Mining Association of Canada (MAC) members to meet society's needs for minerals, metals and energy products in the most conscientious way possible, conducting all facets of business effectively, transparently and accountably.

We have tried to report in as quantifiable a manner as possible and on a facility-by-facility basis to allow our future trends to be measured against our past performance and objectives, and the performance of our industry peers. We have reported information for all of the Core GRI Indicators and for most of the Additional GRI Indicators for all elements. Where an indicator is not material due to the nature of our business, we have provided an explanation of why in our view this indicator is not material.

The following tables present AEM's 2012 performance data for each of these indicators.



## Aspect: AEM-Specific Organizational Indicators

### AEM1 – Number of inspections carried out

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total number of workplace Health & Safety Inspections carried out in 2012	144	109	8	23	2,155	286	35	2,760
Total number of workplace Environmental Inspections carried out in 2012	52	75	23	52	366	68	385	1,021

### AEM2 – Number of audits carried out

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total number of workplace internal Health & Safety audits carried out in 2012	73	–	2	55	11	152	4	297
Total number of workplace internal Environmental audits carried out in 2012	3	–	–	1	–	1	4	9
Total number of external Environmental audits	–	–	–	–	3	1	1	5

### AEM3 – Number of persons who received Health, Safety and Environment Induction Training in 2012

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
	988	324	195	1,994	410	279	406	4,596

### AEM4 – Number of formal safety meetings with employees carried out in 2012

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
	665	120	178	191	137	876	876	3,043

### AEM5 – Number of accident/incident analyses carried out in 2012 involving employees

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
	138	18	18	158	256	629	10	1,227



## GRI Economic Performance Indicators

### Aspect: Economic Performance

**EC1** – Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (thousands of US\$) (includes exploration/Toronto/ Vancouver)

#### Direct economic value generated

a) Revenues	\$	1,917,714
-------------	----	-----------

#### Economic value distributed

b) Operating costs		
Exploration	\$	109,500
Operations		897,712

Total	\$	1,007,212
-------	----	-----------

#### c) Employee wages and benefits

Kittila	\$	33,868
Pinos Altos		30,665
Lapa		25,346
Goldex		19,952
Laronde		94,642
Regional		22,484
Meadowbank		85,008
Meliadine		5,669
Exploration		1,679
Head Office		43,763

Total	\$	363,076
-------	----	---------

d) Payments to providers of capital	\$	194,831
-------------------------------------	----	---------

#### e) Payments to government by country/region

i) Deferred tax	\$	72,673
Finland	\$	21,959
Mexico	\$	31,601
Quebec		9,818
Nunavut		9,294

Total	\$	72,673
-------	----	--------

ii) Current tax	\$	39,964
Finland	\$	9,638
Mexico		30,326
Quebec		–
Nunavut		–

Total	\$	39,964
-------	----	--------



iii) Government royalties and mining taxes	\$	7,318
Finland	\$	–
Mexico		1,724
Quebec <sup>1</sup>		
LaRonde		3,334
Lapa		1,875
Nunavut		385
Total	\$	7,318
iv) Payroll taxes (paid by employer)	\$	17,207
Finland	\$	721
Mexico		629
Quebec		12,745
Nunavut		3,112
Head office		–
Total	\$	17,207
v) Payroll taxes (paid by employee)	\$	102,201
Finland	\$	9,838
Mexico		5,388
Quebec		57,102
Nunavut		29,872
Head office		–
Total	\$	102,201
vi) Municipal taxes	\$	2,818
Finland	\$	255
Mexico		24
Quebec		1,495
Nunavut		1,044
Total	\$	2,818
vii) Rent (mining leases and claims)	\$	1,000
Finland	\$	77
Mexico		345
Quebec		235
Nunavut		343
Total	\$	1,000
Total payments to government by country/region		
Finland	\$	42,489
Mexico		70,037
Quebec		86,604
Nunavut		44,050
Total	\$	243,181
f) Community investments – voluntary contributions and community investments	\$	4,907
<b>Economic value retained</b>		
g) Retained earnings	\$	7,046

All figures in thousands of US\$

1) Total government royalties and mining taxes for Quebec were \$5,209.

In 2012 tax credits deferred from the significant investment made in LaRonde extension project.

Mining activities at Goldex were suspended in 2012.

Applied tax from investment in Lapa processing infrastructure in 2012.



**EC2 – Financial implications and other risks and opportunities for the organization’s activities due to climate change**

AEM recognizes that changing environmental conditions have major implications for our economic viability, and for the social and cultural well-being of our world as a whole. We understand that taking a proactive approach to reducing future uncertainties starts by identifying and anticipating potential vulnerabilities at each of our operations. The major risks from climate change at our operations are summarized as follows: 1) Water shortages at Pinos Altos - AEM has installed equipment to filter all mill tailings at Pinos Altos to reduce risk associated with chronic shortages of water at this geographic location; 2) Degradation of permafrost at Meadowbank – AEM has designed all facilities to accommodate degradation of permafrost at Meadowbank without compromising facility performance. From our risk analysis we see no other significant climate change related risks that could materially impact our mining operations. A large portion of our operations draw power from hydroelectric sources; in that regard, Meadowbank is a special case as it needs to generate its own power through the use of diesel. We see no approaching regulatory change that would put this operation at risk. In summary, AEM sees no material financial implications from climate change at its six operating minesites.

**EC3 – Coverage of the organization’s defined benefit plan obligations**

100% – AEM’s defined benefit plan obligations are fully funded.

**EC4 – Significant financial assistance received from government**

	Total
Nunavut Fuel Tax Rebate under Development Partnership Agreement	\$1,912,195.75

**EC5 – Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation (all amounts are represented in local currencies)**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos (pesos)	Meadowbank	Exploration	Average
EC5A) What was the starting entry level wage (\$/hr.) at this mine in 2012	\$27.74	\$27.57	\$28.57	18.16€	MXN 22.07	\$20.87	N/A	
EC5B) What was the local minimum wage in the jurisdiction in which the mine is located?	\$9.90	\$9.90	\$9.90	15.73€	MXN 7.39	\$11.00	N/A	
The ratio of the mine’s entry level wage to the local minimum wage = EC5A/EC5B	2.8	2.8	2.9	1.2	3.0	1.9	2.1	

\*For Exploration this is not applicable as the wages vary from region to region.  
 \*\*All figures in local currencies



## Aspect: Market Performance

### EC6 – Policy, practices and proportion of spending on locally based suppliers at significant locations of operation

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Average
Proportion of mine spending (%) on supplies that goes to local suppliers – where local is defined as the geographic or economic region in which the mine is located, such as northern Quebec for the Abitibi, Chihuahua State for Pinos Altos, Lapland for Kittila, and Nunavut for Meadowbank (all amounts are represented in local currencies)	48%	71%	62%	16%	50%	59%	51%
Total purchases for division	\$231,005,399.00	\$57,608,587.00	\$52,578,899.00	€135,853,730.53	\$90,092,275.00	\$390,995,657.00	
Total purchases for division in local region	\$110,724,664.00	\$40,679,237.00	\$32,411,069.00	€22,378,844.76	\$44,595,676.13	\$232,142,220.00	

### AEM6 – Summary of Nunavut expenditures for 2012

	Meadowbank	Meliadine	Total
Total expenditures	\$232,142,220	\$45,559,101	\$277,701,321
NTI registered	\$127,388,899	\$36,239,056	\$163,627,955
Nunavut based	\$230,897,394	\$43,686,581	\$274,583,975
Northern based	\$232,142,220	\$45,559,101	\$277,701,321
Baker Lake based	\$120,426,577	\$1,611,990	\$122,038,567
Rankin Inlet based	\$91,586,096	\$40,990,595	\$132,576,691

### EC7 – Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Average
Proportion of the mine workforce (%) that is hired from the local region in which the mine is located, such as northern Quebec for the Abitibi, Chihuahua State for Pinos Altos, Lapland for Kittila, and Nunavut for Meadowbank (all numbers in local currencies)	100.00%	100.00%	100.00%	91.50%	65.42%	32.00%	81.40%	81.47%
Proportion of the mine management team (%) that is hired from the local region in which the mine is located, such as northern Quebec for the Abitibi, Chihuahua State for Pinos Altos, Lapland for Kittila, and Nunavut for Meadowbank	100.00%	100.00%	100.00%	50.00%	65.38%	3.00%	76.00%	70.63%



**Aspect: Indirect Economic Impacts**

**EC8** – Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement

LaRonde

Goldex Every year AEM gives to the palliative care hospices in the surrounding areas (Amos, Val-d’Or and Rouyn).

Lapa

Kittila none

Pinos Altos New school rooms, etc.

Meadowbank Cell service in Baker Lake continues, a project that we developed

Cleanup the lay-down area that had been used for years to store old metal barrels and obsolete equipment. This material was sent to a metal recycling facility in the south.

**EC9** – Understanding and describing significant indirect economic impacts, including the extent of impacts

The Kittila mine currently is the biggest employer in Finland north of the Arctic Circle. Located close to a ski resort, the Kittila area’s local economy was almost exclusively dependent on the busy winter months, and most businesses shut down during the summer. AEM has provided a significant number of year-round employment opportunities and increased the overall level of economic activity in the area. Agnico Eagle has also brought much needed stimulus to the local economies around the Pinos Altos and Meadowbank mines. Agnico Eagle is a substantial economic contributor both directly through employment and local purchasing and indirectly through the “multiplier effect”, stimulating employment in goods and services industries and improving the quality of living in the local communities around the mine.

**GRI Environment Performance Indicators**

**Aspect: Materials**

**EN1** – Materials used by weight and volume

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Tonnes of ore milled	2,359	–	640	1,090	4,394	3,821	12,304
Tonnes of waste rock mined	614,581	240,504	245,379	2,189,803	20,932,152	28,702,240	52,924,659

\* the Pinos Altos tonnage information includes the Mascota site

**EN2** – Percentage of materials used that are recycled input materials

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Percentage of materials used that are recycled input materials	nil	nil	nil	nil	nil	nil	nil



## Aspect: Energy

## EN3 – Direct energy consumption by primary energy source

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
a) How much diesel fuel was used to generate power at this minesite (litres)?	–	–	–	–	1,552,748	34,021,831	1,401,832	36,976,411
b) How much diesel fuel was used by mining equipment (heavy equipment and lighter vehicles) at this minesite (litres)?	4,843,653	496,258	1,391,102	240,910	16,850,427	37,055,528	2,103,524	62,981,402
c) Was diesel fuel used for any other purposes? If yes – what was this fuel used for?	–	–	–	–	–	–	–	–
d) If yes – how much diesel fuel was used for this purpose (litres)?	–	–	–	1	118,037	–	–	118,038
e) Was mine air heated at this minesite – yes or no?	yes	yes	yes	yes	–	–	–	–
f) If yes – what fuel was used to heat mine air?	Natural gas	Natural gas	Natural gas	Propane	–	–	–	–
g) If yes – how much of this fuel was used to heat mine air?								
Natural gas (m3)	4,457,393	1,132,375	1,427,036	–	–	–	–	7,016,804
Propane (litres)	–	–	–	1,372,200	–	–	–	1,372,200
Diesel (litres)	–	–	–	–	–	–	–	–
h) How much gasoline was used at this minesite (litres)?	80,650	–	4,847	–	520,320	69,619	94,418	769,854
i) How much aviation fuel was used at this minesite (litres)?	–	–	–	–	48,000	255,075	282,414	585,489
j) How much propane (other than for mine air heating) was used at this minesite (litres)?	–	–	–	–	–	6,280	–	6,280
k) Was any other fuel used by the division and how much (litres)?	–	–	–	3,247,675	566,295	–	–	3,813,970
l) If yes – what type of fuel?								
n) Natural gas for heating buildings and air compressors (m <sup>3</sup> )	1,844,051	–	–	–	–	–	–	1,844,051
o) Total quantity of diesel used at the mine (litres)	4,843,653	496,258	1,391,102	240,910	18,521,212	71,077,359	3,505,356	100,845,706





## EN4 – Indirect energy consumption by primary source

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Electricity purchased from an outside utility (kWh)	367,364,925	28,438,407	50,269,660	136,267,251	99,019,920	–	7,196	681,367,359

## EN4a – Electricity generation on site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Electricity generated on site (kWh)	–	–	–	–	4,574,873	142,161,313	–	146,736,18

## EN5– Energy saved due to conservation and efficiency improvements – Initiatives implemented in 2012

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	
Estimate of the amount of energy saved over the past year	none	none	none	none	none	Power plant heat recovery system optimization Estimated energy saved (incl fuel) @ 300,000 kW = \$518,400/year and up to 500,000 kW = \$864,000/year	

## Aspect: Water

## EN8 – Total water withdrawal by source

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
1) Total amount of fresh water pumped by AEM from a lake, river, stream, or wetland and used at this minesite (m <sup>3</sup> )	1,093,835	210,431	263,100	1,223,859	9,084	1,044,674	63,733	3,908,716
2) Total amount of groundwater (well water) pumped by AEM at this minesite (m <sup>3</sup> )	3,130	–	2,312	40,182	933,784	–	7,721	987,128
3) Total amount of rainwater (and snowmelt) collected directly, stored and used by AEM at this minesite (m <sup>3</sup> )	–	–	3,746	–	22,492	–	–	26,238
4) Total amount of municipal water (water taken from a town system) used by AEM at this minesite (m <sup>3</sup> )	–	7,962	–	–	–	–	2,000	9,962
1+2+3+4) Total volume of all fresh water used for all mine uses (m <sup>3</sup> )	1,096,965	218,422	269,158	1,264,041	936,784	1,044,674	56,006	4,886,050


**EN9 – Water sources significantly affected by withdrawal of water**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Where does the mine get its fresh water (name of lake, river, stream or groundwater)?	Lac Chassignol	Thompson River	Héva River	Seurujoki River	–	Third Portage Lake
If a lake, what is the size of the lake in cubic metres?	>25,000,000	N/A	N/A	N/A	–	446,000,000
If a river or stream, what is the average flow in cubic metres per second?	N/A	6,200	0.42	4.02	–	N/A
Is the source designated as a protected area (nationally and/or internationally)?	no	no	no	no	–	no
Is the water source recognized by professionals to be particularly sensitive (due to size, function, or status as a rare, threatened or endangered species habitat)?	no	no	no	no	–	no
Number of protected species in the waterbody	none	none	none	none	–	none
Is the waterbody a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	no	no	no	no	–	no
Does the withdrawal account for an average of 5 percent or more of the annual average volume of the waterbody?	no	no	no	no	–	no
Based on the above, is the water source significantly affected by the withdrawal?	no	no	no	no	–	no

**EC10 – Percentage and total volume of water recycled and reused**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration <sup>1</sup>	Total
Total volume of water recycled and reused at this minesite (cubic metres)	4,242,846	–	109,330	1,914,111	1,316,747	2,908,839	–	10,491,873
Percent recycle/reuse	388%	0%	42%	156%	0%	278%	0%	

<sup>1)</sup> For exploration, there is some recycling of drill water; however, the data is not currently collected.

**Aspect: Biodiversity**
**EN11 – Location and size of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity values outside protected areas**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
At this minesite, is there any mine land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity values outside protected areas. If yes – how many hectares of mine land are involved?	no	no	no	no	yes	no	no

Note:  
AEM currently leases or owns 7,796 hectares adjacent or close to protected areas (ANPs). Mascota and Pinos Altos mines are adjacent but are considered outside the ANPs


**EN12** – Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos <sup>1</sup>	Meadowbank	Exploration
At this minesite, is the mine having any significant impact on biodiversity?	no	no	no	no	no	no	no

<sup>1</sup>At Pinos Altos, some deforestation is taking place on the mine-impacted land and some protected tree species are being impacted. Consequently, the mine operates a tree nursery on site to replace sensitive vegetation and tree species so that this impact can be reversed during mine reclamation.

**MM1** – Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total land area in hectares owned or leased that makes up the minesite	785.00	517.00	70.00	846.90	7,753.82	2,292.00	376,933	389,198
Total of this land area that is physically disturbed by mine activity (Ha)	706.00	330.00	12.00	680.00	421.53	1,812.72	193.45	4,156
Total of this land that has been reclaimed (Ha)	0.00	0.00	0.00	0.00	15.33	0.00	9.2	25

**EN13** – Habitats protected or restored

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
At this minesite, was there any mine-impacted land restored in 2012? If yes – please describe the restoration completed and the amount (Ha) of land restored.	8.7	no	no	no	15.328	no	no
If restored – whether the success of the restoration measure was/is approved by independent external professionals.							
Whether partnerships exist with third parties to protect or restore habitat distinct from restoration or protection measures overseen and implemented by the organization.	no	no	no	no	no	no	no

Note:  
AEM contributes to a restoration fund for abandoned drill sites.



**EN14 – Strategies, current actions and future plans for managing impacts on biodiversity**

The organization’s strategy for achieving its policy on biodiversity management:

- Including integration of biodiversity considerations in analytical tools such as environmental site impact assessments
- Including methodology for establishing risk exposure to biodiversity
- Including setting specific targets and objectives
- Including monitoring processes
- Including public reporting
- The actions underway to manage biodiversity risks identified in EN11 and EN12 or plans to undertake such activities in the future

We do not have a specific policy on biodiversity conservation for AEM operations. We don’t have specific targets and objectives and no specific methodology to assess risk exposure to biodiversity, but as part of the Towards Sustainable Mining Initiative we assess our performance with respect to biodiversity. The purpose of the biodiversity assessment protocol is to provide guidance to the member companies in completing their evaluation of biodiversity conservation management against TSM indicators. The assessment protocol sets out the general expectations of MAC for biodiversity conservation management by its member companies in support of the TSM Initiative.

1. When we are planning our project we are trying as much as possible to reduce our ecological footprint, in other words, to minimize our impact on biodiversity. That’s how Lapa and Goldex were developed. So in that sense, we do have biodiversity consideration when we are assessing the impact of mining projects. We need to assess if we impact any endangered, protected or threatened species according to the provincial and federal list of endangered or threatened species, or if we have any impact on a wetland. Also, any impact on fauna habitat has to be assessed in surface area and financially compensated to the local government. Any impact on fish habitat must be assessed and compensated (to recreate a similar habitat of the same value somewhere else), so it has to be quantified and monitored to confirm that the works achieve our goal.
2. Second, we are trying to reclaim (through revegetation) any area of our property that does not need to be used anymore. In doing that, we recreate habitat for biodiversity (reptile, wildlife, birds and mammals). LaRonde and Pinos Altos did some reclamation works in 2010/11 that consisted of planting trees. These works are quantified in term of surface area revegetated.
3. Third, at our sites we are conducting environmental effect monitoring studies in receiving waters of the sites’ effluent as part of the requirements of the federal Metal Mining Effluent Regulation. In that sense, we do monitor our effects on aquatic biodiversity and, when confirmed effects are observed, we are setting research efforts to find causes of these effects and implementing plans to reduce these effects when the causes have been identified and related to the mine.

**MM2 – The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Are there any lands on the minesite where a biodiversity management plan is required?	no	no	no	no	no	no	no
Does a biodiversity plan exist for these sites?	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Explain	no	no	no	no	no	no	no

**EN15 – Number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	none	none	none	none	none	none	none



## Aspect: Emissions, Effluents and Waste

### EN16 – Total direct and indirect greenhouse gas emissions by weight (tonnes)

	LaRonde	Goldex <sup>2</sup>	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total Direct GHG Emissions	25,737	3,597	6,656	9,829	57,867	202,175	305,862
Total Indirect GHG Emissions	4,873	259	457	7,754	46,520	–	59,862
Total GHG Emissions	30,610	3,856	7,113	17,586	104,387	202,175	365,725
GHG Intensity <sup>1</sup>	0.013	–	0.011	0.016	0.024	0.053	0.029

<sup>1</sup>CO<sub>2</sub> equivalent per tonne of ore processed (tonne of CO<sub>2</sub> equivalent per tonne milled)

<sup>2</sup>Goldex was not in operation in 2012

### EN17 – Other relevant indirect greenhouse gas emissions by weight

AEM has indirect GHG emissions through the purchase of electricity from third-party utilities. These have been reported under EN16. AEM does not track indirect GHG emissions from employee travel or from employees commuting to and from work. AEM does have programs in place at its operations to enhance car pooling or provide bus transportation to and from the minesite at no cost to the employees, to minimize personal use of individual cars.

### EN18 – Initiatives to reduce greenhouse gas emissions and reductions achieved

	LaRonde	Goldex <sup>2</sup>	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Were any initiatives taken at this minesite in 2012 to reduce greenhouse gas emissions – yes or no?	no	no	no	no	no	no	no
If yes – please describe the initiative and estimate the emission reduction achieved.	–	–	–	–	–	–	–

### EN19 – Emissions of ozone-depleting substances by weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Ozone-depleting substances emitted in 2012	none	none	none	none	none	none	none	none

### EN20 – NO<sub>x</sub>, SO<sub>x</sub>, and other significant air emissions by type and weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Estimated SO <sub>x</sub> emissions from fuel (tonnes) in 2012	30	30	30	30	30	30	N/A	181
Estimated NO <sub>x</sub> emissions from fuel (tonnes) in 2012	368	368	368	368	368	368	N/A	2,207


**EN21** – Total water discharge by quality and destination

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
a) Volume of final effluent discharged to the receiving environment at this minesite (m3)	2,690,990	2,848,745	274,199	2,551,321	16,087	1,648,348	Varies by site	10,029,691
What type of effluent treatment is used at this mine?	Chemical + biological	N/A	Stripping ammonia tower; precipitation of suspended solid	Sedimentation	Activated sludge	Actiflow for TSS	Varies by site	
b) Volume of sewage (black and grey water) discharged by the mine into a municipal sewage treatment system (m3)	none	none	none	595	none	none	Varies by site	595
c) Volume of sewage (black and grey water) treated at the mine and discharged to the receiving environment (m3)	Not measured	7,300	2,312	5,475	–	–	Varies by site	15,087
d) What type of sewage treatment system is used at this minesite?	Septic fields + treatment ponds	Septic field + UV treatment	Septic tank followed by biological treatment (Bionest)	Biological	Activated sludge	Rotary biological contactor	Varies by site	–



## EN22 – Total weight of waste by type and disposal method

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Paper and cardboard (tonnes)	45	18	8	6	12	–	–	89
Plastics (tonnes)	–	–	1	138	–	–	–	139
Metals (tonnes)	836	227	100	456	887	630	29	3,165
Wood (tonnes)	366	105	62	209	28	–	–	770
Used oil sent off site for treatment/ disposal or used on site as fuel (litres)	264,619	11,335	31,055	50,094	338,999	753,339	240	1,449,681
Waste stored or disposed of on site	–	–	–	–	–	–	–	–
Contaminated soil stored on site in 2012	–	–	–	60	213	1,250	140	1,663
Contaminated soil treated on site at a landfarm in 2012	–	–	–	–	–	1,730	–	1,730
Domestic garbage sent to an on-site landfill facility (tonnes)	–	–	–	–	569	9,843	–	10,413
Domestic garbage sent to an on-site incinerator (tonnes)	–	–	–	–	–	574	–	574
Waste stored or disposed of off site	–	–	–	–	–	–	–	–
Domestic garbage sent to off-site municipal landfill (tonnes)	367	367	122	531	–	–	1	1,388
Contaminated soil shipped off site for disposal at a licensed facility (tonnes)	17	–	13	86	213	2	–	329
Total domestic waste generated in 2012	1,248	350	172	809	1,496	11,047	30	15,151
Hazardous wastes shipped by the mine to a licensed off-site disposal/ recycling facility (tonnes)	297	28	57	101	296	523	–	1,301
Percentage of total domestic waste recycled at each site	100%	100%	100%	100%	62%	6%	98%	


**MM3** – Total amounts of overburden, rock, tailings and sludges presenting potential hazards

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Overburden mined (tonnes)	–	–	–	–	–	–	–
Waste rock mined (total) (tonnes)	614,581	–	–	1,817,536	–	19,056,629	21,488,746
Waste rock returned underground as backfill (tonnes)	307,446	–	–	209,313	–	–	516,759
Waste rock used in tailings dam construction (tonnes) <sup>1</sup>	45,038	–	–	–	–	958,808	1,003,846
Waste rock used in other construction (tonnes)	1,580	–	–	–	–	1,593,617	1,595,197
Waste rock placed on surface waste rock piles (tonnes)	260,515	–	–	1,608,223	–	16,504,205	18,372,943
Mill tailings (total) (tonnes)	2,865,432	–	–	1,086,874	–	3,820,911	7,773,217
Mill tailings returned underground as backfill (tonnes)	584,944	–	–	44,234	–	–	629,178
Mill tailings placed in surface tailings containment (tonnes)	1,655,260	–	–	1,042,640	–	3,820,911	6,518,811

**MM3a** – Total material mined, both hazardous and non-hazardous

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Overburden (tonnes)	–	–	–	–	–	2,840,958	2,840,958
Tonnes of ore loaded onto heap leach pad	–	–	–	–	2,557,339	–	2,557,339
Total waste rock (tonnes)	614,581	240,504	245,379	2,189,803	20,932,152	28,702,240	52,924,659
Returned underground as backfill (tonnes)	307,446	–	355,662	209,313	–	–	872,421
Used in tailings dam construction (tonnes)	45,039	–	–	62,410	214,157	990,095	1,311,701
Used in other construction (tonnes)	1,580	153,000	–	239,468	–	7,758,753	8,152,801
Placed on surface waste rock piles (tonnes)	260,515	240,504	(110,283)	1,678,612	20,717,995	19,953,392	42,740,735
Total mill tailings (tonnes)	2,865,432	–	–	1,086,874	1,839,455	3,820,911	9,612,672
Returned underground as backfill (tonnes)	584,944	–	–	44,234	503,650	–	1,132,828
Percentage of tailings returned underground as backfill	26%	0%	0%	0%	27%	0%	27%
Placed in surface tailings containment (tonnes)	1,655,260	–	–	1,042,640	1,335,806	3,820,911	7,854,617





## EN23 – Total number and volume of significant spills

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
<b>All spills</b>	23	4	10	17	17	89	23	183
Number of spills inside the minesite boundary	21	4	7	17	13	73	22	157
Total volume of spills inside the minesite boundary (litres)	64,323	258	665,030	806	1,460	42,761	2,277	776,915
Average volume of spills inside the minesite boundary (litres)	2,846	32	125,941	47	143	2,244	34	131,288
Number of spills outside the minesite boundary	2	–	–	–	–	3	–	5
Total volume of spills outside the minesite boundary (litres)	90,001	–	–	–	–	310	–	90,311
Average volume of spills outside the minesite boundary (litres)	22,500	–	–	–	–	46	–	22,547
<b>Spills &gt; 100 litres</b>								
Number of spills inside the minesite boundary	3	–	–	1	4	13	1	22
Total volume of spills inside the minesite boundary (litres)	1,164	–	–	250	900	40,885	1,500	44,699
Average volume of spills inside the minesite boundary (litres)	202	–	–	250	225	10,576	750	12,003
Number of spills outside the minesite boundary	–	–	–	–	–	1	–	1
Total volume of spills outside the minesite boundary (litres)	–	–	–	–	–	200	–	200
Average volume of spills outside the minesite boundary (litres)	–	–	–	–	–	50	–	50



## EN23 – Total number and volume of significant spills (continued)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
<b>Spills &gt; 1,000 litres</b>								
Number of spills inside the minesite boundary	4	–	3	–	–	3	–	10
Total volume of spills inside the minesite boundary (litres)	63,020	–	665,000	–	–	37,550	–	765,570
Average volume of spills inside the minesite boundary (litres)	8,043	–	166,250	–	–	37,550	–	211,843
Number of spills outside the minesite boundary	1	–	–	–	–	–	–	1
Total volume of spills outside the minesite boundary (litres)	–	–	–	–	–	–	–	–
Average volume of spills outside the minesite boundary (litres)	90,000	–	–	–	–	–	–	90,000
<b>Percentage of these spills that affected area outside the mine boundary</b>	–	–	–	–	–	–	–	–
<b>Total volume of spills outside the mine boundary</b>	–	–	–	–	–	–	–	–

## EN24 – Weight of transported, imported, exported or treated waste deemed hazardous under the Terms of the Basel Convention Annex I, II, III and IV, and transported waste internationally

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Did this minesite ship any hazardous waste outside the country in 2012 – yes or no?	no	no	no	no	no	no	no
If yes – what was shipped, to where and how much?	–	–	–	–	–	–	–



**EN25 – Identify size, protected status and biodiversity value of waterbodies and related habitats significantly affected by the reporting organization’s discharges of water and runoff**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Where does the mine discharge its final effluent (name of lake, river, stream or wetland)?	Dornenan Creek	No name stream	Wetland	Wetland	La Bateria Stream and Concheño River	Third Portage Lake	Varies by site
If a lake, what is the size of the lake in cubic metres?	N/A	N/A	N/A	N/A	N/A	446,000,000	Varies by site
If a river or stream, what is the average flow in cubic metres per second?	2	N/A	N/A	N/A	N/A	N/A	Varies by site
Is the receiving waterbody designated as a protected area (nationally and internationally)?	no	no	no	no	no	no	Varies by site
Is the receiving waterbody recognized by professionals to be particularly sensitive (due to size, function, or status as a rare, threatened or endangered species habitat)?	no	no	no	no	no	no	Varies by site
Number of protected species in the waterbody	none	none	none	none	none	none	Varies by site
Is the waterbody a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	no	no	no	no	no	no	Varies by site
Does the amount of effluent discharged into this waterbody account for an average of 5 percent or more of the annual average volume of the waterbody?	no	no	no	no	no	no	Varies by site
Based on the above, is the waterbody significantly affected by the discharge?	no	no	no	no	no	no	Varies by site

**EN26 – Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation**

As a member of the World Gold Council, Agnico Eagle Mines is committed to ensuring ethical gold use.

**EN27 – Percentage of products sold and their packaging materials that are reclaimed by category**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The percentage of reclaimed products and their packaging materials for each category of products	none	none	none	none	none	none	none
How the data for this indicator has been collected	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note:  
Agnico Eagle gold doré and concentrate is not packaged; therefore, this indicator is not applicable in our business case.



## Aspect: Compliance

### EN28 – Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Was this mine charged in 2012 for any non-compliance events with environmental laws and regulations – yes or no?	no	no	no	no	no	no	no
What was the total amount of fines or penalties levied against the mine in 2012 for non-compliance with environmental laws and regulations (US\$)?	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Was any action taken against this mine in 2012 for non-compliance events with environmental laws and regulations?	no	no	no	no	no	no	no

### EN29 – Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.

Transport is a critical component of Agnico Eagle's business. We have a significant fleet of heavy equipment used to mine and transport ore and waste rock. We use light vehicles to move people around our sites, and we transport large quantities of materials along public roads to our operations. In addition, our employees and contractors use cars, buses and planes to get to and from work. AEM has also become a signatory of the International

The potential impacts from transport related to our activities are felt in three principal areas, GHG emissions, potential road accidents, and traffic issues such as noise, dust and road maintenance. AEM recognizes these potential impacts and has strategies and/or management plans in place to reduce and mitigate impacts.

### EN30 – Total environmental protection expenditures and investments by type (excluding capital)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
How much did this mine spend on environmental protection and management in 2012?	\$2,578,516	\$764,000	\$897,318	\$1,184,793	\$515,388	\$46,670,539	–
Environment management budget	\$1,373,440	\$115,000	\$430,918	\$3,689,396	\$188,528	\$4,431,388	–
Environment capital expenditures (Impoundment + infrastructures)	\$1,205,076	\$517,000	\$298,381	\$249,315	\$767,351	\$40,526,582	–
How much did this mine spend on waste disposal, water treatment and remediation in 2012?	\$6,246,183	\$132,000	\$522,927	\$745,945	\$165,305	\$1,712,569	–



## GRI Labour Practices and Decent Work Performance Indicators

### LA1 – Total workforce by employment type, employment contract and region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Corporate and Administration	Total
Total number of employees (AEM, contractors, full time and temporary) working at this minesite in 2012	1,120	224	321	609	1,820	1,155	126	348	5,723
Total number of AEM employees working at this mine in 2012 (Q4)	849	171	217	429	1,397	787	145	348	4,343
AEM – full time employees (Q4)	819	163	213	413	1,381	673	114	337	4,113
AEM – part time employees (Q4)	30	8	4	16	16	114	31	11	230
Total number of contractor employees working at this mine in 2012 (Q4)	271	53	104	180	423	368	185	–	1,584


**LA2 – Total number and rate of employee turnover by age group, gender and region**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total number of AEM employees leaving employment at this mine in all of 2012	67	11	25	11	152	70	52	388
<b>Breakdown of this number by gender (employees leaving)</b>								
Female	4	2	1	3	18	8	9	45
Male	63	9	24	8	134	62	43	3
<b>Breakdown of this number by age group (employees leaving)</b>								
< 30 years old	11	1	4	2	76	15	19	128
30 to 50 years old	43	7	16	6	70	40	24	206
> 50 years old	13	3	5	3	6	15	9	54
<b>Breakdown of this number by region (employees leaving)</b>								
Number who are local employees (economic region in which the mine is located)	67	11	25	5	70	23	24	225

<sup>1)</sup>At the Meadowbank mine, we have a relatively high turnover rate among our employees coming from the local region around the mine. These are employees entering the wage economy for the first time and thus there is a large adjustment being made to their way of life. In most cases, the employee is having to cope with being away from family and with adjusting to an imposed daily work schedule. Most of the turnover is voluntary, and in many cases the employee leaving will later re-apply to come back to work.

<sup>2)</sup>At Pinos Altos, we also have a relatively high rate of turnover due to the fact that there is a lot of competition for skilled labour among the mines in the area.


**LA3 – Benefits provided to full time employees that are not provided to temporary or part time employees, by major operations**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
<b>Are the following benefits offered to AEM full time employees – yes or no?</b>							
Life insurance	yes	yes	yes	yes	Only SAEM	yes	Varies by site
Health care (additional to government provided health care)	yes	yes	yes	yes	yes	yes	yes
Disability/invalidity coverage	yes	yes	yes	yes	Provided by government	yes	yes
Maternity/paternity leave	yes	yes	yes	yes	Provided by government	yes	yes
Retirement provision	yes	yes	yes	yes	Provided by government	yes	yes
Stock ownership	yes	yes	yes	yes	Salary only	yes	Varies by site
<b>Are the following benefits offered to AEM temporary employees – yes or no?</b>							
Life insurance	yes	yes	yes	yes	Only SAEM	no	Varies by site
Health care (additional to government provided health care)	yes	yes	yes	yes	yes	no	Varies by site
Disability/invalidity coverage	yes	yes	yes	yes	Provided by government	no	Varies by site
Maternity/paternity leave	no	no	no	yes	Provided by government	no	no
Retirement provision	no	no	no	yes	Provided by government	no	no
Stock ownership	yes	yes	yes	no	no	no	no
<b>Are the following benefits offered to AEM part time employees – yes or no?</b>							
Life insurance	no	no	no	yes	Only SAEM	no	no
Health care	no	no	no	yes	yes	no	no
Disability/invalidity coverage	no	no	no	yes	Provided by government	no	no
Maternity/paternity leave	no	no	no	no	Provided by government	no	no
Retirement provision	no	no	no	yes	Provided by government	no	no
Stock ownership	no	no	no	no	no	no	no



**LA4 – Percentage of employees covered by collective bargaining agreements**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
What percentage of AEM employees are covered by a collective bargaining agreement at this minesite?	0%	0%	0%	99.0%	87%	0%	0%

Note:  
 At each of our mines, we have a collaboration committee consisting of employees from different areas of the mine who are elected to represent their co-workers. These representatives meet regularly with local mine management to discuss all issues of concern to employees, including employment conditions, compensation, work schedules and procedures, equipment selection and grievances.

**LA5 – Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
At this minesite, typically how many weeks notice would be given to employees prior to a significant operational change that could substantially affect them?	4 weeks	4 weeks	4 weeks	2 weeks	3–5 weeks	4 weeks or based on seniority years	2–4 weeks

**MM4 – Number of strikes and lockouts exceeding one week’s duration, by country**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Total number of strikes and lockouts that exceeded one week’s duration during the reporting period, by country	none	none	none	none	none	none	none

**LA6 – Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Does this mine have a formal Health and Safety Committee with labour and management representation?	yes	yes	yes	yes	yes	yes	yes
What proportion of the workforce is represented on this committee?	100%	100%	100%	100%	100%	100%	75%




**LA7 – Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Person hours worked	2,177,936	461,661	608,550	1,299,330	3,909,344	2,415,772	471,108	12,366,095
Number of fatalities	0	0	0	0	0	0	0	0
Number of lost-time accidents	7	4	8	13	1	8	6	47
Number of light duty accidents	18	8	16	4	19	34	5	104
Days lost (LTA)	1,879	28	327	128	96	63	247	2,768
Days lost (LDA)	418	56	398	18	420	100	42	1,452
Number of medical aid incidents	68	4	34	19	38	19	12	194
First aid	144	16	83	23	35	217	76	594
Reported	388	32	107	47	2	110	–	686
Incident	327	49	116	156	24	241	8	921
Frequency (combined)*	2.30	5.20	7.89	2.62	1.02	3.48	**See below	2.44

\* The global LTA and combined LTA frequency numbers are calculated with the total number of hours worked across the Company including corporate and administration man-hours not shown here.

\*\* Meliadine – 2.97

Exploration (Canada and USA) – 1.58

**LA8 – Education, training, counselling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2012, did the mine provide training to assist workforce members prevent/manage serious disease – yes or no?	yes	yes	yes	yes	yes	yes	yes
If yes – was this training given to: Employees	yes	yes	yes	yes	yes	yes	yes
Employees' families	no	no	no	no	yes	no	no
Other members of the community	no	no	no	no	yes	no	no

**LA9 – Health and safety topics covered in formal agreements with trade unions**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Is Health and Safety covered in any formal agreement with trade unions at this mine in 2012 – yes or no?	no	no	no	yes	yes	no	no


**LA10** – Average hours of training per year per employee per employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Total person hours devoted to training personnel at the mine in 2012	31,087	960	3,587	5,177	76,917	6,214	123,941
Average hours of training = Total hours devoted to training/Total number of employees (in hours)	38	6	17	8,5	55	8	30

**LA11** – Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Did the mine offer internal skills training programs at the mine in 2012?	yes	yes	yes	yes	yes	yes	yes	
Did the mine have any apprenticeship training programs in place in 2012?	yes	no	yes	yes	yes	yes	yes	
If yes – how many apprenticeships were in place in 2012?	39	–	2	4	360	6	1	412
Did the mine offer any programs to help employees prepare for retirement in 2012 – yes or no?	yes	yes	yes	yes	no	yes	yes	

**LA12** – Percentage of employees receiving regular performance and career development reviews

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
What percent of all employees at this mine received regular performance and career development reviews in 2012?	29%	55%	27%	76%	13%	33%	100%



**LA13** – Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Percentage of workforce at this mine who are male	95%	96%	98%	88%	87%	86%	75%
Percentage of workforce at this mine who are female	5%	4%	2%	12%	13%	14%	25%
<b>Percentage of workforce at this mine in each of the following age groups (total should be 100%)</b>							
< 30 years old	13%	7%	22%	21%	42%	23%	29%
30 to 50 years old	65%	70%	56%	61%	52%	49%	48%
> 50 years old	21%	23%	23%	18%	6%	27%	22%

**LA14** – Ratio of basic salary of men to women by employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos (pesos)	Meadowbank	Exploration
Ratio: Men's basic salary/women's basic salary							
Ratio: Men's average salary/women's average salary	1.21	0.95	1.41	0.95	1.14	1.24	1.19



## GRI Human Rights Performance Indicators

### Aspect: Investment and Procurement Practices

**HR1** – Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening

AEM will not conduct business in places of high political risk or places where there are high instances of human rights abuses. As such, we have not felt the need to apply human rights clauses or screening to past significant investment agreements. We will continue to mine only in places where the instances of human rights abuses are low and places of low political risk, and consequently, AEM does not have plans to implement a human rights screening process. However, we will take such measures should the need arise.

**HR2** – Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

We expect all potential business partners to adhere to the same stringent set of values that AEM holds itself to (as outlined in our Code of Business Conduct and Ethics). In the induction process, all contractors must agree to the terms laid out in the code of conduct. We are currently working on an "AEM Code of Sustainable Conduct" in which human rights will be explicitly covered. Once implemented, the "AEM Code of Sustainable Conduct" will also be incorporated into the inductions for both employees and contractors.

**HR3** – Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees so trained

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Did this mine provide training to its employees in 2012 on human rights policies or cross-cultural awareness training – yes or no?	no	no	no	no	yes	yes	yes
If yes – how many hours of training were provided?	–	–	–	–	Data not available	720	Data not available
If yes – approximately what percentage of the workforce received this training?	–	–	–	–	Data not available	15.0%	90.0%

### Aspect: Non-discrimination

**HR4** – Total number of incidents of discrimination and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2012, at this minesite were there any formal complaints of discrimination or harassment submitted by employees or contract employee – yes or no?	–	–	–	yes	yes	yes	no
If yes – was the incident investigated and what was the outcome?	–	–	–	Resignation	Data not available	Investigated and settled	–
How many incidents were investigated? (please list outcome)	–	–	–	2	Data not available	2	–

Note:

Agnico Eagle Mines is currently in the process of updating some of its policies to include more explicit guidelines on human rights and discrimination. We ensure compliance with our current anti-discrimination policy in the Code of Business Conduct and Ethics throughout our operations with our whistleblower hotline. Each quarter, a report is submitted to the Audit Committee outlining the number of complaints received since the previous report.



**Aspect: Freedom of Association and Collective Bargaining**

**HR5** – Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk

Note:  
Agnico Eagle does not operate in any jurisdictions where our employees' right to exercise freedom of association or collective bargaining is at significant risk. As such, no action plans have been required by the Company.

**Aspect: Child Labour**

**HR6** – Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk

**Aspect: Forced and Compulsory Labour**

**HR7** – Operations identified as having significant risk for incidents of forced labour or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk



## Aspect: Security Practices

**HR8** – Percentage of security personnel trained in the organization’s policies or procedures concerning aspects of human rights that are relevant to operations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
At this mine, what percentage of the mine’s security personnel have received training in human rights policies and cross-cultural awareness?	0%	0%	0%	0%	Data not available	0%	N/A

**MM5** – Total number of operations taking place in or adjacent to indigenous peoples’ territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples’ communities

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos <sup>1</sup>	Meadowbank <sup>2</sup>	Exploration
Operation adjacent or on indigenous peoples’ territory	no	no	no	no	no	yes	–
Formal agreements in place	no	no	no	no	no	yes	–

<sup>1</sup>The Pinos Altos site is situated on collective lands (ejidos). Agreements with these land owners were signed prior to any activity on site.

<sup>2</sup>The Meadowbank mine is on Inuit Owned Land. AEM operates at Meadowbank with full consent of the Inuit through several formal agreements, specifically an Inuit Impact and Benefit Agreement, a Water Compensation Agreement, a Commercial Land Lease and a Production Agreement that includes payment of royalties to the Inuit.

## Aspect: Indigenous Rights

**HR9** – Total number of incidents of violations involving rights of indigenous people and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2012, at this mine were there any reported incidents of violations involving rights of indigenous peoples – yes or no?	no	no	no	no	no	no	no
If yes – what actions were taken?	–	–	–	–	–	–	–



## GRI Society Performance Indicators

### Aspect: Community

**SO1** – Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting

In northwestern Quebec (LaRonde, Goldex and Lapa), we have a community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities through engagement with the local government representatives. Mine closure is regulated by the Government of Quebec.

At Kittila (Northern Finland), we have a similar community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities through engagement with the regional government (municipal Kittila Regional Council) and with the governing bodies for the state of Lapland. Mine closure is regulated by the government.

At Pinos Altos (northern Mexico), we have a similar community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities. We engage regularly with the governing groups or community elders in the local communities and villages to address all issues.

At Meadowbank, we have a community engagement plan that addresses ongoing dialogue with the seven communities that make up the Kivalliq region of Nunavut. In the nearest community (Baker Lake), we engage through ongoing discussions with the Hamlet of Baker Lake council and through regularly scheduled meetings with a Community Liaison Committee formed to allow AEM to fully engage the wider community groups in Baker Lake. We meet through community visits to the other communities to discuss issues related to our presence in the region. We also have formal community engagement assessment programs that form part of our IIBA with the Kivalliq Inuit Association and engagement through our ongoing participation on the Kivalliq Socio-Economic Monitoring Committee created and sustained by the Government of Nunavut to track the socio-economic impacts of mining in this region of Nunavut..

**MM6** – Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	none	none	none	none	none	none	none

### Aspect: Corruption

**SO2** – Percentage and total number of business units analyzed for risks related to corruption

In 2012, we conducted a Fraud Risk Assessment for AEM as a whole, company-wide. The risk assessment was based on interviews with individuals across many levels and at all the divisions as well as head office. Interviews were used to highlight potential scenarios that related to fraud and, by extension, corruption. These scenarios were then assessed in terms of their likelihood, the impact (financial and reputational) and the inherent risk. From this we identified the relevant controls we have in place, to determine the extent of the remaining risk. Recommendations were provided to address some of the relevant risks.

**MM7** – The extent to which grievance mechanisms were used to resolve disputes relating to land use and customary rights of local communities and indigenous peoples, and the outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	None required in 2012	None required in 2012	None required in 2012	None required in 2012	None required in 2012	None required in 2012	None required in 2012



**MM8** – Number (and percentage) of Company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Operating sites where ASM takes place on, or adjacent to, the site as a number and as a percentage of the Company's total operating sites	none	none	none	none	none	none	none
Nature of the risks and the actions taken to manage and mitigate them	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**MM8** – Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Number of households involved in any resettlement program	none	14	none	none	none	none	none
Number of individuals impacted directly by resettlement, or an informed estimate of the number	none	30	none	none	none	none	none
Consultation processes and measures put in place to re-establish the affected community, to mitigate any impacts of relocation, and the outcomes in terms of livelihoods, including sustainable land use	none	We worked hand in hand with each household to mitigate any impacts of relocation	none	none	none	none	none
Significant disputes related to resettlement and the processes employed to resolve outstanding issues	none	none	none	none	none	none	none

**MM10** – Number and percentage of operations with closure plans

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Does this minesite have a completed closure and reclamation plan?	yes	yes	yes	yes	yes	yes	N/A
Has it been submitted to the regulatory authorities for approval?	yes	yes	yes	yes	yes	yes	N/A
Has the plan been formally approved by the regulatory authority?	yes	yes	no	yes	yes	yes	N/A

**MM10a** – Significant incidents involving communities in which grievance mechanisms have been invoked to address them, together with their outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2012, were there any formal grievances submitted to the mine by local communities – yes or no?	no	no	no	no	no	no	no
If yes – please provide details about the grievance and actions taken to resolve the complaint	–	–	–	–	–	–	–




**MM11** – Number and description of incidents affecting employees, communities or the environment in which emergency preparedness procedures were activated

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Were there any incidents affecting employees, communities or the environment that occurred at this mine in 2012 where the mine's emergency preparedness procedures were activated – yes or no?	no	no	no	no	no	no	no

**SO3** – Percentage of employees trained in organization's anti-corruption policies and procedures

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	100%	100%	100%	100%	100%	100%	100%

Note:  
All staff (salaried employees) receive training on the Company's ethics policies (includes anti-corruption policies and procedures) and must periodically certify that they have received such training. This is in place at all of AEM's locations.

**SO4** – Actions taken in response to incidents of corruption

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	None required in 2012	None required in 2012	None required in 2012	None required in 2012	None required in 2012	None required in 2012	None required in 2012

**Aspect: Public Policy**
**SO5** – Public policy decisions and participation in public policy development and lobbying

AEM participates in influencing public policy through its membership in the Mining Association of Canada, the Mining Association of Quebec, the NWT & Nunavut Chamber of Mines, the Prospectors and Developers Association of Canada, and other industry associations to which it publicly belongs. In Mexico, we are a member of the Canadian Mexican Chamber of Mines. In Finland, we are a member of the Finnish Association for Extractive Industries "Kaivannaisteollisuus Ry – FinnMin". We are also a member of the European Association of Mining Industries, Metal Ores & Industrial Minerals (Euromines) through our Finnish subsidiary Agnico Eagle Finland Oy. The Company does actively engage in lobbying government outside of these associations.

**SO6** – Total value of financial and in-kind contributions to political parties, politicians and related institutions by country

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Did the mine make any financial or in-kind contributions to political parties, politicians, or related institutions in 2012 – yes or no?	no	no	no	no	no	no	no

**Aspect: Anti-Competitive Behaviour**
**SO7** – Total number of legal actions for anti-competitive behaviour and anti-trust or monopoly practices, and their outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	none	none	none	none	none	none	none



**Aspect: Compliance**

**SO8** – Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	none	none	none	none	none	none	none

**GRI Product Responsibility Performance Indicators**

**M11** – Programs and progress relating to materials stewardship

AEM currently does not have any policies or procedures for improving efficiencies and sustainability throughout procurement, production, use and disposal processes. We expect all of our business partners to hold themselves to the same standards as AEM does (as outlined in the Code of Business Conduct and Ethics and the Code of Sustainable Conduct once it is an official AEM policy.)

**Aspect – Customer Health and Safety**

**PR1** – Life cycle stages in which health and safety impacts of products and services are assessed for improvements, and percentages of significant products and services categories subject to such procedures

AEM has not reported directly on this GRI indicator for the following reasons: 1) AEM is a primary gold producer and does not market its product and/or services directly to the final consumer. Our gold is typically sold to a third party such as a financial institution or brokerage which then sells it. Consequently, AEM does not generate a final consumer product and thus does not actively participate in assessing the life cycle stages in which health and safety impacts are assessed; and 2) AEM is a member of the World Gold Council and fully endorses the principles put forward by the Responsible Jewelry Initiative of the World Gold Council, and through this means ensures that its product is used in a responsible manner to the extent practical within the management control of the Company.

**PR2** – Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with regulations resulting in a fine or penalty	none	none	none	none	none	none	none
The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with regulations resulting in a warning	none	none	none	none	none	none	none
The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with voluntary codes	none	none	none	none	none	none	none



## Aspect – Product and Service Labelling

**PR1** – Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements

AEM has not reported data against this Performance Indicator, as in our view this indicator is not relevant to our specific business case. AEM does not create a final product that is marketed directly to a consumer. We ship a doré bullion to a refiner. The doré is shipped with appropriate MSDS information. We do not market a final consumer product and thus final labelling requirements are not relevant. We do provide information to the refiner receiving our doré on the content and makeup of our doré bullion.

**PR4** – Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The total number of incidents of non-compliance with regulations concerning product and service information and labelling, broken down by incidents of non-compliance with regulations resulting in a fine or penalty	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning product and service information and labelling, broken down by incidents of non-compliance with regulations resulting in a warning	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning product and service information and labelling, broken down by incidents of non-compliance with voluntary codes	none	none	none	none	none	none	none

**PR5** – Practices related to customer satisfaction, including results of surveys measuring customer satisfaction

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Organization-wide practices in place to assess and maintain customer satisfaction	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Results or key conclusions of surveys conducted that were related to the organization as a whole, a major product/service category or significant locations of operation	N/A	N/A	N/A	N/A	N/A	N/A	N/A



## Aspect – Marketing Communications

**PR6** – Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship

AEM has not reported data against this Performance Indicator, as in our view this indicator is not relevant to our specific business case. AEM does not create a final product that is marketed directly to a consumer. Consequently, we do not participate in marketing, advertising or promotion of a consumer product. We adhere to international standards relating to the responsible use of gold through our participation in the World Gold Council and the Responsible Jewelry Initiative.

**PR7** – Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with regulations resulting in a fine or penalty	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with regulations resulting in a warning	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with voluntary codes	none	none	none	none	none	none	none

**PR8** – Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by complaints received from outside parties and substantiated by the organization	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by complaints from regulatory bodies	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number of identified leaks, thefts or losses of customer data	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## Aspect – Compliance

**PR9** – Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

None – AEM was not charged or fined at any of its six operating mines in 2011 for non-compliance with laws and regulations concerning the provision and use of its products or services