



AEM Specific & Global Reporting Initiative (GRI)

Performance Indicator Tables for 2015

Aspect: AEM Specific Organizational Indicators

AEM3 – Number of persons that received the Health, Safety and Environment Induction Training in 2015	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
	380	711	229	1,595	1,228	229	699	501	529	4,506

AEM4 – Number of formal safety meetings with employees carried out in 2015	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
	764	199	90	169	70	306	1,020	281	1,293	4,023

AEM5 – Number of accident/incident analyses carried out in 2015 involving employees	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
	45	34	12	86	97	94	601	164	15	965

AEM – Production by metals	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Gold (oz)	267,921	115,426	90,967	177,374	247,677	104,362	381,804	1,385,531
Silver (oz)	915,720	1,414	3,672	10,524	2,543,010	262,753	221,131	3,958,224
Zinc (tonnes)	3,501	–	–	–	–	–	–	3,501
Copper (tonnes)	4,941	–	–	–	–	–	–	4,941



G4 Organization Indicators

G4-10 – TOTAL workforce by employment type, employment contract, and region	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration – Canada & USA	Exploration Finland	Exploration Mexico	Administration (Head Office and Regional)	TOTAL
TOTAL number of employees (AEM, Contractors, Full Time + Temporary) working at this mine site in 2015 (Q4)	1,090	416	252	653	1,495	488	1,100	290	67	132	444	283	6,710
TOTAL number of AEM employees working at this location in 2015 (Q4)	850	295	167	411	1,320	421	809	40	43	11	346	283	4,996
Male	793	267	156	358	1,118	358	670	31	N/A	N/A	N/A	184	
Female	57	20	7	55	170	63	139	9	N/A	N/A	N/A	91	
AEM – Full Time employees (Q4)	848	283	161	370	1,251	366	703	17	26	10	55	279	4,369
Male	791	265	155	322	1,071	313	604	13	N/A	N/A	N/A	182	
Female	57	18	6	48	150	53	99	4	N/A	N/A	N/A	89	
AEM – Temporary & Student employees (Q4)	2	12	6	41	69	55	106	23	17	1	291	4	627
Male	2	8	4	36	47	45	66	18	N/A	N/A	N/A	2	
Female	–	4	2	7	20	10	40	5	N/A	N/A	N/A	2	
TOTAL Number of Contractors	240	121	85	242	175	67	291	250	24	121	98	–	1,714



GRI Economic Performance Indicators

Aspect: Economic Performance

EC1 – Direct economic value generated and distributed (thousands USD)	2015 TOTAL	
Direct economic value generated		
a) Revenues		\$1,985,432
Economic value distributed		
b) Operating Costs		
	Exploration	\$110,353
	Operations	\$995,295
	TOTAL	\$1,105,648
c) Employee Wages and Benefits		
	Kittila	\$29,986
	Pinos	\$29,167
	La India	\$8,713
	Lapa	\$17,723
	Goldex	\$25,637
	LaRonde	\$78,964
	Regional	\$11,920
	Meadowbank	\$71,508
	Meliadine	\$2,972
	Exploration	\$3,095
	Head Office	\$42,767
	TOTAL	\$322,452
d) Payments to Providers of Capital	TOTAL	\$160,097
Interest, dividends, capitalized interest & capital leases		
e) Payments to Government by Country		
i) Current Tax		
	Kittila	\$175
	Mexico	\$32,968
	Quebec	
	Nunavut	
	TOTAL	\$33,143



EC1 – Direct economic value generated and distributed (thousands USD)	2015 TOTAL	
ii) Government Royalties and Mining taxes		
	Finland	\$3,374
	Mexico	\$13,404
	Quebec	\$34,565 *
	Nunavut	
	TOTAL	\$51,343
iii) Royalties Paid to Land Owners		
	Finland	\$528
	Mexico	
	Quebec	
	Nunavut	\$5,161
	TOTAL	\$5,689
iv) Payroll Taxes (paid by employer)		
	Finland	\$10,784
	Mexico	\$5,743
	Quebec	\$15,066
	Nunavut	\$3,822
	Head Office	\$1,430
	TOTAL	\$36,845
v) Payroll Taxes (paid by employee)		
	Finland	\$9,893
	Mexico	\$6,801
	Quebec	\$49,820
	Nunavut	\$24,403
	Head Office	\$17,876
	TOTAL	\$108,793
vi) Municipal Taxes		
	Finland	\$273
	Mexico	\$1,271
	Quebec	\$1,233
	Nunavut	\$1,440
	TOTAL	\$4,217

* Quebec Government Royalties for 2015 (\$34565) are estimated as the final amounts are not calculated until June 2016



EC1 – Direct economic value generated and distributed (thousands USD)	2015 TOTAL	
vii) Sales Taxes (Non-refundable)		
	Finland	
	Mexico	
	Quebec	\$28,069
	Nunavut	\$9,230
	TOTAL	\$37,299
viii) Rent (Mining leases and claims)		
	Finland	\$875
	Mexico	\$970
	Quebec	\$290
	Nunavut	\$535
	TOTAL	\$2,670
Additional Payments to Government		
	Finland	
	Mexico	
	Quebec	
	Nunavut (Kivalliq Inuit Association)	\$3,531
Total Payments to Government by Country		
	Finland	\$25,902
	Mexico	\$61,157
	Quebec	\$129,044
	Nunavut	\$48,125
	Head office	\$19,306
	TOTAL	\$283,534
f) Community Investments – Voluntary Contributions and Community Investments		\$3,368
h) Retained Earnings (Deficit)		\$(823,734)



AEM – Investments (pipeline)	Total Exploration and Development Investment 2015
Canada	\$43,606,877
Mexico	\$22,331,656
Finland	\$7,580,968
USA	\$2,190,242
Admin and Project Evaluation	\$12,309,396
Corporate Development	\$22,333,493
TOTAL	\$110,352,632

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

There is a large consensus in the scientific community that continued emission of greenhouse gases will cause further warming and long-lasting changes in all components of the climate system. Surface temperatures are projected to rise over the 21st century under all assessed emission scenarios. It is therefore believed that heat waves will occur more often and last longer, and that extreme precipitation events will be more intense and frequent in many regions.

The main risks to AEM’s operations would be related to the following consequences of climate change:

- Water scarcity: industrial use of water, including for mining, will not be given priority.

In some regions of Mexico where we operate, water resources are already protected for human consumption. We have 3 heap leach operations in Mexico which have a very high “evaporative potential”. In an even larger water scarcity context, heap leach operation may need to be further optimized to reduce evaporation rate.

- Rising temperatures will change the depth of the active layer in permafrost environment. At Meadowbank, our closure strategy is to add a layer acting as a thermal cover of non acid generating waste rock over acid generating tailings and waste rock. This cover is intended to allow these materials to progressively integrate in the permafrost. The effect of rising temperature may result in a deeper active layer (that thaws on an annual basis), requiring an increase of the thickness of the waste rock thermal cover.
- More frequent and severe storm events: leading to higher risk of uncontrolled discharge of water and possibly tailings to the environment from our tailings storage facilities and water basins either through existing spillways or following dam overtopping. This will require that our spillways and water storage strategy are adapted to these changing conditions. It is clear that in the context of risk reduction we should minimize water retaining dams in the long term. At Pinos Altos we are going to put the filtered tailings in a depleted pit. At Kittila, we are also considering using a depleted pit for future tailings management.

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

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

EC4 – Financial assistance received from government	LaRonde	Goldex	Lapa	Kittila	Pinos Altos (Pesos)	La India	Meadowbank	Meliadine	Exploration
Financial assistance received from government	None	None	None	1,310,943 USD – Energy Investment Support for Autoclave Heat Recovery	None	None	1) Nunavut Fuel Tax Rebate under Development Partnership Agreement 2) AEM receives government level training funds for Inuit from the Kivalliq Mine Training Society (KMTS) Totalling about \$1,098,000		None



Aspect: Market Performance

EC5 – Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation (all amounts are represented in local currencies)	LaRonde (\$CAD)	Goldex (\$CAD)	Lapa (\$CAD)	Kittila (Euros)	Pinos Altos (Pesos)	La India (Pesos)	Meadowbank (\$CAD)	Meliadine (\$CAD)	Exploration*
A) Male starting entry level wage at this mine in 2015 (per hr)	30.80	32.84	30.80	18.50	22.00	36.59	21.29	21.29	N/A
B) Female starting entry level wage at this mine in 2015 (per hr)	30.80	32.84	30.80	18.50	22.00	31.45	21.29	21.29	N/A
C) What was the local minimum wage in the jurisdiction in which the mine is located?	10.55	10.55	10.55	18.48	9.00	8.75	11.00	11.00	N/A
The ratio of the male's entry level wage to the local minimum wage = A/C	2.9	3.1	2.9	1.0	2.4	4.2	1.9	1.9	N/A
The ratio of the female's entry level wage to the local minimum wage = B/C	2.9	3.1	2.9	1.0	2.4	3.6	1.9	1.9	N/A

*For Exploration this is not applicable as the wages vary from region to region.

EC6 – Proportion of employees hired from the local community at locations of significant operations	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	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, Sonora State for La India, Lapland for Kittila, Nunavut for Meadowbank	100%	82%	100%	93%	74%	55%	35%	N/A	80%
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, Sonora State for La India, Lapland for Kittila, Nunavut for Meadowbank	100%	100%	100%	50%	72%	90%	0%	N/A	77%

This indicator is not applicable for the Exploration program, as the location of the Exploration office frequently is different than the exploration-site itself. This indicator is calculated using the total headcount of employees



EC7 – Development and impact of infrastructure investments and services supported

LaRonde	
GOLDEX	Every year AEM gives to the palliative care houses in Abitibi (Amos, Val D’Or and Rouyn)
LAPA	
KITTILA	None
PINOS ALTOS	Support to upgrading of school infrastructure in the villages around Pinos Altos
LA INDIA	Upgrading high school in Matarchi
MEADOWBANK	
MELIADINE	Continued Cell Service in Baker Lake would not be there if we did not develop this project

EC8 – 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 overall level of economic activity in the area.

Agnico Eagle has also brought economic stimulus to the areas around our Pinos Altos mine (in Chihuahua State) and our La India mine (in Sonora State). In the Abitibi, Agnico Eagle is the largest private employer with our three mines and our 50% owned Canadian Malartic Mine. In the Kivalliq region of Nunavut, Agnico Eagle is the largest private employer of Inuit people and is using Northern suppliers and contractors. At all our operations, 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 life in the local communities around the mine.

Aspect: Procurement Practices

EC9 – Proportion of spending on locally based suppliers at significant locations of operation	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
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, Sonora State for La India, Lapland for Kittila, Nunavut for Meadowbank	68%	72%	81%	27%	90%	96%	41%	35%
Total Purchases for division in USD currency	\$187,804,459.24	\$87,955,682.80	\$35,462,943.88	\$176,630,017.09	\$132,037,961.10	\$30,236,869.00	\$223,952,439.97	\$60,219,096.67
Total Purchases for division from the Local region in USD currency	\$127,650,236.00	\$63,645,685.00	\$28,880,082.00	\$52,845,448.00	\$118,834,165.00	\$29,027,394.70	\$92,856,600.00	\$21,324,235.00
Total Purchases for division from the Local region in local currency	CAD 163,028,786.40	CAD 81,285,229.61	CAD 36,884,262.43	EUR 47,620,137.84	MXN 1,883,747,301.00	MXN 460,139,358.00	CAD 118,592,015.63	CAD 27,234,295.25



AEM6 – Summary of Nunavut Expenditures for 2015 (CAD)	Meadowbank	Meliadine	Total
Total Expenditures	\$286,390,380.24	\$77,008,180.82	\$363,398,561.06
NTI Registered	\$115,471,357.73	\$34,105,562.93	\$149,576,920.66
Nunavut Based	\$118,592,015.63	\$27,234,295.25	\$145,826,310.88
Northern Based	\$120,581,731.35	\$44,879,506.08	\$165,461,237.43
Baker Lake Based	\$26,744,206.85	\$955,078.92	\$27,699,285.77
Rankin Inlet Based	\$76,586,896.07	\$19,297,780.47	\$95,884,676.54
Kivalliq	\$104,697,182.01	\$20,637,276.11	\$125,334,458.12

GRI Environment Performance Indicators

Aspect: Materials

EN1 – Materials Used by Weight and Volume	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Total
Tonnes of Ore Milled	2,257,471	2,408,739	602,476	1,484,655	4,123,999	5,354,763	4,136,970	N/A	20,369,073
Tonnes of Waste Rock Mined	788,301	283,737	64,886	1,240,418	15,944,608	5,803,686	32,583,433	1,265	56,710,334

* 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	La India	Meadowbank	Meliadine	Total
Percentage of materials used that are recycled input material	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	


Aspect: Energy

EN3 – Energy Consumption within the organization	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
Diesel fuel for power generation (L)	–	–	–	–	122,574	4,504,766	34,114,840	2,159,862	265,555	41,167,597
Diesel fuel for mining equipment (L)	5,020,946	2,709,345	1,578,903	180,980	17,365,307	9,140,670	32,053,787	527,590	705,202	69,282,730
Diesel fuel for other (L)	–	–	–	–	299,846	–	–	1,081,081	132,512	1,513,439
Diesel fuel for heated mine air (L)	–	–	–	647,250	–	–	–	–	–	647,250
Natural gas for heated mine air (m ³)	4,659,538	2,003,415	1,881,651	–	–	–	–	–	–	8,544,604
Natural gas for heating buildings and air compressors (m ³)	3,297,751	–	–	–	–	–	–	–	–	3,297,751
Gasoline (L)	96,642	42,473	4,456	–	–	507,422	34,784	9,942.50	–	695,720
Aviation fuel (L)	–	–	–	–	48,000	31,681	1,458,533	43,558	851,725	2,433,497
Propane (L)	–	–	–	3,689	–	–	5,615	–	–	9,304
Other (LPG)	–	–	–	–	561,934	170	–	–	–	562,104
Electricity purchased from an outside Utility (kWh)	402,298,155	134,915,573	51,129,809	194,760,626	117,549,633	–	–	–	–	900,653,796
TOTAL ENERGY (GJ)	1,935,938	665,081	315,348	811,000	1,121,374	595,839	3,133,823			8,578,403

EN4 – Energy Consumption Outside of the Organization	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
Currently the only energy consumption outside the organization that is recorded is the aviation fuel used to transport our employees to Nunavut and Mexico.										

EN5 – Energy Intensity	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
Energy per tonne processed (GJ/t)	0.86	0.28	0.52	0.55	0.27	0.11	0.76	N/A	N/A	



EN6 – Reduction of Energy Consumption		Estimate of the amount of energy saved over the past year
	Initiative	Amount Reduced/Saved
LaRonde	Reduction of the heat requirement of the mine air intake (in m ³ of natural gas)	1,000,000
Goldex	In the designing phase of the installation of a railveyor to transport ore for the Deep Zone which will use electricity instead of fuel	
Lapa	Automation of the u/g ventilation (2015) (ongoing)	
	Stopped water treatment for ammonia in December 2015. Over the next winter period (December 2015 to March 2016) this will save over 250,000m ³ of natural gas	64,000m ³ of natural gas in December
	Stoppage of water treatment will also reduce electricity use as 4 motors have stopped	
Kittila	District heating system was built to utilize the waste heat of the mill. Number of different operations have been connected to the district heating system, but no major energy savings were achieved last year.	
Pinos Altos	Replacement of fluorescent lamps with LED lamps in offices (kWh)	1,332 kWh
	Improvements for diesel consumption of 777 trucks	336,900 L of diesel
La India	Electricity power line saved diesel fuel consumption	139,723 L of diesel
	Fuel additive that saved diesel fuel consumption	56,385 L of diesel
Meadowbank	Generator efficiency improvement with new operation matrix at the Power House	
	Replace electrical heaters by glycol heaters	Estimated \$500K in savings costs
	Replace fuel heaters (frost fitter) by glycol heaters	
	Install an automatic system to follow our fuel consumption "fuel tracking system", (not completed yet)	
Meliadine	New generator and heat recovery for the portal area – 2 work places (kW)	350,400 kW
	Reduce size of the heater in the STP (35 to 15) (kW)	105,120 kW

EN7 – Reductions in Energy Requirements of Products and Services

We are not currently requesting data from our suppliers on their energy consumption to produce the goods that are used at the mine. Our contractors are subjected to the same energy management as our employees at the mine. In 2015, we have adopted a code of conduct for our suppliers, where they are asked to actively manage any environmental risks due to their activities. This is taken to include emissions from energy use.


Aspect: Water

EN8 – Total Water withdrawal by source	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration (Eastern Canada)	Total
1) Total amount of fresh water pumped by AEM from a lake, river, stream, wetland and used at this minesite (m ³)	1,009,134	1,139,875	254,951	1,381,693	–	–	811,806	11,960	34,538	4,643,957
2) Total amount of groundwater (well water) pumped by AEM at this minesite (m ³)	4,326	–	2,276	54,059	702,492	238,665	–	–	–	1,001,818
3) Total amount of rain water (and snowmelt) collected directly, stored and used by AEM at this minesite (m ³)	–	–	–	–	931,129	17,816	–	–	–	948,945
4) Total amount of municipal water (water taken from a town system) used by AEM at this minesite (m ³)	–	3,046	–	–	–	–	–	–	–	3,046
(1+2+3+4) Total volume of all fresh water used for all mine uses (m ³)	1,013,460	1,142,921	257,227	1,435,752	1,633,621	256,481	811,806	11,960	34,538	6,597,767



EN9 – Water Sources Significantly affected by withdrawal of water	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration (Eastern Canada)
Where does the mine get its fresh water (name of lake, river, stream or groundwater)	Lac Chassignole	Thompson River	Héva River	River Seurujoki	Victoria, Pozo 1, Pozo 2, Pozo 4, Pozo 7, El Trigo, Pozo 2 (CM)	La Chipriona (Pozo Noria), Pozo Campamento	Third Portage Lake	A8 (Pump Lake)	Whale Lake and proximal lakes and ponds
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	1,435,200	Many water sources used
If a river or stream, what is the average Flow in cubic metres per second	–	6,200	0.25	2.69	N/A	N/A	N/A	N/A	No
Is the source designated as a protected area (nationally and/or internationally)	–	No	No	No	N/A	N/A	No	–	No
Is the water source recognized by professionals to be particularly sensitive (due to size, function, status as a rare, threatened or endangered species habitat)	No	No	No	No	No	No	No	No	No
Number of protected species in the water body	No	No	–	–	No	No	–	No	N/A
Is the water body a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area	No	No	No	No	No	No	No	No	No
Does the withdrawal account for an average of 5% or more of the annual average volume of the water body	No	No	No	No	No	No	No	No	No
Is the water source identified as having high value or importance to local communities and indigenous peoples	Yes	Yes	No	No	No	No	No	No	No
Is the water source identified as having high biodiversity value (such as species diversity and endemism)	Yes	No	No	No	No	No	No	No	No
Based on the above is the water source significantly affected by the withdrawal	No	No	No	No	No	No	No	No	No

EN10 – Percentage and total volume of water recycled and reused	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Total volume of water recycled & reused at this minesite (cubic metres)	3,878,245	2,647,623	128,911	3,895,276	140,548	21,159	2,738,870	–	–	13,450,632
Percent recycle/re-use	79%	70%	34%	73%	8%	8%	77%	–*	–**	67%

* Our exploration drills recycle water.

** Underground drilling is recycling water. The quantities change depending on the number of drills on site.



Aspect: Biodiversity

EN 11 – Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
At this mine site is there any mine land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity values outside protected areas	No	No	No	No	Yes	No	No	No	N/A
If yes, how many hectares of mine land is involved?					758				

Notes: Mascota and Pinos Altos mines are close but are considered outside the protected areas (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	La India	Meadowbank	Meliadine	Exploration*
At this mine site is the mine having any significant impact on biodiversity?	No	No	No	No	No	No	No	No	N/A

Notes: 1) 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 at site to replace sensitive vegetation and tree species so that this impact can be reversed during mine reclamation.

* Our exploration activities have a small footprint, are of a temporary nature and care is taken to return the site as it was found originally.

MM1 – Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Total
Total land area in hectares owned or leased that makes up the mine site	785	517	70	1,147	7,754	3,574	2,451	324	16,622
Total of this land area that is physically disturbed by mine activity (Ha)	706	330	12	1,147	507	311	2,451	52	5,516
Total of this land that has been reclaimed (Ha)	0	0	0	0	0	0	0	0	–



EN 13 – Habitats protected or restored	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
At this mine site was there any mine impacted land restored in 2015? If yes, please describe the restoration completed and the amount (Ha) of land restored	No	No	No	No	No	No	No	No	No
If restored: was 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 where the organization has overseen and implemented restoration or protection measures									

Notes: 1) AEM contributes to a restoration fund for abandoned drill sites

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	La India	Meadowbank	Exploration
Are there any lands on the mine site where a biodiversity management plan is required?	No	No	No	No	No	No	No	No
Does a biodiversity plan exist for these sites?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

EN14 – 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	La India	Meadowbank	Meliadine	Exploration
	None	None	None	None	None	None	None	None	None

Aspect: Emissions, Effluents and Waste

EN15 – Direct Greenhouse Gas (GHG) Emissions (Scope 1)	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Total direct GHG emissions	28,651	11,272	7,891	8,235	51,896	39,399	189,847	337,190

EN16 – Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Total indirect GHG emissions	3,661	1,228	466	11,939	52,987	–	–	70,281
Total GHG emissions	32,312	12,500	8,356	20,174	104,883	39,399	189,847	407,470.31



EN17 – Other Relevant Indirect Greenhouse Gas (GHG) Emissions by Weight (Scope 3)

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 through providing bus transportation to and from the mine site at no cost to the employees to minimize personal use of individual cars.

EN 18 – Greenhouse Gas (GHG) Emissions Intensity	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
GHG intensity ¹	0.014	0.005	0.014	0.014	0.025	0.007	0.046	0.020

1) Tonnes of CO₂ equivalent per tonne of ore processed = (Scope 1 emissions + Scope 2 emissions)/tonnes of ore processed

EN19 – Reduction of Greenhouse Gases (GHG) Emissions	Initiative	Saving/Reductions
LaRonde	Reduction in the heat requirement of the mine air intake.	1878 tonnes of CO ₂ e/year
Goldex	Underground ventilation controlled by sectors.	
Lapa	The ammonia water treatment plan was removed from service.	Over 500t of GHG emission reductions
Kittila	District heating system was built to utilize the waste heat of the mill. Number of different operations has been connected to the district heating system, which will reduce the use of fuel oil and therefore reduce the amount of CO ₂ emissions. But no major emission reductions have been achieved yet.	
Pinos Altos	Replacement of fluorescent lamps with LED lamps in offices.	LED Lamps=0.66 CO ₂ e
	Improvements for diesel consumption of 777 trucks.	Diesel=900.85 CO ₂ e
Meadowbank	2015 There are no non–energy GHG emission sources that have been identified through the last TSM audit process so the initiatives mentioned above apply here as GHG emissions reduction initiatives (line 61).	
Meliadine	Heat recuperation from new generator to heat two workplace – saving an approximate 350,400.00 kW of electrical demand = (242 mT greenhouse gas); Reduce size of the heater in the STP to reduce electrical need, leading to optimization of the generator electricity for heat source demanding 105,120.00 kW less for the year = (72.5 mT greenhouse gas).	
	All of the energy related reduction initiatives are also contributing to a reduction of Greenhouse Gas emissions.	

EN20 – Emissions of Ozone Depleting Substances (ODS)	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Meadowbank	Exploration	Total
Ozone–depleting substances emitted in 2015	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

EN21 – NO _x , SO _x , and other significant air emissions	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
Estimated SO _x Emissions from Fuel (tonnes in 2015)	27	15	9	15	96	86	359	N/A	607
Estimated NO _x Emissions from Fuel (tonnes in 2015)	425	226	132	229	1,469	1,128	5,472	N/A	9,081



EN22 – Total water discharge by quality and destination	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
a) Volume of final effluent discharged to the receiving environment at this mine site (m ³)	3,270,455	481,432	291,117	4,514,379	25,979	–	Vault Attenuation Pond: 1,065,433 East Dike Discharge: 162,734	–	31,479	9,843,008
What type of effluent treatment is used at this mine	Chemical + Biological	–	–	Neutralization and Sedimentation	Activated Sludge	Activated Sludge	Actiflow for TSS for Vault Discharge. No treatment for East Dike Discharge	–	Recirculated drilling water	
b) Volume of sewage (black & grey water) discharged by the mine into a municipal sewage treatment system (m ³)	–	–	–	675	–	–	–	–	–	
c) Volume of sewage (black & grey water) treated at the mine and discharged (m ³) to the receiving environment	18,828	7,300	2,276	10,624	–	–	–	5,891	3,059	
d) What type of sewage treatment system is used at this mine site	Bionest and treatment ponds	Septic field+UV treatment	Septic tank followed by a biological treatment (Bionest)	Biological	Activated Sludge	Activated Sludge	Biological	Bio Disk	Bionest systems with UV disinfection	



EN23 – Total weight of waste by type and disposal method	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
Total Domestic Waste Generated (tonnes)	324	115	111	1,793	459	137	11,295	N/A	N/A	14,234
Percentage of waste recycled	84%	83%	83%	45%	90%	51%	17%	N/A	N/A	65%
Waste sent to Recycling at this mine site										
Paper and Cardboard (tonnes)	63	24	10	4	7	10	0	0	0	117
Plastics (tonnes)	0	0	1	–	0	1	0	23	0	25
Metals (tonnes)	1,020	863	121	656	652	225	1,449	70	0	5,056
Wood (tonnes)	337	126	42	302	33	122	0	23	0	986
Used Oil sent off site for treatment/disposal or used on-site as fuel (litres)	290,207	69,630	38,612	53,290	331,165	57,404	400	25	0	840,733
Waste Stored or disposed of on-site										
Contaminated soil stored on-site in 2015 (tonnes)	0	–	0	–	559	242	5,174	244	40	6,260
Contaminated soil treated on-site at a landfarm (tonnes)	0	–	0	–	0	0	5,174	0	0	5,174
Domestic waste (garbage) sent to an on-site landfill (tonnes)	0	–	0	–	505	66	8,516	0	0	9,088
Domestic waste (garbage) sent to an on-site incinerator (tonnes)	0	–	0	–	0	0	545	131	20	696
Waste Stored or disposed of off-site										
Domestic waste (garbage) sent to an off-site landfill (town landfill) (tonnes)	324	205	111	819	0	0	0	0	0	1,459
Contaminated soil shipped off-site for treatment (tonnes)	59	0	0	99	120	23	0	0	0	302
Hazardous waste shipped by the mine to an off-site disposal facility (tonnes)	256	40	105	223	559	242	289	123	0	1,838



MM3 – Total material mined, both hazardous and non hazardous	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Total
Overburden Mined (tonnes)	–	–	–	176,600	–	–	4,276	–	180,876
Tonnes of ore loaded onto heap leach pad ₁	–	–	–	–	2,367,771	5,371,419	–	–	7,739,190
Waste Rock Mined (total) (tonnes)	788,301	283,737	64,886	1,240,418	15,944,609	5,803,686	32,583,433	157,791	56,866,861
Waste rock returned underground as backfill or in the pit (tonnes)	393,334	–	127,878	594,362	490,149	–	3,698,782	–	5,304,505
Waste rock used in tailings dam construction (tonnes)	323,507	–	96,289	488,333	212,487	–	733,044	–	1,853,660
Waste rock used in other construction (tonnes)	–	218,156	–	668,657	94,147	–	1,621,359	59,288	2,661,607
Waste rock placed on surface waste rock piles (tonnes)	71,460	60,000	(159,472)	627,719	15,147,826	–	26,556,358	28,800	42,332,690
Mill Tailings (Total) (produced at mine)	2,343,298	2,270,473	550,925	1,438,586	1,993,749	–	4,032,852	N/A	12,629,883
Mill tailings returned underground as backfill (tonnes)	610,601	1,112,503	–	252,255	490,149	N/A	N/A	–	2,465,508
% of Tailings returned underground as backfill	26%	49%	–	18%	25%	N/A	N/A	–	19%
Mill tailings placed in surface tailings containment (tonnes)	1,732,697	1,152,638	550,925	1,186,331	1,503,600	–	4,032,852	–	10,159,043
Portion of total amounts of overburden, rock, tailings, and sludges presenting potential hazards									
Overburden Mined (tonnes)	–	–	–	–	–	–	–	–	–
Waste Rock Mined (total) (tonnes)	788,301	–	–	570,592	–	5,371,420	8,352,575	157,791	15,240,679
Waste rock returned underground as backfill or in the pit (tonnes)	393,334	–	–	273,407	–	5,803,686	923,744	–	7,394,171
Waste rock used in tailings dam construction (tonnes)	323,507	–	–	263,093	–	N/A	481,175	–	1,067,775
Waste rock used in other construction (tonnes)	–	–	–	152,086	–	–	306,527	59,288	517,901
Waste rock placed on surface waste rock piles (tonnes)	71,460	–	–	265,935	–	–	6,642,678	28,800	7,008,873
Mill Tailings (Total) (produced at mine)	2,283,622	–	–	1,438,586	N/A	N/A	4,032,852	–	7,755,060
Mill tailings returned underground as backfill (tonnes)	610,601	–	–	252,255	N/A	N/A	N/A	–	862,856
Mill tailings placed in surface tailings containment (tonnes)	1,673,021	–	–	1,186,331	N/A	N/A	4,032,852	–	6,892,204



EN24 – Total number and volume of significant spills	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
All Spills	19	11	10	138	9	3	168	45	7	410
Number of spills inside the mine site boundary	18	11	10	138	9	3	159	42		390
Total volume of spills inside the mine site boundary (litres)	21,699	895	47	5,925	10,100	2,040	16,518	964		154,335
Average volume of spills inside the mine site boundary (litres)	1,142	75	4	395	1,442	510	104	239		4,374
Number of spills outside the mine site boundary	1	–	–	–	–	–	9	3		13
Total volume of spills outside the mine site boundary (litres)	25	–	–	–	–	–	433	20		478
Average volume of spills outside the mine site boundary (litres)	25	–	–	–	–	–	48	15		88
Spills 100–1,000 Litres										
Number of spills inside the mine site boundary	6	2	–	15	3	–	17	1		44
Total volume of spills inside the mine site boundary (litres)	1,474	800	–	5,925	800	–	11,645	377		21,021
Average volume of spills inside the mine site boundary (litres)	246	400	–	395	266	–	685	377		2,369
Number of spills outside the mine site boundary	–	–	–	–	–	–	1	–		1
Total volume of spills outside the mine site boundary (litres)	–	–	–	–	–	–	250	–		250
Average volume of spills outside the mine site boundary (litres)	–	–	–	–	–	–	250	–		250
Spills > 1,000 Litres										
Number of spills inside the mine site boundary	2	–	–	5	2	1	2	–		12
Total volume of spills inside the mine site boundary (litres)	20,000	–	–	92,000	9,300	2,000	6,500	–		129,800
Average volume of spills inside the mine site boundary (litres)	10,000	–	–	18,400	4,650	2,000	3,250	–		38,300
Number of spills outside the mine site boundary	–	–	–	–	–	–	–	–		–
Total volume of spills outside the mine site boundary (litres)	–	–	–	–	–	–	–	–		–
Average volume of spills outside the mine site boundary (litres)	–	–	–	–	–	–	–	–		–



EN25 – 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	La India	Meadowbank	Meliadine	Exploration
Did this mine site ship any hazardous waste outside the country in 2015? – Yes or No	No	No	No	No	No	No	No	No	No
If Yes – what was shipped, to where and how much?	–	–	–	–	–	–	–	–	–

EN26 – Identify size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organization’s discharges of water and runoff	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Where does the mine discharge its final effluent (name of lake, river, stream or wet land)	Dormenan Creek	No Name Stream	Wet Land	Through a wetland to a river Seurujoki	LA Bateria Stream	N/A	Vault into Wally Lake; East Dike Seepage into Second Portage Lake	N/A	N/A
If a lake what is the size of the lake in cubic metres	N/A	N/A	N/A	N/A	N/A	N/A	Wally Lake: 27,900,000 Second Portage Lake: 39,700,000	N/A	N/A
If a river or stream what is the average Flow in cubic metres per second	2.00	N/A	N/A	2.69	N/A	N/A	N/A	N/A	N/A
Is the receiving water body designated as a protected area (nationally and/or internationally)	No	N/A	No	No	No	No	No	N/A	N/A
Is the receiving water body recognized by professionals to be particularly sensitive (due to size, function, status as a rare, threatened or endangered species habitat)	No	No	No	No	No	No	No	N/A	N/A
Number of protected species in the water body	None	None	None	None	None	None	None	N/A	N/A
Is the water body a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area	No	No	No	No	No	No	No	N/A	N/A
Does the amount of effluent discharged into this water body account for an average of 5% or more of the annual average volume of the water body	Yes	No	N/A	Yes	No	No	Vault Discharge: No East Dike Discharge: No	N/A	N/A
Based on the above is the water body significantly affected by the discharge	Yes	No	No	No	No	No	No	N/A	N/A



EN27 – Extent of Impact Mitigation of Environmental Impacts of Products and Services

As a member of the world gold council, Agnico Eagle mines is committed to ensuring ethical gold use.

EN28 – Percentage of products sold and their packaging materials that are reclaimed by category

The percentage of reclaimed products and their packaging materials for each category of products

How the data for this Indicator has been collected

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The percentage of reclaimed products and their packaging materials for each category of products	N/A	N/A	N/A	N/A	N/A	N/A	N/A
How the data for this Indicator has been collected	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Agnico Eagle gold dore and concentrate is not packaged, therefore this indicator is not applicable in our business case.

Aspect: Compliance

EN29 – Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

Was this mine charged in 2015 for any non-compliance events with environmental laws and regulations – Yes or No

What was the total amount of fines or penalties levied against the mine in 2015 for non-compliance with environmental laws and regulations (USD\$)

Were there any actions taken against this mine in 2015 for non-compliance events with environmental laws and regulations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Was this mine charged in 2015 for any non-compliance events with environmental laws and regulations – Yes or No	No	No	No	No	No	Yes	
What was the total amount of fines or penalties levied against the mine in 2015 for non-compliance with environmental laws and regulations (USD\$)	–	–	–	–	–	–	
Were there any actions taken against this mine in 2015 for non-compliance events with environmental laws and regulations	No	No	No	No	No	No	

EN30 – 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 Cyanide Management Code, for the Manufacture, Transport, and Use of Cyanide In the Production of Gold.

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.



EN31 – Total Environmental Protection Expenditures and investments by type	LaRonde (CAD)	Goldex (CAD)	Lapa (CAD)	Kittila (Euros)	Pinos Altos (USD)	La India (USD)	Meadowbank (CAD)	Meliadine (CAD)
How much did this mine spend on environmental protection and management in 2015	12,236,205	309,187	874,912	17,465,376	1,534,482	711,980	19,726,517	2,838,986
Environment management budget	1,486,614	241,124	538,845	2,292,009	427,748	806,828	9,128,528	2,738,359
Environment capital expenditures (Impoundment + infrastructures)	4,955,768	–	–	8,068,959	955,205	143,788	10,397,989	–
How much did this mine spend on waste disposal, water treatment and remediation in 2015	5,793,823	68,063	–	7,104,409	151,528	64,754	200,000	100,627

EN32 – Percentage of new suppliers that were screened using environmental criteria

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which environmental criteria is explicitly covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

EN33 – Significant actual and potential negative environmental impacts in the supply chain and actions taken

In 2015, we have adopted a code of conduct for our suppliers, where they are asked to actively manage any environmental risks due to their activities.

EN34 – Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms

LaRonde	None
Goldex	None
Lapa	None
Kittila	Formal grievance mechanism was implemented 03/2015. It was registered 4 grievances in 2015: 1) Reindeer herders are worried about the mine expansion (esp. Kuotko satellite) and its effects on reindeer herding; 2) Because of NP3 leakage local people are worried about fishing in the river Seurujoki; 3) Continuous exceedings of mine drainage water discharge limits (in several months), reminded by the Supervision Authority; 4) The local nature conservation association is worried about the possibility of bats in UG mine.
Pinos Altos	None
La India	None
Meadowbank	None
Meliadine	None
Exploration	None



GRI Labour Practices and Decent Work Performance Indicators

LA1 – Total number and rate of employee turnover by age group, gender and region	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	Total
Total number of AEM employees leaving employment at this mine in all of 2015	17	71	37	21	133	76	100	5	14	474
Female	–	34	1	3	24	20	23	–	3	108
Male	17	37	36	18	109	56	77	5	11	366
< 30 years old	4	68	1	1	60	29	42	2	2	
30 to 50 years old	11	2	27	12	59	43	44	2	10	
> 50 years old	2	1	9	8	14	4	14	1	2	
Number who are local employees (economic region in which the mine is located)	17	61	37	4	67	17	73	4	3 Nunavut/ 11 Quebec	

Notes:

- 1) At Meadowbank Mine we have a relatively high turnover rate amongst our employees coming from the local region around the mine. These are employees entering the workforce 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.
- 2) 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 between the mines in the area.



LA2 – Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Are following benefits offered to AEM Full-Time Employees – Yes or No									
Life insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	YES but variable for certain site
Health Care (additional to Government Provided Health Care)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Disability/Invalidity coverage	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	YES but variable for certain site
Maternity/Paternity Leave	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	Yes
Retirement Provision	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	Yes
Stock Ownership	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	YES but variable for certain site
Are following benefits offered to AEM Temporary Employees – Yes or No									
Life insurance	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits	Yes	Yes	Yes	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits
Health Care (additional to Government Provided Health Care)	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits	Yes	Yes	Yes	Yes temp with benefits	Yes temp with benefits	Yes
Disability/Invalidity coverage	No	No	No	Yes	Provided by government	Provided by government	No	No	No
Maternity/Paternity Leave	Yes as permitted by law	Yes as permitted by law	Yes as permitted by law	Yes	Provided by government	Provided by government	Yes as permitted by law	Yes as permitted by law	Yes
Retirement Provision	According to the legal minimum and the terms of the employment contract	According to the legal minimum and the terms of the employment contract	According to the legal minimum and the terms of the employment contract	Yes	Provided by government	Provided by government	According to the legal minimum and the terms of the employment contract	According to the legal minimum and the terms of the employment contract	No
Stock Ownership	No	No	No	No	No	No	No	No	No
Are following benefits offered to AEM Part-Time Employees – Yes or No									
Life insurance	No	No	No	Yes	Yes	Yes	No	No	No
Health Care	No	No	No	Yes	Yes	Yes	No	No	No
Disability/Invalidity coverage	No	No	No	Yes	Provided by government	Provided by government	No	No	No
Maternity/Paternity Leave	Yes as permitted by law	Yes as permitted by law	Yes as permitted by law	Yes	Provided by government	Provided by government	Yes as permitted by law	Yes as permitted by law	Yes
Retirement Provision	No	No	No	Yes	Provided by government	Provided by government	No	No	No



LA2 – Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Stock Ownership	No	No	No	No	No	No	No	No	No

*Significant Locations are defined as minesites that are currently in operation

LA3 – Return to Work and Retention Rates after Parental leave, by gender	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Total number of employees entitled to parental leave	100%	100%	100%	100%	100%	100%	100%	100%
Total number of employees that took parental leave	50	9	12	50	89	30	89	329
Female	4	1	2	6	83	25	37	158
Male	46	8	10	44	6	5	52	171
Total number of employees who returned to work after parental leave ended	50	9	12	44	88	29	85	317
Female	4	1	2	–	83	25	33	148
Male	46	8	10	44	5	4	52	169
Return to work rate of employees who took parental leave (C/B)								96%
Female	100%	100%	100%	0%	100%	100%	89%	94%
Male	100%	100%	100%	100%	83%	80%	100%	99%

LA4 – Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
At this mine site typically how many weeks notice would be given to employees prior to a significant operational change that could substantially affect them?	4 weeks	3-5 weeks	43 weeks	2 weeks	3-5 weeks	3-5 weeks	4 weeks or based on seniority years	4 weeks or based on seniority years	2-4 weeks

MM4 – Number of strikes and lock-outs exceeding one week's duration, by country	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Total number of strikes and lock-outs that exceeded one week's duration during the reporting period, by country	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil



LA5 – 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	La India	Meadowbank	Meliadine	Exploration	
Does this mine have a formal Health & Safety Committee with labour and management representation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
What proportion of the workforce is represented on this committee?										
None										
Up to 25%										
Between 25 and 50%										
Between 50 and 75%									x	
Over 75%										
100%	x	x	x	x	x	x	x	x	x	

LA6 – Type of Injury and Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender	LaRonde	Goldex	Lapa	Kittila	Pinos Altos + Mascota	La India	Meadowbank	Meliadine	Exploration	TOTAL
Person-Hours worked	2,263,535	876,552	601,755	1,517,896	4,142,455	1,512,351	2,123,253	402,666	1,104,016	14,995,802*
Number of fatalities in 2015	–	–	–	–	–	–	–	–	–	–
Lost-Time Accidents	7	3	2	8	4	–	–	–	8	33
Light Duty Assignments Restricted Work	5	10	8	4	13	1	6	2	10	59
Days Lost (LTA)	653	248	252	134	316	–	–	–	7	1,610
Days Lost (LDA)	114	43	430	20	318	17	261	5	127	1,335
Medical Aid incident	17	13	17	12	30	19	21	8	4	141
First Aid	252	29	52	6	49	26	118	61	18	611
Reported	272	163	87	23	1	–	119	19	11	695
Incident	244	105	53	254	19	7	381	74	–	1,137
Total	797	323	219	307	116	53	645	164	–	2,624
Frequency (LTA)	0.62	0.68	0.66	1.05	0.19	0.00	0.00	0.00	1.45	0.44
Frequency (Combined) Lost time and restricted work	1.06	2.97	3.32	1.58	0.82	0.13	0.57	0.99	3.26	1.23

The global LTA and Combined frequency numbers are calculated with the total number of hours worked across the company including corporate and administration man hours not shown here.

These statistics include both AEM employees and contractors. Contractors that work at our sites are subjected to the same Health and Safety rules and procedures as AEM employees, including accident reporting and investigation. They are also subjected to health and safety induction.

* Total Person hours worked includes Regional (194,589 person-hours worked) & Corporate (256,464 person-hours worked)



LA7 – Workers with high incidence or high risk of disease related to their occupation	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Are there workers who are involved in occupational activities who have high incidence or high risk or specific disease	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
In 2015, did the mine provide training to assist workforce members prevent/manage serious disease – Yes or No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
Was this training given to:									
Employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	–
Employees' families	No	No	No	No	Yes	Yes	No	N/A	–
Other members of the community	No	No	No	No	Yes	Yes	No	N/A	–

LA8 – Health and safety topics covered in formal agreements with trade unions	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Is Health & Safety covered in any formal agreement with trade unions at this mine in 2015 – Yes or No?	No	No	No	No	Yes	Yes	No	No	No

LA9 – Average hours of training per year per employee by gender and by employee category	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Total
Total person hours devoted to training personnel at the mine in 2015	23,518	7,824	9,624	8,100	67,489	22,533	37,591	1,247	177,926
Male	21,872	7,373	9,528	6,945	60,951	16,333	33,770	1,190	157,962
Female	1,576	451	96	1,155	6,538	6,200	3,821	57	19,894
Average Hours of Training = Total Hours devoted to training/ Total number of employees (in hrs.)	22	19	38	12	45	46	34	4	31
Male	28	28	61	19	55	46	50	38	
Female	28	23	14	21	38	98	27	6	



LA10 – 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	La India	Meadowbank	Meliadine	Exploration	Total
Did the mine offer internal skills training programs at the mine in 2015	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	
Did the mine have any apprenticeship training programs in place in 2015	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	
If Yes – how many apprenticeships were in place in 2015	75	–	13	30	N/A	3	16	–		137
Did the mine offer any programs to help employees prepare for retirement in 2015 – Yes or No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	

LA11 – Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
What percent of all employees at this mine received regular performance and career development reviews in 2015?	100%	100%	30%	98%	95%	100%	30%	74%	100%

LA12 – 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	La India	Meadowbank	Meliadine	Exploration (Eastern Canada)
% of workforce at this mine who are male	93%	92%	96%	86%	86%	80%	80%	78%	72%
% of workforce at this mine who are female	7%	8%	4%	14%	14%	20%	20%	22%	28%
% of workforce at this mine in each of the following age groups (total should be 100%)	100%	100%	100%	100%	100%	100%	100%	100%	100%
< 30 years old	13%	14%	24%	19%	34%	44%	32%	10%	17%
30 to 50 years old	61%	53%	49%	61%	59%	50%	50%	66%	55%
> 50 years old	26%	33%	27%	20%	7%	6%	19%	24%	28%

LA13 – Ratio of basic salary of men to women by employee category	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Ratio: Male basic salary/Female basic salary	1.10	0.98	1.17	1.43	1.29	1.21	1.19	1.23	1.07



LA14 – Percentage of new suppliers that were screened using labour practices criteria

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which labour practice elements are clearly discussed. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

LA15 – Significant actual and potential negative impacts for labour practices in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which labour practice elements are clearly discussed. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

LA16 – Number of grievances about labour practices filed, addressed, and resolved through formal grievance

Total number of grievances about labour practices filed through formal grievance mechanisms

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Total number of grievances about labour practices filed through formal grievance mechanisms	0	0	0	0	0	2	0	0	0



GRI Human Rights Performance Indicators

Aspect: Investment and Procurement Practices

HR1 – Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

In 2015, Agnico Eagle has adopted a Code of Conduct for suppliers, including contractors, that require suppliers to uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. The Code states that suppliers must not employ children below the minimum legal age where the work is performed and in any event, no worker shall be employed who is under the age of 15. Forced labour in any form is also explicitly prohibited by the Code. 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 investments agreements. We will continue to mine only in places where the instances of human rights abuses are low and places of low political risk.

HR2 – Total hours of employee training on human rights policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
Did this mine provide training to its employees in 2015 on human rights policies or cross-cultural awareness training – Yes or No?	No	No	No	No	Yes	No	Yes	Yes
If yes – how many hours of training were provided					360		2,775	55
If yes – approximately what percentage of the workforce received this training					7%		67%	34%

Aspect: Non-discrimination

HR3 – Total number of incidents of discrimination and corrective actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
In 2015, at this mine site were there any formal complaints of discrimination or harassment submitted by employees or contract employee – Yes or No?	No	No	No	No	No	No	Yes	No
If Yes – was the incident investigated and what was the outcome							Investigated and settled	
How many incidents were investigated? (please list outcome)							2	

Notes: 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

HR4 – 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	La India	Meadowbank	Meliadine	Exploration
	Not at risk								

Notes: 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 actions plans have been required by the company.

Aspect: Child Labour

HR5 – 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	La India	Meadowbank	Meliadine	Exploration
	Not at risk								

Aspect: Forced and Compulsory Labour

HR6 – Operations identified as having significant risk for incidents of forced labour or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
	Not at risk								

Aspect: Security Practices

HR7 – 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	La India	Meadowbank	Meliadine	Exploration
At this mine what % of the mine's security personnel have received training in human rights policies, cross-cultural awareness?	0%	0%	0%	0%	98%	100%	50%	0%	0%



MMS – 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	La India	Meadowbank	Meliadine	Exploration
Operation adjacent or on Indigenous People's Territory	No	No	No	No	No	No	Yes	Yes	Yes
Formal Agreements in Place	No	No	No	No	No	No	Yes	Yes	Yes

Notes:

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

2) 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 Benefits Agreement, a Water Compensation Agreement, a Commercial Land Lease and a Production Agreement that includes payment of royalties to the Inuit.

Aspect: Indigenous Rights

HR8 – Total number of incidents of violations involving rights of Indigenous People and actions taken	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
In 2015 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	No	No
If Yes – what actions were taken	–	–	–	–	–	–	–	–	–

Aspect: Assessment

HR9 – Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Canada	Mexico	Finland
Total number of operations by country	–	–	–
Percentage of operations by country	–	–	–

HR10 – Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken
In 2015, Agnico Eagle has adopted a Code of Conduct for suppliers, including contractors, that require suppliers to uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. The Code states that suppliers must not employ children below the minimum legal age where the work is performed and in any event, no worker shall be employed who is under the age of 15. Forced labour in any form is also explicitly prohibited by the Code.



HR11 – Significant actual and potential negative human rights impacts in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which human rights is explicitly covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

Aspect: Human Rights Grievance Mechanisms

HR12 – Number of Grievance about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
Total number of grievances about human rights filed through formal grievance mechanisms during the reporting year	0	0	0	0	0	0	0	0

GRI Society Performance Indicators

Aspect: Local Communities

SO1 – Percentage of operations with implemented local community engagement, impact assessments and development programs

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 thru 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 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	La India	Meadowbank	Meliadine	Exploration
	None	None	None	None	None	None	None	None	None



SO2 – Operations with significant actual and potential negative impacts on local communities	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Is there a significant actual or potential negative impact on local communities near the site	None	None	None	None	None	None	None	None	None
If yes, comment									

Aspect: Anti-Corruption

SO3 – Total number and percentage of operations assessed for risk related to corruption and the significant risks identified	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Total %

In 2015, we initiated a company-wide Fraud Risk Assessment for AEM. The risk assessment was based on a survey that was provided to individuals across many levels and at all the divisions as well as head office. The survey consisted of scenarios, based on input from external consultants, which were then assessed in terms of their likelihood, the impact (financial and in terms of reputation) and the inherent risk. These scenarios were then mapped to the relevant controls we have in place to determine the extent of the remaining risk. Follow-up interviews have been conducted and will continue into 2016 to finalize the results of the survey. In addition, in 2015 we initiated a series of steps to enhance our approach to Anti-Corruption / Anti-Bribery to complement the existing policies and further develop our internal program. The rollout will continue into 2016, targeting the areas we feel have the highest risk.

MM7 – The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
	None Required in 2015							

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	La India	Meadowbank	Meliadine	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	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	N/A	N/A



MM9 – 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	La India	Meadowbank	Meliadine	Exploration
Number of households involved in any resettlement program	None	None	None	None	None	None	None	None	None
Number of individuals impacted directly by resettlement or an informed estimate can also be reported	None	None	None	None	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	None	None	None	None	None	None	None	None
Significant disputes related to resettlement and the processes employed to resolve outstanding issue	None	None	None	None	None	None	None	None	None

MM10 – Number and percentage of operations with closure plans	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Does this mine site have a completed Closure & Reclamation Plan?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
Has it been submitted to the regulatory authorities for approval?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
Has the Plan been formally approved by the regulatory authority?	Yes	Yes	Yes	Yes	Yes	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	La India	Meadowbank	Meliadine	Exploration
In 2015 were there any formal grievances submitted to the mine by local communities? – Yes or No	No	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	La India	Meadowbank	Meliadine	Exploration
Were there any incidents affecting employees, communities or the environment that occurred at this mine in 2015 where the mine's emergency preparedness procedures were activated – Yes or No?	No	No	No	Yes	No	No	No	No	No

SO4 – Communication and training on anti-corruption policies and procedures	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Communication on anti-corruption: % of governance body members	100%	100%	100%	100%	100%	100%	100%	100%	100%
Communication on anti-corruption: % of employees	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training on anti-corruption: % of governance body members	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training on anti-corruption: % of employees	100%	100%	100%	100%	100%	100%	100%	100%	100%

Notes:
 1) All staff (salaried) employees receive training on the companies 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.

SO5 – Confirmed incidents of corruption and actions taken	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
	None Required in 2015								

Aspect: Public Policy

SO6 – Total Value of political contributions by country and recipient/beneficiary	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Did the mine make any financial or in-kind contributions to political parties, politicians, or related institutions in 2015	None	None	None	None	None	None	None	None	None



Aspect: Anti-Competitive Behaviour

SO7 – Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
	None	None	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	La India	Meadowbank	Meliadine	Exploration
	None	None	None	None	None	None	None	None	None

Aspect: Supplier Assessment for Impact on Society

SO9 – Percentage of new suppliers that were screened using criteria for impact on society
Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which elements of impacts on society are covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

SO10 – Significant actual and potential negative impacts on society in the supply chain and actions taken
Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which elements of impacts on society are covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

Aspect: Grievance Mechanisms for Impacts on Society

SO11 – Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Number of grievances about impacts on society filed through formal grievance mechanism during reporting year	0	0	0	0	0	0	0	0	0



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 uphold themselves to the same standards as AEM does (As outlined in the Code of Conduct and Business Ethics and the Code of Sustainable Conduct once it is an official AEM policy.)

Aspect – Customer Health & Safety

PR1 – Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

AEM has not reported directly on this GRI indicator for the following reasons:

- 1) AEM is primarily a gold producer and does not directly market its product and/or services to the final consumer. Our gold is typically sold to a third party such as a financial institution or brokerage who then sell 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,
- 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	La India	Meadowbank	Meliadine	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	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	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	None	None



Aspect – Product and Service Labelling

PR3 – Type of product and service information required by the organization’s procedures for product and service information and labelling, and percentage of significant product and service categories 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. Most of our production is in the form of dore bullions which are shipped to a refiner. The LaRonde mine produces concentrates containing gold which are shipped to a smelter. From time to time we also ship by-products (slag and carbon) containing gold to be processed outside our facilities. All these are shipped with appropriate content information. The concentrates, slag and carbon shipped in Canada are accompanied by a Material Safety Data Sheet (MSDS) with detailed chemical analysis of contents. We do not market a final consumer product and thus final labelling requirements are not relevant. We do provide information to the refiner or smelter receiving our products on their contents and make up.

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	La India	Meadowbank	Meliadine	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	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	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	None	None

PR5 – Results of surveys measuring customer satisfaction.

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	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	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	N/A	N/A



Aspect –Marketing Communications

PR6 – Sale of banned or disrupted products

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	La India	Meadowbank	Meliadine	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	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	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	None	None

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	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	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	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	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.

Nil – AEM was not charged or fined at any of its six operating mines in 2015 for non-compliance with laws and regulations concerning the provision and use of its products or services.