



ACCESSIBILITY POLICY

Intent

This policy is intended to meet the requirements of the *Integrated Accessibility Standards, Ontario Regulation 191/11* (“IASD”) set forth under the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”).

Kirkland Lake Gold Ltd. (“KL Gold” or the “Company”) will strive to follow the principles of dignity, independence, integration and equal opportunity.

Scope

This policy applies to every person who deals with members of the public or their agents on behalf of KL Gold, whether the person is an employee, officer, director, agent, volunteer or otherwise (“representatives”).

Responsibilities

The Executive Vice-President, Corporate Affairs will have overall responsibility for this policy.

The Director of Human Resources will administer this policy.

All employees who deal with members of the public or other third parties on behalf of KL Gold will be responsible for ensuring adherence to this policy.

Statement of Commitment

KL Gold will, in accordance with the AODA, create and maintain an accessible environment for third parties and will provide accommodation where required. The Company will prevent and remove barriers to accessibility for all third parties, including people with disabilities, and will meet the requirements under the AODA in a timely fashion.

KL Gold will provide services, programs, goods and facilities to persons with disabilities in a manner that:

- Is free from discrimination;
- Seeks to provide integrated services;
- Is in an accessible format; and
- Takes into consideration a person’s disability.

KL Gold relies on all of its employees, directors, volunteers, consultants, contractors and guests to assist with maximizing accessibility within the Company by:

- Identifying potential barriers and proposing ways to remove them;
- Participating in training;
- Learning how to interact with persons with disabilities, including those who require the use of a support person or service animal;
- Learning how to use existing accessibility devices; and
- Advising the Company when they require either temporary or permanent assistance with their accessibility needs.

Policy

This Policy has been prepared to articulate what people may expect from KL Gold in complying with the requirements of the AODA. KL Gold believes that, whether a person's disability is apparent or not, everyone should be treated with courtesy, made to feel welcome, and have their needs respected whenever they are interacting with the Company. KL Gold expects its representatives to interact with individuals with disabilities in a way that allows those individuals to experience dignity, integration, independence and equal opportunity.

Assistive Devices

Assistive devices, such as wheelchairs, are permitted at all Company locations that are open to the public, subject to any limitations under other laws. KL Gold will ensure that appropriate employees are trained or familiar with commonly used assistive devices. KL Gold may require advance notice where a person using an assistive device wishes to attend at a Company location, in order to accommodate the use of such assistive device appropriately.

Access Granted to Service Animals

Persons with disabilities may bring their service animals into the areas of the Company's premises that are open to the public. Service animals are also permitted in any residences provided by the Company. KL Gold will ensure that all representatives dealing with the public are trained in how to interact with persons with disabilities who are accompanied by a service animal. A service animal may be prohibited from entering certain areas of the premises in accordance with other laws. In these instances, representatives will suggest appropriate alternatives and provide assistance.

Access Granted to Support Persons

Any person with a disability who is accompanied by a support person will be allowed to enter the areas of the Company's locations that are open to the public, subject to any limitations under other laws. Fees will not be charged to support persons who accompany a person with a disability. At no time will a person with a disability who is accompanied by a support person be prevented from having access to the support person while on KL Gold's premises. When support persons are required for meetings sponsored by KL Gold (e.g. sign language interpreters), employees will work to facilitate arrangements for those support persons. All individuals with support persons are requested to inform the Human Resources Department prior to their visit to allow the Company to make the appropriate arrangements to accommodate both individuals.

Communication Process

KL Gold representatives will communicate with persons with disabilities in ways that take into account their individual needs and allow for effective communication. KL Gold will train staff who communicate with members of the public on appropriate interactions and means of communication with persons with various types of disabilities.

Feedback Process

The goal of this Policy is to meet the expectations of individuals with disabilities in their interactions with the Company. Comments regarding how well KL Gold is meeting those expectations are welcome and appreciated. Feedback about this Policy or its implementation may be submitted:

- By telephoning: 416-840-7884

- In person at: Royal Bank Plaza, South Tower
200 Bay Street, Suite 3120
Toronto, Ontario
- By mail to: Kirkland Lake Gold Ltd.
Royal Bank Plaza, South Tower
200 Bay Street, Suite 3120
Toronto, ON M5J 2J1
- Online at: <http://www.klgold.com/contact-us/corporate/default.aspx>
- By email to: info@klgold.com

An Accessibility Feedback Forms is attached to the end of this Policy. All feedback will be directed to the Executive Vice-President, Corporate Affairs and will be reviewed for possible action to improve the services outlined. Where possible, complaints will be addressed immediately, though complaints that are reviewed for action may take longer to address. Individuals who choose to offer feedback can expect acknowledgement of the receipt of feedback within five business days. This acknowledgement will indicate how the matter is being addressed and when the individual might be notified of the outcome. The Company will follow up on any actions arising from the feedback and the timeframe for implementation will be provided as part of the notification of outcome.

Responses to feedback will be delivered in a format that is accessible and responsive to the needs of each individual. The Company will respect the privacy of anyone who offers feedback.

Notice of Temporary Disruptions

KL Gold will provide notice in the event of a planned or unexpected disruption in the facilities or services used by persons with disabilities. This notice will include information about the reason for the disruption, an estimate of how long the disruption is expected to last, and a description of any alternative facilities or services available, where applicable.

The notice will be placed at all public entrances of the facility disrupted. Depending on the nature of the disruption, notice will also be provided in one or more of the following methods:

- email
- outgoing telephone messages
- KL Gold's website: www.klgold.com
- KL Gold's twitter feed: @KirklandLakeGld.

This notice will be provided in accessible formats as required.

Training on Accessibility Standards

KL Gold will provide appropriate training on Accessibility Standards to every representative who deals with members of the public on behalf of the Company. Training will also be provided for every person involved in the development of policies, practices and procedures regarding the provision of goods and services.

Training will occur on an ongoing basis and whenever changes are made to relevant policies, practices and procedures. Training will be provided to each person as soon as practicable after he or she is assigned applicable duties.

Training will include:

- An overview of the AODA and the Accessibility Standards requirements;

- How to communicate and interact with people with disabilities;
- How to interact and assist people with disabilities that require the assistance of a service animal or a support person or use an assistive device;
- What steps to take if a person with a disability is experiencing difficulty accessing Kirkland Lake Gold's goods and services;

Revisions

KL Gold reserves the right, within the parameters of applicable laws, to change the Accessibility Policy from time to time.

Accessibility Feedback Form

Kirkland Lake Gold is committed to providing goods and services in a way that respects the dignity and independence of persons with disabilities. Your feedback will be used to ensure that Kirkland Lake Gold’s policies and procedures continue to meet or exceed the requirements of the Accessibility for Ontarians with Disabilities Act (“AODA”).

Once complete, please submit this form in one of the following ways:

- Email it to info@klgold.com
- fax it to 416 360-2723, or
- mail it to
Human Resources Department
Kirkland Lake Gold Ltd.
Royal Bank Plaza, South Tower
200 Bay Street, Suite 3120
Toronto, ON M5J 2J1

Should you prefer to provide your oral feedback, you may instead speak with a Human Resources Department representative by calling us at 416 840-7884.

Please provide the following information:

1. Kirkland Lake Gold location that you visited or with which you communicated:

- Mine Site: _____
- Other: _____

2. Date of interaction(dd/mm/yyyy): _____

3. Time of interaction: _____ am / pm

4. Was service provided to you in an accessible manner?

- Yes
- No

5. If you answered “No” to question 4, please explain:

6. What could we do to make our goods and services more accessible to you?

7. Would you like to be contacted with an acknowledgement of the receipt of feedback?

Yes

No

8. If you answered "Yes" to question 7, provide you contact information below. Please indicate with a checkmark, the method that you prefer to be contacted.

Name: _____

Address: _____

Phone: _____

Email: _____

The personal information you have provided on this form will be used solely for the purpose of responding to your feedback. Please contact Kirkland Lake Gold's Human Resources Department if you have any questions or concerns about the use and disclosure of your personal information.

Thank you for taking the time to share your feedback with us. All feedback will be directed to the Executive Vice-President, Corporate Affairs. You may expect acknowledgement of the receipt of your feedback within five business days. If applicable, we will also explain how your feedback will be used.