



CANADIAN MALARTIC GP SUSTAINABLE DEVELOPMENT POLICY

Operating in a sustainable manner is an integral part of Canadian Malartic GP's (the "**Partnership**") business strategy. We strive to create value for our shareholders and partners while contributing to the prosperity of our employees and our host communities. We believe that through on-going dialogue with our employees and stakeholders, a commitment to legislative compliance and a strong focus on continuous performance improvement, we will obtain and maintain our social licence to operate and ensure the sustainability of our activities. This sustainable development vision is part of our core values. It is implemented through the application of a management system for health and safety, the environment, as well as for relations with our employees and host communities, and translates into the following commitments:

1. SAFETY AND HEALTH

We are committed to creating and operating a safe and healthy workplace by:

- a) Assessing risk on a regular basis and investigating incidents, when necessary, in order to identify and minimize hazardous conditions and ensure that appropriate controls are in place;
- b) Maintaining adequate control measures, as well as recognizing that injuries, professional illnesses, and fatalities can be prevented and that relevant control measures are the joint responsibility of the Partnership, employees, contractors, and suppliers;
- c) Promoting health and wellness and establishing relevant programs;
- d) Providing appropriate health and safety training to employees and contractors;
- e) Providing adequate resources and appropriate tools so employees can carry out their work safely and efficiently;
- f) Using sound engineering principles in the design and operation of our facilities;
- g) Ensuring that effective occupational health and industrial hygiene programs are in place;
- h) Ensuring that emergency response plans are in place to manage the effects of unforeseen events; and
- i) Performing internal and external safety audits to evaluate performance and establish improvement plans.

2. ENVIRONMENT

We are committed to minimizing the effects of our operations on the environment and maintaining its viability and diversity for future generations by:

- a) Making efficient use of natural resources;
- b) Implementing measures to reduce the footprint of our activities and emissions;
- c) Implementing measures to reduce greenhouse gas emissions and combat climate change, as well as using energy efficiently;
- d) Managing tailings, waste rock and overburden to ensure environmental protection;
- e) Integrating biodiversity conservation and land use planning considerations through all stages of business and production activities;
- f) Assessing risk on a regular basis and investigating incidents, when necessary, in order to reduce potential impacts on the environment;

- g) Performing internal and external environmental audits in order to evaluate performance and establish improvement plans;
- h) Ensuring emergency response plans are in place in order to reduce the impacts of unforeseen events; and
- i) Rehabilitating our mining sites in consultation with the communities to ensure physical and chemical stability and, where possible, through progressive rehabilitation.

3. EMPLOYEES AND COMMUNITIES

We are committed to contributing, socially and economically, to the sustainable development of the communities where we operate and to maintaining fair and respectful relationships with our employees and host communities by:

- a) Fostering an open, transparent and respectful dialogue with employees and host communities;
- b) Providing fair and competitive working conditions and supporting skill development;
- c) Treating our employees and partners fairly and providing equal opportunity at all levels of the organization without bias;
- d) Ensuring that no discriminatory conduct is tolerated in the workplace;
- e) Implementing a fair and non-discriminatory dispute settlement mechanism for our employees and host communities;
- f) Enforcing a drug and alcohol-free workplace;
- g) Building long-term relationships with our host communities;
- h) Contributing to the economic development of our host communities by creating jobs and promoting local purchases;
- i) Contributing to the socio-economic development of our host communities by investing in local community initiatives and in projects contributing to their long-term socio-economic viability;
- j) Upholding fundamental human rights and respecting the cultures, customs and values of all affected by our activities; and
- k) Working jointly with Indigenous people to establish a mutually beneficial, cooperative and productive relationship, based on an approach characterized by effective two-way communication, consultation and partnering.



Christian Provencher
Vice President



Yohann Bouchard
Vice President