

2017 HEALTH, SAFETY AND SUSTAINABILITY REPORT



Youth sports event in Brokopondo, Suriname, sponsored by IAMGOLD.



Marganta Gardens: Women of Essakane generating income through market gardening, an IAMGOLD funded initiative.

2017 HEALTH, SAFETY AND SUSTAINABILITY REPORT

IAMGOLD's 2017 Health, Safety and Sustainability (HSS) priorities and performance are disclosed through our online Global Reporting Initiative (GRI) Index. We have included a message from our President and CEO, Stephen J.J. Letwin, and an update on our 2017–18 Targets and Achievements.

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2017 PRESIDENT'S MESSAGE

2017 was an exciting year of transformation for IAMGOLD as we achieved milestones that ignited major growth in our development projects. With promising prefeasibility results announced for both our Côté and Boto projects, IAMGOLD is well positioned for strong production growth in the near future. In addition to our project pipeline, we are also committed to increasing our investment in renewable energy to ensure a sustainable future. In addition to the 5 MW solar power plant we installed in 2014 at our Rosebel mine, we commissioned a 15 MW hybrid photovoltaic plant in 2017 near our Essakane mine site. Once operational, this will be the largest fuel/solar plant in Africa and one of the largest in the world. This solar plant will help reduce our fuel consumption by 6 million litres and lower our annual CO₂ emissions by around 18,500 tonnes. The project will create 40 new operational jobs and a percentage of the revenue will go towards local development projects. For our Rosebel operations, we are considering other potential investments in renewable energy projects in collaboration with the Surinamese government.

2017 marked a dramatic shift for our Côté Gold project. In addition to the prefeasibility study which yielded positive results and illustrated an economically viable project, IAMGOLD received a positive environmental assessment decision from the provincial government in January 2017 and from the federal government in April 2016. We also announced a partnership with Japanese conglomerate Sumitomo Metal Mining Inc., Ltd. in June 2017, with IAMGOLD retaining 64.75% and Sumitomo 27.75% of the ownership of the project. This joint venture is an important confirmation of the project's economic potential as this is Sumitomo's first investment in Canada in over 50 years. The Prospectors and Developers Association of Canada (PDAC) recognized the joint venture with the Viola R. Macmillan Award, given to an individual or organization demonstrating leadership in management and financing for the exploration and development of mineral resources.

Sadly, we had a fatality to report at our Westwood operations. In February 2017, a worker lost his life at the end of his shift when he got stuck between a scoop tram and a remote platform. 2017 also brought its challenges for the health and safety results. Both Total Recordable Incident (TRI) and Days Away, Restricted or Transferred Duty (DART) rates deteriorated compared to 2016 which was our best performance ever accomplished. We ended 2017 with TRI and DART rates of 1.43 and 0.52, respectively, which represents a significant increase from 2016. Our overall Lost Time Incident (LTI) rate for 2017 was 0.29. At the operational level, Rosebel and Westwood faced the most challenges in regards to their health and safety results. Rosebel increased both its TRI and DART rates by 50% and 44%, respectively, from 2016. Westwood also witnessed an increase in its TRI and DART rates by 24% and 77%, respectively, from 2016. Our Essakane operation was the only one to reduce its TRI and DART rates, by 200% and 69%, respectively. IAMGOLD remains committed to health and safety and will work hard to improve and surpass our previous results.

As an organization, we not only take organizational safety seriously, we also promote health and safety in our host communities. We pledged to fund and conduct a national education campaign in Burkina Faso to promote road safety awareness after we lost a contractor to a road accident last year. In Suriname, we spent \$250,000 US on medical equipment for local clinics and hospitals including the purchase of a mammography machine, the first and only mammography machine of its kind in the country.



Stephen J.J. Letwin
President and Chief Executive
Officer

WE WORKED HARD IN 2017 TO IMPROVE PRODUCTIVITY AND OPTIMIZE PERFORMANCE WHICH WILL ALLOW US TO FOCUS ON EXECUTION FOR 2018. AS IAMGOLD GROWS AND TRANSFORMS, WE WILL REMAIN UNWAVERING IN OUR COMMITMENT TO ACHIEVING ZERO HARM.

IAMGOLD takes a partnership approach to community relations. Through proactive communications, we engage directly with local communities to help us maximize benefits to them. In 2016, we launched the “Eau et croissance économique durable au Sahel” project, otherwise known as the Triangle d’eau project, with the Government of Canada and Cowater. In 2017, that partnership was expanded to include One Drop as both a funding and implementation partner. The goal of the project is to build sanitation infrastructure and provide access to safe water for two communities reaching a million people. The partnership with One Drop will allow us to leverage its expertise on social art interventions to mobilize, raise awareness, and drive behavioural changes around water, sanitation and hygiene. This project is part of our overall plan to support local economic development. One of the ways we do this is by selling leftover scrap metal from the mine at an auction and then using the revenue to fund local businesses. One such project funded through the “Iron Fund” is a peanut butter production unit run by a group of 11 local women. The unit produces high-quality and affordable peanut butter which serves the needs of residents and local businesses. This is one of 34 projects supported through the fund. The Mining Association of Canada (MAC) recognized the value of this program with the TSM Community Engagement Excellence award for 2018.

Other noteworthy initiatives IAMGOLD has undertaken in 2017: We renewed our partnership with the Romeo Dallaire Child Soldiers Initiative by providing an in-kind donation to the organization. We started the Miner’s Lamp Award in 2016 and, in 2017, we raised over \$635,000 towards mental health research. IAMGOLD also committed to an investment renewal for Laurentian University, increasing the initial endowment to \$2 million over five years. This investment will allow Laurentian University to complete its new Engineering Building, establish the IAMGOLD scholarship and bursary for undergraduate and graduate students, and renew two fellowships focused on open pit mining and mechanical engineering. Investing in research and education is one of our core values as it aligns with our commitment to Zero Harm.

IAMGOLD is also a proud sponsor and supporter of a number of organizations including Right to Play and the Saint Elizabeth Foundation for which we raised \$145,000 and \$25,000, respectively, in 2017. We also donated \$5,000 to the Red Door Family Shelter last year.

IAMGOLD continually strives to reach the highest standards in human health and safety and to minimize our impact on the environment, while working cooperatively with our local host communities. We believe mining in a responsible manner and being accountable for our actions are at the core of who we are, and we strive to empower everyone who has a stake in our process to play their part. We worked hard in 2017 to improve productivity and optimize performance which will allow us to focus on execution for 2018. As IAMGOLD grows and transforms, we will remain unwavering in our commitment to achieving Zero Harm.

Sincerely,



Stephen J.J. Letwin
President and Chief Executive Officer

✓ Achieved / Partially achieved ✗ Did not achieve

2017 TARGETS	AT A GLANCE	2017 STATUS
Reduce Total Recordable Incident (TRI)* rate by 10% from 2016 (target of 1.06)	✗	We missed our reduction target with a 2017 TRI rate of 1.43. We have implemented a plan to improve our health and safety performance.
Reduce the rate of incidents resulting in Day Away, Restricted or Transferred Duty (DART)** by 10% from 2015 and 2016 (target of 0.35)	✗	We missed our reduction target with a 2017 DART rate of 0.52. We have implemented a plan to improve our health and safety performance.
Advance use of solar energy in Essakane by commissioning and operationalizing the solar plant	✓	The solar plant in Essakane was commissioned in 2017 and became operational in Q2 2018. It will lower our CO ₂ emissions by around 18,500 tonnes and create 40 new operational jobs. A percentage of the revenue from this project will go towards local development projects.
Initiate the Environmental and Social Impact Assessment (ESIA) in Saramacca in parallel to the closure plan update in Rosebel	✓	Both the ESIA and the Closure Plan update process was initiated in 2017 and completed in 2018.
Commence Environmental Effects Review and start permitting in support of the Côté Gold project in Ontario	✓	IAMGOLD has commenced the Environmental Effects Review (EER) and other permitting applications and plans to submit the EER and permitting applications in the fall of 2018. We hope to start construction on the Côté project by early 2019.
Finalize approval for Westwood and Doyon closure and rehabilitation plans	✓	Westwood and Doyon closure and rehabilitation plans were finalized and approved by the Quebec government in 2017. We hope to update the closure plans for Essakane and Rosebel in 2018.
Update Sustainability and Health and Safety Standards and initiate implementation action plan	/	Both the Sustainability and Health and Safety Standards were updated last year. As part of the implementation of the Sustainability Standard, a cross-organizational gap assessment was initiated in 2017 to be conducted in 2018.
Achieve a minimum Towards Sustainable Mining (TSM)*** Level A for all TSM indicators	✗	We did not achieve a minimum Towards Sustainable Mining (TSM) Level A for all TSM indicators. The only site to achieve a Level A across all indicators is our Essakane site. IAMGOLD has conducted a company-wide sustainability gap assessment to identify areas for improvement.

* The TRI (Total Recordable Incident) rate reflects injuries and illnesses resulting in DART plus all medical cases excluding first aid.

** DART (Days Away, Restricted or Transferred Duty) reflects injuries and illnesses resulting in days away, restricted duty or job transfer.

*** TSM (Towards Sustainable Mining) refers to a set of mandatory protocols for responsible mining developed by the Mining Association of Canada (MAC) for its membership. As members of MAC, we adhere to the TSM protocols and standards.

2018 TARGETS

Complete ESIA for Boto and secure all relevant environment permits

Conduct pre-feasibility study on Essakane heap leach project

Sign Impact Benefit Agreements with Indigenous partners for the Côté project

Improve organizational health and safety performance

Initiate collaborative design of Health and Safety and Sustainability Frameworks

Finalize the Environmental Effects Review and start permitting in support of the Côté Gold project in Ontario

Finalize the closure plan update for Rosebel

Initiate Phase 2 of Triangle d'eau project

GRI GENERAL DISCLOSURE

IAMGOLD prepares its Health, Safety and Sustainability Report under the Global Reporting Initiative (GRI) Standards, in accordance with the Core option in the following table, although we have not obtained external assurance for this report.

<u>General Disclosure</u>	<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
Organizational Profile						
102-1	Name of the organization	IAMGOLD Corporation				
102-2	Activities, brands, products, and services	a. Description of the organization's activities	IAMGOLD is a leading mid-tier gold mining company with four operations in three continents. A solid base of strategic assets in North America, South America and West Africa are complemented by development and exploration projects, and continued assessment of acquisition opportunities.			
		b. Primary brands, products, services, including an explanation of any products or services that are banned in certain markets	The organization's primary product is gold.			
102-3	Location of headquarters	a. Location of the organization's headquarters	IAMGOLD is headquartered in Toronto, Ontario.			
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	<p>Gold Mines:* Essakane, Burkina Faso Rosebel, Suriname Westwood, Quebec, Canada</p> <p>Development Projects: Côté Gold, Ontario, Canada Boto Gold, Senegal</p> <p>Exploration Projects: Pitangui, Brazil Nelligan, Canada Monster Lake, Canada Loma Larga, Ecuador Camp Caiman, French Guiana Siribaya, Mali Eastern Borosi, Nicaragua</p> <p>Exploration Offices: Burkina Faso, Brazil, Canada, Colombia, Mali, Peru, Senegal, Suriname</p> <p>Joint Ventures:** Sadiola, Mali Yatela, Mali</p> <p>* Represent significant operations relevant to the sustainability topics covered in this report. ** The health, safety and sustainability performance of our joint venture interests is covered in the AngloGold Ashanti Limited Sustainability Report at anglogoldashanti.com/sustainability/reports.</p> <p>Annual Information Report, Item III, page 43</p>			
102-5	Ownership and legal form	a. Nature of ownership and legal form	Annual Information Report, Item I, page 13			

102-6	Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries	Annual Information Report, Item III, page 116				
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<u>General Disclosure</u>	<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>	
102-7	Scale of the organization	a. Total number of employees	1,184	1,728	696	147	216
		b. Net sales (for private sector organizations) or net revenues (for public sector organizations)	\$510.5 M USD net income				
		c. Total capitalization broken down in terms of debt and equity (for private sector organizations)	Debt: \$1,120.1 M Equity: \$2,846.8 M				
		d. Quantity of products or services provided	Attributable gold production (including joint ventures): 882,000 oz Attributable gold production (excluding joint ventures): 816,000 oz				

<u>General Disclosure</u>	<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>	
102-8	Information on employees and other workers	a. Total number of employees by employment contract (permanent and temporary), by gender	Permanent Male: 983 Permanent Female: 102 Temporary Male: 72 Temporary Female: 27	Permanent Male: 1,480 Permanent Female: 202 Temporary Male: 607 Temporary Female: 60	Permanent Male: 596 Permanent Female: 54 Temporary Male: 34 Temporary Female: 12	Permanent Male: 76 Permanent Female: 52 Temporary Male: 7 Temporary Female: 12	Permanent Male: 143 Permanent Female: 28 Temporary Male: 39 Temporary Female: 6
		b. Total number of employees by employment contract (permanent and temporary), by region	Permanent Total (Suriname): 1,085 Temporary Total (Suriname): 99	Permanent Total (Burkina Faso): 1,682 Temporary Total (Burkina Faso): 667	Permanent Total (Quebec): 650 Temporary Total (Quebec): 46	Permanent Total (Toronto): 63 Permanent Total (Longueuil): 65 Temporary Total (Toronto): 11 Temporary Total (Longueuil): 8	Permanent Total (West Africa): 97 Permanent Total (South America): 60 Permanent Total (Canada): 14 Temporary Total (West Africa): 22 Temporary Total (South America): 3 Temporary Total (Canada): 20
		c. Total number of employees by employment type (full-time and part-time), by gender	Full-time Male: 1,055 Full-Time Female: 129 Part-Time Male: 0 Part-Time Female: 0	Full-time Male: 2,087 Full-Time Female: 262 Part-Time Male: 0 Part-Time Female: 0	Full-time Male: 630 Full-Time Female: 66 Part-Time Male: 0 Part-Time Female: 0	Full-time Male: 83 Full-Time Female: 64 Part-Time Male: 0 Part-Time Female: 0	Full-time Male: 182 Full-Time Female: 32 Part-Time Male: 0 Part-Time Female: 2
		d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees	527 contractors Mostly technical jobs and a few in administrative roles. In the Security department we have some in supervisory roles.	55.69% of the work done by non-employees	267 contractors, in construction, mining, security, etc.	All activities performed by employees	All activities performed by employees
		e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations)	Not applicable				

		f. An explanation of how the data have been compiled, including any assumptions made	Permanent = employees on permanent, indefinite contracts; temporary = employees on temporary, fixed term contracts; full-time = 40 hours/week; part-time = < 40 hours/week
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services	<p>At IAMGOLD, Global Supply Chain is in charge of putting in place contracts for the biggest spends, while every business unit is in charge of operational procurement (purchase orders, bids for smaller spends, etc.). We prioritize local procurement when possible.</p> <p>In the interest of transparency, we are publishing our top five suppliers by dollar spend globally across all sites:</p> <ol style="list-style-type: none"> 1. Vivo Energy Burkina 2. Bollore Transport and Logistics Burkina Faso 3. Maxam Burkina Faso SARL 4. Oryx Burkina Faso SA 5. Sol Suriname N.V.
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: <ul style="list-style-type: none"> i. changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination 	No significant changes
102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach (G4-14)	<p>We take a precautionary approach to emergency response. IAMGOLD policy requires all site personnel to invoke emergency response measures when needed.</p> <p>Crisis Management Plans (CMPs) have been readied throughout the organization to define roles and provide guidelines for the successful and professional management of crisis incidents. These plans were externally audited as per the requirements of the Towards Sustainable Mining (TSM) standard.</p>

102-12	External initiatives	a. A list of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	"Industry Participation" Section – HSS Website
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102-13	Membership of associations	a. A list of the main memberships of industry and other associations, and national or international advocacy organizations	"Industry Participation" Section – HSS Website
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Strategy

102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability	See President's Message and 2017 Targets and Achievements
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Ethics and Integrity

102-16	Values, principles, standards, and norms of behaviour	a. A description of the organization's values, principles, standards, and norms of behaviour	<p>A driving philosophy for IAMGOLD has been our commitment to Zero Harm. We believe mining in a responsible manner and being accountable for our actions are at the core of who we are, and we strive to empower everyone who has a stake in our success to play their part.</p> <p>Corporate Governance – IAMGOLD website Relevant Policies – HSS website HSS Policies – HSS website</p>
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102-17	Mechanisms for advice and concerns about ethics	<p>a. A description of internal and external mechanisms for:</p> <ul style="list-style-type: none"> i. seeking advice about ethical and lawful behaviour, and organizational integrity; ii. reporting concerns about unethical or unlawful behaviour, and organizational integrity 	<p>IAMGOLD conducts its business based on the principles of transparency, fairness, honesty, integrity and respect, and strives to ensure that any employee, contractor, representative or member of the public can report perceived misconduct without the risk of retaliation.</p> <p>These values are reflected in the IAMGOLD Whistleblower Policy, Code of Business Conduct and Ethics and Anti-Bribery and Anti-Corruption Policy.</p> <p>IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.</p> <p>KPMG LLP provides auditing services to IAMGOLD to ensure that our financial reporting is in accordance with IFRS and that we have proper internal controls in place over financial reporting.</p>
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Governance

102-18	Governance structure (G4-34)	<p>a. Governance structure of the organization, including committees of the highest governance body</p>	<p>The objective of the Safety, Environment and Reserves Committee of the Board of Directors is to assist the Board in fulfilling its responsibilities with respect to health, safety, environment and community (HSS) matters at all projects and properties of IAMGOLD.</p> <p>Corporate Governance</p>
		<p>b. Committees responsible for decision-making on economic, environmental, and social topics</p>	<p>SER Committee Charter</p>
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics</p> <p>b. Whether post holders report directly to the highest governance body</p>	<p>The Senior Vice President of Corporate Affairs, Health, Safety and Sustainability and People is an executive-level position with responsibility over environmental, social (including human resources) and sustainability. The Chief Financial Officer oversees all economics-related issues. Both the SVP and the CFO report to the CEO of the organization.</p>

102-29	Identifying and managing economic, environmental, and social impacts	<p>a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes</p>	<p>The Safety, Environment and Reserves (SER) Committee of the Board of Directors assists the Board and the Audit and Finance Committee in fulfilling their responsibilities under their mandates and applicable laws and regulations in respect of health, safety, environment and community matters. The committees' responsibilities are mainly limited to oversight or review of issues and management; specifically the SVP of Corporate Affairs, Health, Safety and Sustainability, and People is responsible for developing and implementing policies and practices to all of health, safety and sustainability.</p>
		<p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities</p>	<p>Social and environmental impact assessments are done on a semi-regular basis. All sites have dedicated community relations teams to regularly interface with nearby communities to identify impacts, risks and opportunities for members. Results of these assessments are shared with the aforementioned SER Committee which includes all senior executives including the SVP of Corporate Affairs, HSS and People as well as the Board of Directors.</p>

Stakeholder Engagement			
102-40	List of stakeholder groups	<p>a. A list of stakeholder groups engaged by the organization</p>	<p>IAMGOLD has thousands of stakeholders. At our projects and operations, our priority stakeholders include, but are not limited to, our employees, our host communities, civil society organizations and both local and national governments. At the corporate level, we share many of the same types of stakeholders, but we also interact regularly with shareholders and our own Board of Directors.</p>

<u>General Disclosure</u>	<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
102-41	Collective bargaining agreements	<p>a. Percentage of total employees covered by collective bargaining agreements (use data from Disclosure 102-7 as the basis for calculating the percentage)</p> <p>74%</p> <p>The Collective Labour Agreement is applicable (for the duration as agreed between Rosebel Gold Mines and Rosebel Gold Mines Workers' Organisation) for the employees being unionized (a member of the Union), paying contribution to the RGWO. The percentage is 74%. However, due to article 15 of the law on collective labour agreements, the following is applicable for the remaining employees not being unionized:</p> <p>"If the CLA does not provide otherwise, the employer who is bound by this agreement is obliged, during the term of the agreement, to also comply with the provisions regarding employment conditions with the employment contracts, as referred to in the CLA."</p> <p>So therefore the secondary benefits, etc. are also applicable for those not being unionized.</p>	87%	68%	0%	Not tracked
102-42	Identifying and selecting stakeholders	<p>a. The basis for identifying and selecting stakeholders with whom to engage</p>	<p>We encourage our sites to take an inclusive approach to stakeholder identification, and to cast a wide net. The identification process is an ongoing exercise in which stakeholders are directly involved. We also encourage our sites to pay extra attention to vulnerable groups that may be excluded from traditional forms of engagement. Each year we engage with thousands of local, regional and national level stakeholders in the countries where we operate.</p>			

102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<p>Our engagement approach is unique to every site. The frequency and intensity of our meetings depends on the local, regional and national stakeholder context. While each site has the flexibility to design its own engagement program, guidance is provided at the corporate level through various documents, which include:</p> <p>The Sustainability Policy</p> <p>The Management Framework for Sustainability (not publicly available)</p> <p>Overall, our engagement is guided by principles of honesty and transparency, and by the construction of meaningful relationships. Engagement is done on both an ad hoc and a systematic basis. We respond to incoming questions from communities, civil society, investment firms and others, but we also have management systems that set out ongoing engagement schedules, track meetings and measure the general satisfaction of our engagement. We meet with stakeholders in formal settings, like the Annual General Meeting, community open houses or in scheduled meetings with community consultation committees. We also take advantage of less formal opportunities such as individual consultations and community "walkabouts."</p>
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including:	Key topics and concerns have related mainly to health and safety, small-scale mining, Indigenous engagement, local procurement, renewable energy, and mine closure.
		i. how the organization has responded to those key topics and concerns, including through its reporting;	There are currently no significant concerns. Any concerns raised by stakeholders are reported through our annual HSS report.
		ii. the stakeholder groups that raised each of the key topics and concerns	Not available

Reporting Practice

102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents	2017 Annual Report Annual Information Form
		b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	Not applicable
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries	<p>IAMGOLD has presented information in this report that the Company regards as material to its operations and stakeholders. Material issues are those considered to be consistent with IAMGOLD's Health and Safety Policy and its Sustainability Policy. They also take into account the issues raised by our stakeholders.</p> <p>At both the corporate and site level, IAMGOLD continually assesses what issues are material to its stakeholders. Included in this group are IAMGOLD employees, communities, governments and other impacted or interested parties.</p> <p>Our management systems, including our risk management process, identify aspects that present a material risk to an operation or the Company. These are prioritized to prevent accidents, impacts on the environment, and incidents that may involve communities or other stakeholders.</p> <p>The sustainability department within each IAMGOLD site undertakes its own materiality process in both formal and informal ways, but primarily through discussion with stakeholders, and continuous updating of risk registers, stakeholder maps, grievance registers and other consultation documents. Similar exercises are conducted at the corporate office and include strategic planning reviews of stakeholder comments to determine material issues on short-, medium- and long-term bases.</p> <p>Data has been provided on operations for which IAMGOLD is the owner-operator: Westwood, Essakane and Rosebel. The health, safety and sustainability performance of our joint venture interests in Sadiola and Yatela is covered by the AngloGold Ashanti Sustainability Report at anglogoldashanti.com/sustainability/reports.</p> <p>Information is provided where feasible for exploration offices, and we are working on closing information gaps going forward where data is not currently being tracked.</p>
		b. An explanation of how the organization has implemented the Reporting Principles for defining report content	See 102-46-a
102-47	List of material topics	a. A list of the material topics identified in the process for defining report content	<p>See 102-46-a</p> <p>IAMGOLD continues to work toward achieving our Zero Harm commitment. Please view our Targets and Achievements page for 2018 objectives and our President's Message for an overview of 2017.</p>
102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	There are no restatements from the 2016 report.

102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	IAMGOLD decided to expand the topic boundaries for employment and will be publishing data as it relates to employee benefits such as pension and parental leave as well as basic salary by gender.
102-50	Reporting period	a. Reporting period for the information provided	2017 calendar year
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report	Q3 2016
102-52	Reporting cycle	a. Reporting cycle	Annual
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents	Benjamin Little, Senior Vice President, Corporate Affairs, HSS and People; T: +1 416 360 4743/Toll-Free: 1 888 464 9999; info@iamgold.com
102-54	Claims of reporting in accordance with the GRI Standards	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.

102-55	GRI content index	<p>a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report</p>	<p>This GRI Index specifies each of the GRI Standards used and lists all disclosures that we are reporting.</p>
		<p>b. For each disclosure, the content index shall include:</p> <ul style="list-style-type: none"> i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made 	<p>http://hss.iamgold.com</p>
102-56	External assurance	<p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report</p>	<p>IAMGOLD currently does not seek external assurance for its annual HSS report but we use our internal audit function (described above) as part of our processes for risk management and for managing and reporting information.</p>
		<p>b. If the report has been externally assured:</p> <ul style="list-style-type: none"> i. a reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. the relationship between the organization and the assurance provider; iii. whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report 	<p>See above.</p>

ECONOMIC INDICATORS

Economic Performance			
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	Throughout uncertain economic times, the management of economic performance indicators has provided stability and security to IAMGOLD.
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	Economic performance is caused by our operations and activities, along with those supporting these across our supply chain.
		c. Any specific limitation regarding the topic Boundary.	Disclosure of financial information is governed by our internal Disclosure Policy and Standard
103-2	The management approach and its components	a. An explanation of how the organization manages the topic.	A detailed explanation of how the organization manages our economic performance is outlined in the Annual Report 2017 (page 21).
		b. A statement of the purpose of the management approach.	The management of economic performance helps the organization maintain our strong liquidity and reduce our costs. Reduced expenses and improving productivity have helped cut costs by more than \$175 M since 2013.
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Please see Annual Report 2017 (page 25).
103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Please see Annual Report 2017 (page 25).</p> <p>IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.</p> <p>KPMG LLP provides auditing services to IAMGOLD to ensure that our financial reporting is in accordance with IFRS and that we have proper internal controls in place over financial reporting.</p>

<u>Disclosure Required</u>	<u>Total</u>	<u>Canada</u>	<u>Suriname</u>	<u>Burkina Faso</u>
A. Direct Economic Value Generated:				
Revenues (overall or by country in USD millions)	1,094.9	161.5	385.6	547.4
B. Economic Value Distributed (in USD millions)				
Operating costs (e.g., property rental, licence fees, facilitation payments, royalties, payments for contract workers, training costs – overall or by country)	(1,039.00)	(152.70)	(208.50)	(476.80)
Employee wages and benefits (overall or by country)	The consolidation system does not track employee wages and benefits. Value is embedded within operating costs.			
Payments to providers of capital (equity shareholders, e.g., payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans – overall or by country)	(8.60)	–	–	–
Payments to governments (corporate, income, property, and mining taxes, royalties, VAT, etc.) – by country of operation	(115.60)	(4.60)	(56.30)	(42.90)
Community investments (overall or by country)	(0.68)	(0.58)	(0.80)	(4.10)
C. Economic Value Retained (A–B)				
Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance (in USD millions)	(68.98)	3.62	120	22.88

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	Not applicable	The retirement pension is managed by a national structure; the organization and the employee contribute monthly to this structure (CNSS).	Not applicable	Not applicable	Not applicable
b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made	Not applicable				
c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage	Not applicable				
d. Percentage of salary contributed by employee or employer	5% employee; optional 5% on top 5% employer * The Surinamese government passed a law in 2014 obligating every company to provide a pension plan for their employees by transferring funds into a Pension Fund managed by the government. The employee contributes 2.25% (2018) of his/her base salary and the employer matches that. This percentage gets raised every year by the government and, as that happens, the percentage that goes to the Assuria savings plan gets lowered by the same amount (this is to prevent the employee from having a significant amount of his/her salary deducted for the public pension plan and the private pension plan).	In accordance with government legal provisions, retirement depends on the social security fund (National Social Security Fund – CNSS) at the rate of: • Employee share: 5.5% of the monthly salary • Employer share: 16%	Salaried Employees Employee: 0% to 6% Employer: 5% + 50% match of employee's contributions up to 3% (total max: 8%) Unionized Employees Employee: \$500 to \$1,000 per year for employer match (voluntary) Employer: 4% + 50% match of employee's contributions (\$250 to \$500)	Employee: 0% to 6% Employer: 5% + 50% match of employee's contributions up to 3% (total max: 8%)	Not applicable
e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	WAP (state sponsored retirement plan) – 100% Assuria savings plan – 92%	Not applicable	Participation is mandatory (100%)	Participation is mandatory (100%)	Not applicable

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>
a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research & development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation	Nil	Nil	0.1	Nil
b. Total monetary value of financial assistance received by the organization from governments during the reporting period by country	Nil	Nil	0.1	Nil
c. Whether, and the extent to which, any government is present in the shareholding structure	5% government interest in Rosebel mine	10% government interest in Essakane mine	Not applicable	Not applicable

Market Presence

103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	IAMGOLD has a large presence in the jurisdictions we operate in. IAMGOLD is one of the largest private employers in Burkina Faso and Suriname and has a significant economic impact in those jurisdictions.
	b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	The boundary for this topic is limited to the jurisdictions of our mining operations.
	c. Any specific limitation regarding the topic Boundary.	Regional impacts of our operations are not accounted for.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic.	All IAMGOLD operations conduct local hiring practices in compliance with relevant labour legislation and agreements signed with the government, where applicable.
	b. A statement of the purpose of the management approach.	We invest in our employees and strive to provide dynamic career paths with growth opportunities. Empowering people is an essential part of IAMGOLD's mission and culture.
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of IAMGOLD Corporation and to support our culture of empowering people for extraordinary performance. The Talent Acquisition and Selection Standard sets out minimum standards to ensure that the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Please see Annual Report 2017 (page 25). IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management. IAMGOLD reviews our compensation structure on annual basis. No significant reviews were undertaken on our hiring practices for 2017.

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	Not applicable – all employees are being compensated higher than the minimum wage of 6.14 SRD per hour.	Not applicable – all employees are being compensated higher than the minimum wage of 30,684 CFA per month.	Not applicable – all employees are being compensated higher than the minimum wage of \$12 CAD per hour.	Not applicable – all employees are being compensated higher than the minimum wages in each province.	Not applicable – all employees are being compensated higher than the minimum per jurisdiction.
b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	Not applicable				
c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	Not applicable				
d. The definition used for 'significant locations of operation'	Operating mine sites and corporate head office				

202-2 Proportion of senior management hired from the local community

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
Is there a global policy or common practices for granting preference to local residents when hiring in significant locations of operations?	Adhere to local country legal requirements.				
a. Percentage of senior management at significant locations of operation that are hired from the local community	41%	31%	100%	100%	33%
b. The definition used for 'senior management'	Senior management is defined by job grades.				
c. The organization's geographical definition of 'local'	Local is defined as from the country of operation.				
d. The definition used for 'significant locations of operation'	Operating mine sites and corporate head office				

Indirect Economic Impacts

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>IAMGOLD recognizes that in the countries where we operate, our investments contribute significantly to the local, regional and national economies, which is particularly important in developing countries like Suriname or Burkina Faso.</p> <p>Indirect economic impacts occur up to the national level in countries where IAMGOLD operates, currently being Canada, Burkina Faso, and Suriname. The majority of tangible impacts occur in the latter two nations, as they are developing. IAMGOLD has provided direct contributions to indirect economic impacts in community development aspects such education and health, among others.</p> <p>Regional impacts of our operations are not accounted for.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>IAMGOLD manages indirect economic impacts by endorsing our Zero Harm commitment, which considers the health and well-being of the environment, individuals, and communities. All sites must demonstrate that the investment strategy is linked to both community and company objectives. Community investment strategies must include baseline information on health, education, and economic indicators; demonstration of a participatory approach to decision-making on community investment; identification of civil society, government, and community partners to help deliver community development objectives; and a project evaluation procedure and measured results.</p> <p>The purpose of the management of indirect economic impacts is to ensure that our contributions support sustainable development within the communities where we operate</p> <p>According to IAMGOLD's Sustainability Standard, each site must prepare a Community Investment Strategy as part of their Environmental and Social Management System. The Investment Strategy will outline long-term goals for community investment, a breakdown of milestones required to achieve the envisioned end state, and annual plans and projects required to achieve said milestones.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Please see Annual Report 2017 (page 25)</p> <p>IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.</p> <p>The Community Investment Strategy will be validated by the site team on an annual basis and updated with the same frequency as the site's closure plan to ensure action plans remain relevant and appropriate for outlined goals. The achievement of target milestones is an indicator of the effectiveness of the program in place.</p>

203-1 Infrastructure investments and services supported

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Extent of development of significant infrastructure investments and services supported			
i. What was the extent of the development?"	No significant investments were made in the reporting period in either infrastructure or services.	Eau et Croissance Economique Durable au Sahel (ECED/Sahel): Significant investment to increase critical sanitation and access to safe drinking water. Plan Communal de Développement et Plan Régional de Développement (PCD/PRD): 4 community and 1 regional project. 27 projects financed.	No significant investments were made in the reporting period in either infrastructure or services.
ii. What was the cost?	Not applicable	ECED/Sahel: 5 year project currently at Phase 1 (funding sought for Phase 2); \$7 million total with \$1 million from IAMGOLD. PCD/PRD: 2,77 billion CFAF	Not applicable
iii. What was the duration?	Not applicable	PCD/PRD: indeterminate period ECED/Sahel: 5 years, currently in Phase 1	Not applicable
b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	Not applicable	1. Regional/community development plans: Construction of sustainable infrastructures; support to production, local economies, and good governance. 2. Water and sustainable economic growth in the Sahel region: Supply in potable water for 45 people and access to means of production and sanitation facilities; capacity building.	No
c. Whether these investments and services are commercial, in-kind, or pro bono engagements	None of the services we supported were of significance and they were all in kind.	Voluntary financial commitments (CSR)	None of the services we supported were of significance and they were all in kind.

203-2 Significant indirect economic impacts

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (e.g., changes in productivity, economic development in areas of high poverty, addressing social/environmental conditions, enhanced skills and knowledge, number of jobs supported in supply chain)	Through the Community Investment program, certain initiatives within education, health and capacity building contribute to the development of the communities of impact and beyond. In 2017, as the year before, the number of locals is approximately around 23%, which contributes to economic viability of these communities. But also through local procurement opportunities, there has been sharing of environmental and safety concepts that locals use in everyday households.	Increased agricultural and animal husbandry productivity due to support programs and shared improved seeding; increased access to potable water (54% in 2009 vs. 99% in 2017, INSUCO and DREP studies); local supplier capacity development; increased revenue due to financing and micro-credit programs; approximately 1,000 indirect jobs created by local suppliers; improved health thanks to the program against HIV/AIDS, tuberculosis, and malaria; ambulances donated for evacuations, etc.	Information is unavailable in terms of number of jobs supported by supply chain partners.
b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas	The investment with regards to Saramacca is the 2nd largest one in the country done by a company nation-wide and created labour opportunities for an average of 70 people throughout the reporting year.	These impacts significantly contribute to the achievement of objectives: PNDES (National Economic and Social Development Program), national and international potable water access standards, health and education services, Burkina Faso's Sustainable Development Objectives.	Data is currently not being tracked.

Procurement Practices

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. <p>For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>This topic is material as the procurement of certain goods and services is essential to processes within IAMGOLD operations. It also has a large impact for communities we operate in.</p> <p>Procurement occurs at all levels of IAMGOLD operations, from production at sites to activities within corporate. The impacts of procurement occur both directly from the corporation as well as through our business relationships.</p> <p>Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of company-wide local procurement practices. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive. "Competitive" refers to the total cost, delivery, and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of company-wide local procurement practices. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive. "Competitive" refers to the total cost, delivery, and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.</p> <p>IAMGOLD is committed to providing opportunities for communities associated with our operations and to sharing in the benefits which flow from our activities. The purpose of this management system is to fulfill said commitment.</p> <p>Section 7.2 of the Code of Business Conduct and Ethics</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Audits and verification of the effectiveness of management of this topic are conducted on a site-level basis. No significant changes were made in 2017.</p>

204-1

Proportion of spending on local suppliers

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	Total amount of \$4,861,014 USD was spent on local suppliers during the reporting year.	In 2017, purchases in Burkina Faso: 110 billion CFAF, i.e. \$200 million, including purchases in the Sahel region: 3.2 billion CFAF, i.e. approx. \$6 million. Most significant purchases in Burkina Faso: Fuel and lubrication (46%), machinery and equipment rental (16%), explosives and blasting material (13%).	70%
i. Percentage of total procurement spent on local suppliers (community/local vendors)	The percentage of all national spendings that went to local suppliers is about 3.5%.	Purchases in Burkina Faso: 110 billion CFAF, and purchases in the Sahel region: 3.2 billion CFAF, or 3% vs Burkina Faso.	70%
ii. Percentage of total procurement spent on national vendors (i.e., vendors based in Ouaga or Paramaribo)	The total amount spent on national suppliers is \$144,475,233 USD.	Purchases in Burkina Faso: 113,547 billion CFAF.	98%
b. The organization's geographical definition of 'local'	Any individual or entity based in the district of the operation – Brokoponde – or has direct traceable, historical or cultural linkage with the district.	Local refers to purchases made in Burkina Faso (World Bank), and purchases made in the Sahel region (the mine's host region) specifically recorded.	Abitibi-Témiscamingue = local
i. Where are the "local" suppliers located? What regions/villages/towns?	They are situated in the district of operation primarily from 6 out of the 7 Communities of Interest: Klaaskreek, Nieuw Lombe, Marshalkreek, Nieuw Koffiekamp, Brownsweg, Balingsoela.	Throughout Burkina Faso, mainly in Ouagadougou. For the Sahel region, they are mostly from the towns and villages of Essakane site, Falagountou, Gorom-Gorom, Dori, Seytenga, Djibo, Yalgho.	Rouyn-Noranda, Val-d'Or, Amos, La Sarre
c. The definition used for 'significant locations of operation'	Any project operated by IAMGOLD situated in the district with a district-wide impact on the economical and social structure.	A local supplier is a supplier that is registered nationally, with a majority of national employees, and with a point of service in Burkina Faso.	Westwood mine

Anti-corruption

103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	As a corporation with global operations, it is increasingly important to ensure a comprehensive program is in place which considers a broad scope of environments, communities, and individuals and protects them from the adverse effects of corruptive behaviour.
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	IAMGOLD ensures all directors, employees, contractors and representatives of the Company adhere to IAMGOLD's Anti-Bribery and Anti-Corruption Standard and Policy.
		c. Any specific limitation regarding the topic Boundary.	Limited to IAMGOLD's and our suppliers' activities.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic.	IAMGOLD manages anti-corruption by ensuring all directors, employees, contractors, and representatives of the company worldwide operate in alignment with the Code of Business Conduct and Ethics. Furthermore, the corporation requires all of the aforementioned stakeholders to report violations of said Code.
		b. A statement of the purpose of the management approach.	IAMGOLD is committed to mitigating corruption in every level of company activity. As outlined in our Business Conduct and Ethics Standard, the corporation aims to eradicate instances of discrimination, harassment, substance abuse, employment inequality, violations of privacy, conflicts of interest and theft, while encouraging protection of the environment, safe working conditions, fair competition, and professional relationships.
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	See Code of Business Conduct and Ethics .
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	Audits and verification of the effectiveness of management of this topic are conducted on a site-level basis. No significant changes were made in 2017.

205-1 Operations assessed for risks related to corruption

Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
a. Total number and percentage of operations assessed for risks related to corruption.	IAMGOLD assesses risk related to corruption for all business units.				
b. Significant risks related to corruption identified through the risk assessment.	There are no significant risks related to corruption identified through the risk assessment.				

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to , broken down by region.	Not tracked	Not tracked	Not tracked	13 (100%)	Not tracked
b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to , broken down by employee category and region.	Management: 47 (100%) Non-management: 448 (40%)	Management: 42 (100%) Non-management: 257 (11%)	Management: 14 (100%) Non-management: 195 (28%)	Management: 62 (100%) Non-management: 85 (100%)	Management: 15 (100%) Non-management: 117 (58%)
c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to , broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Code of conduct is read and signed by all contractors.	Not tracked	Not tracked	Code of conduct is read and signed by all contractors.	Not tracked
d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	Not tracked	Not tracked	Not tracked	13 (100%)	Not tracked
e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Management: 47 (100%) Non-management: 448 (40%)	Management: 42 (100%) Non-management: 257 (11%)	Management: 14 (100%) Non-management: 195 (28%)	Management: 62 (100%) Non-management: 85 (100%)	Management: 15 (100%) Non-management: 117 (58%)

ENVIRONMENTAL INDICATORS

Materials			
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	<p>Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which includes explosives, tires and energy used for mining activities and the reagents used for mineral processing.</p> <p>The materials reported are significant because they are considered critical inputs to extract our final product and have the potential to result in environmental impacts if not managed appropriately. Other materials used by mining and milling activities are not considered to be significant because they generally present less risk and tend to be used in smaller quantities.</p>
		b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	<p>This topic boundary is limited to materials provided by various company suppliers to IAMGOLD managed operations and advanced exploration sites.</p> <p>Mining is a primary industry. As IAMGOLD is a producer of primary raw materials (gold) with final products transported in bulk, materials used for packaging are considered non-material.</p>
		c. Any specific limitation regarding the topic Boundary.	Materials used at exploration and closed sites are not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic.	Material inventories are tracked and updated routinely at all IAMGOLD managed operations. Recycling, reusing, and reclaiming of input materials within mining and milling operations are encouraged, where feasible. Additional opportunities for salvage are also explored.
		b. A statement of the purpose of the management approach.	<p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> • Optimize the use of input materials; and • Ensure materials are handled, stored and transported appropriately to prevent accidental release to the surrounding environment.
		c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Sustainability Policy</p> <p>The IAMGOLD Sustainability Policy, signed by the CEO, outlines our commitment to continual improvement in environmental protection, pollution prevention, community awareness and economic performance.</p> <p>Sites are expected to meet or exceed relevant laws and regulations. All of our sites have procedures in place for the safe transport, storage, handling and disposal of cyanide and other hazardous substances. Further, continuous improvement programs have been implemented to increase efficiency in the use of explosives and fuels.</p>
103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Audits and verification of the effectiveness of management of this topic are conducted on a site-level basis.</p> <p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification be conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit are currently being reviewed to identify areas for improvement.</p>

301-1 Materials used by weight or volume

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total weight or volume of non-renewable materials (listed below) used during the reporting period (tonnes):			
i. Cyanide	5,499.90	7,074.00	676.96
ii. Acid	1,998.10	1,002.00	5.62
iii. Flocculant	175.70	345.00	34.78
iv. Caustic soda	730.76	1,450.00	110.13
v. Lime	11,094.00	13,724.00	5,592.36
vi. Explosives	15,092.82	0.00	1,510.41
vii. Other (specified below):			
2" balls	4,786.60	0.00	0.00
5" balls	1,645.38	0.00	0.00
Anti-scalant	91.00	0.00	0.00
Other types of oil (compressor oil, differential oil and others)	0.00	117.37	0.00
Carbon	523.10	0.00	0.00
Compressor oil	29.10	0.00	0.00
Cutting oil	0.09	0.00	0.00
Diesel	44,710.35	0.00	0.00
Engine oil	366.46	384.31	0.00
Ferric sulphate (Fe ₂ (SO ₄) ₃)	61.80	0.00	0.00
Grease	58.51	76.00	0.00
Hydraulic oil	870.01	39.30	0.00
Kluber fluid	11.70	0.00	0.00
Motor/drill oil	61.05	0.00	0.00
Sulfur dioxide (SO ₂)	0.00	0.00	1,073.79
Transmission oil	335.92	518.49	0.00
b. Total weight or volume of any renewable materials used during the reporting period (tonnes):			
i. Cyanide	0.00	717.00	0.00
ii. Other	Not applicable		

Energy

103-1	Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ol style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. <p>For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>Use of energy contributes to greenhouse gas (GHG) production and is a significant operating cost.</p> <p>This topic boundary includes energy use at IAMGOLD managed operations and exploration sites. Energy intensive activities include crushing, grinding, ventilation, pumping, transport, and drilling.</p> <p>Energy use at closed sites is not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.</p>
103-2	The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ol style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Energy use is regularly tracked and assessed to identify opportunities to improve energy efficiency, reduce GHG emissions, and promote energy conservation and the use of renewable energy.</p> <p>At Essakane, the site pickup truck optimization initiative saved 15,577 L of gasoline in 2016 and 88,718 L in 2017.</p> <p>At Rosebel, several initiatives reduced total energy use by 40,765.4 kWh. Outside lighting, spotlights and ceiling lights of the administration kitchen were replaced with LEDs resulting in estimated energy savings of 4,481 kWh. Camp A2 building lights and walkway lights were also replaced with LEDs resulting in energy savings of 23,684.4 kWh. The installation of a heater pump at one Camp B building resulted in energy savings of 12,600 kWh.</p> <p>IAMGOLD is committed to renewable energy as exemplified by the development of the world's largest hybrid photovoltaic heavy fuel oil plant (PV-HFO) of 15 MW at Essakane and a 5 MW solar power plant at Rosebel, as well as several smaller solar projects in support of local communities in Suriname. The 15 MW PV-HFO plant at Essakane is estimated to save around 6 million litres of fuel per year.</p> <p>As per the Towards Sustainable Mining (TSM) initiative, the purpose of management of this topic is to:</p> <ul style="list-style-type: none"> • Optimize energy use and promote use of renewable sources; • Comply with applicable regulatory requirements; and • Reduce operating costs. <p>Energy and Greenhouse Gas Emissions Management Standard</p> <p>As per IAMGOLD's Energy and Greenhouse Gases Emissions Management Standard, we recognize that efficient management of energy is required to achieve our business strategy and provide benefits to our stakeholders. Further, effective energy management will directly contribute to operational cost improvements and help mitigate environmental impacts. Our key energy management objectives are to continuously improve energy performance, and support the introduction of clean and renewable energy.</p> <p>One of our priority goals is to increase the proportion of renewable energy for the company's total energy requirements (target 15% of power generated by renewables).</p> <p>We participate in the Carbon Disclosure Project (CDP) Climate Change Disclosure.</p>
103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification be conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit are currently being reviewed to identify areas for improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Energy and GHG Emissions Management Protocol. Annual results are available in the TSM Progress Reports.</p>

302-1

Energy consumption within the organization

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Total fuel consumption from non-renewable sources (listed below) during the reporting period, in GJ or appropriate unit:					
Diesel	2,030,936.92	1,546,664.72	102,238.71		Mali: 13,486 GJ Senegal: 282,831 L Colombia: 2,143.4 gallons Brazil: 6,912 L Ontario: 769 GJ Peru: 6,900 gallons Quebec: 114,000 L Suriname: 313,406 L Burkina Faso: 269,799 L
Gasoline	0.00	991.37	2,411.26		Mali: not applicable Senegal: not applicable Colombia: 2,143.4 gallons Brazil: 5,594 L Ontario: 16,151 GJ Peru: 1,090 gallons Quebec: 14,200 L Suriname: 5,969 L Burkina Faso: not applicable
Propane	4,363.80	0.00	0.00		Mali: not applicable Senegal: not applicable Colombia: 520 lbs Brazil: not applicable Ontario: 5,937 GJ Peru: not applicable Quebec: not applicable Suriname: not applicable Burkina Faso: not applicable
Natural gas	0.00	0.00	93,365.06		Mali: not applicable Senegal: not applicable Colombia: not applicable Brazil: not applicable Ontario: not applicable Peru: not applicable Quebec: 2,000 m ³ Suriname: not applicable Burkina Faso: not applicable
Fuel oil	0.00	2,818,610.23	0.00		Mali: not applicable Senegal: not applicable Colombia: not applicable Brazil: not applicable Ontario: not applicable Peru: not applicable Quebec: not applicable Suriname: \$1,716.94 USD Burkina Faso: not applicable
Acetylene	199.68	172.47	30.32		Not applicable
Kerosene	0.00	6,553.99	0.00		Not applicable

Other	Not applicable	Not applicable	Not applicable		Mali: not applicable Senegal: 690 kg (butane) Colombia: not applicable Brazil: not applicable Ontario: not applicable Peru: not applicable Quebec: not applicable Suriname: not applicable Burkina Faso: not applicable
Total	2,035,500.39	4,372,992.79	198,045.35		Mali: 13,486 GJ Brazil: 12,506 L Ontario: 22,857 GJ Peru: 8,050 gallons Burkina Faso: 269,799 L

b. Total fuel consumption from renewable sources (listed below) during the reporting period, in GJ or appropriate unit:

Solar	23,734.80	0.00	0.00		Mali: 0.233 GJ Senegal: not applicable Colombia: not applicable Brazil: not applicable Ontario: not applicable Peru: not applicable Quebec: not applicable Suriname: not applicable Burkina Faso: not applicable
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c. In joules, watt-hours or multiples, the total:

Electricity consumption (GJ)	896,119.20	3,672.00	671,294.50		Mali: 201 GJ Senegal: 58,420 L diesel Colombia: not applicable Brazil: 61,994 kWh Ontario: 127,247 GJ Peru: 30,200 kW Quebec: 6,000 kW Suriname: 278,878 kWh Burkina Faso: 85,948 KV
Heating consumption	0.00	0.00	0.00		Mali: not applicable Senegal: not applicable Colombia: not applicable Brazil: not applicable Ontario: see propane Peru: not applicable Quebec: included in the figure above Suriname: not applicable Burkina Faso: not applicable
Cooling consumption	0.00	0.00	0.00		Mali: not applicable Senegal: not applicable Colombia: not applicable Brazil: not applicable Ontario: see propane Peru: not applicable Quebec: not applicable Suriname: not applicable Burkina Faso: not applicable
Steam consumption	0.00	0.00	0.00		Not applicable

d. In joules, watt-hours or multiples, the total:

Heating sold	0.00	0.00	0.00	Not applicable
Cooling sold	0.00	0.00	0.00	Not applicable
Steam sold	0.00	0.00	0.00	Not applicable
e. Total energy consumption within the organization, in joules or multiples	2,955,354.39	4,376,664.79	869,339.84	Not applicable
f. Standards, methodologies, assumptions, and/or calculation tools used	Ecometrica platform used as calculation tool, based on applicable standards and methodologies.			
g. Source of the conversion factors used	Standardized unit conversion using the Ecometrica platform.			

302-3 Energy intensity					
<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Energy intensity ratio for the organization:					
GJ/thousand tonnes of moved ore and waste	45.46	82.63	746.17	68.87	Not applicable
GJ/thousand tonnes of treated ore	230.31	315.07	1,393.45	300.04	Not applicable
GJ/thousand tonnes of mined ore	196.66	370.55	1,678.59	299.92	Not applicable
GJ/tonnes of gold production	327,680.94	357,570.65	245,576.23	330,862.25	Not applicable
GJ/distance travelled (thousand km)	1,398.99	1,727.97	Not available	1,766.30	Not applicable
GJ/Full Time Equivalent (FTE) employees	2,554.33	1,898.77	1,005.02	1,884.05	Not applicable
GJ/thousand CAD revenue (\$)	5.90	6.16	4.15	5.77	Not applicable
GJ/ thousand USD revenue (\$)	7.66	8.00	5.38	7.50	Not applicable
b. Organization-specific metric (the denominator) chosen to calculate the ratio:					
Thousand tonnes of moved ore and waste	65,006.74	52,967.12	1,165.07	119,138.93	Not applicable
Thousand tonnes of treated ore	12,832.07	13,890.95	623.88	27,346.90	
Thousand tonnes of mined ore	15,028.00	11,811.23	517.90	27,357.13	
Tonnes of gold production	9.02	12.24	3.54	24.80	
Distance travelled (thousand km)	2,112.49	2,532.83	0.00	4,645.32	
Full Time Equivalent (FTE) employees	1,157.00	2,305.00	865.00	4,355.00	
Thousand CAD revenue (\$)	500,578.94	710,634.68	209,659.30	1,420,872.92	
Thousand USD revenue (\$)	385,594.63	547,400.00	161,500.00	1,094,494.63	
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	All	All	All	All	Not applicable
d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization (related to Scope 1 and 2)	Within the organization (related to Scope 1 and 2)	Within the organization (related to Scope 1 and 2)	Within the organization (related to Scope 1 and 2)	Not applicable

302-4 Reduction of energy consumption					
<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Amount of reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples (kWh)	40,765.40	895,807.20	00.00; reduction initiatives not considered material		Not applicable
b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all	Electricity	Fuel	Not applicable		Not applicable
c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it	Assumes 2016 as base year.	Assumes 2016 as base year.	Not applicable	Not applicable	Not applicable
d. Standards, methodologies, assumptions, and/or calculation tools used	Operation time of heater pump = 7 months	Assumes 0.010097243 MWh/l energy content of diesel	Not applicable	Not applicable	Not applicable

Water

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ol style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>Water is a key resource for the gold extraction process and is shared with our host communities. We must be responsible water stewards in our operations.</p> <p>This topic boundary includes water use at IAMGOLD managed operations and advanced exploration sites on a catchment level basis, as available.</p> <p>Water use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ol style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>IAMGOLD is committed to water stewardship. Water quality and quantity are regularly monitored, including water treated and discharged as applicable. Every operation is expected to maintain a water management plan and associated water balance.</p> <p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> • Comply with applicable regulatory requirements; • Efficiently manage water resources; and • Recycle and reuse water for mineral processing, where possible. <p>Water Management Standard</p> <p>As per our Water Management Standard, we recognize the importance of environmentally sustainable and socially equitable water use. We are dedicated to employing efficient water management and water conservation practices to ensure access to clean water for all users, now and in the future. Water management strategies will address all aspects of the operation, including closure planning, reclamation, tailings management, discharge water quality, potable water and groundwater quality.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>As a MAC member, IAMGOLD has endorsed the TSM Water Framework.</p> <p>No external audit on water was conducted for 2017.</p> <p>In addition, we participate in the Carbon Disclosure Project (CDP) Water Security Disclosure.</p>

303-1 Water withdrawal by source

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total volume of water withdrawn (m ³) – the sum of all water drawn into the boundaries from all sources during the reporting period:	4,218,860.75	6,454,089.00	3,859,876.00
i. Surface water, including water from wetlands, rivers, lakes, and oceans	0.00	6,244,353.00	665,886.00
ii. Groundwater	218,860.75	209,736.00	783,207.00
iii. Rainwater collected directly and stored by the organization	4,000,000.00	0.00	2,400,882.00
iv. Waste water from another organization	0.00	0.00	0.00
v. Municipal water supplies or other public or private water utilities	0.00	0.00	9,901.00
b. Standards, methodologies, and assumptions used	<p>Groundwater is measured from well readings.</p> <p>Rainwater is the estimated amount of water stored in the tailings storage facility including rainwater (4,000,000 m³).</p>	<p>Groundwater sourced from wells for domestic use is measured.</p> <p>Tailings are thickened.</p> <p>Water volumes are determined using direct measurements.</p>	<p>Surface water from the Rivière Bousquet is used for drilling activities related to underground mining operations.</p> <p>Groundwater is the water volume from dewatering the mine.</p> <p>Municipal water supplies the site's potable water needs.</p> <p>Flowmeters are used to directly measure the volumes of surface water, groundwater, municipal water supply, and the total water discharged from the site.</p> <p>Rainwater is estimated by subtracting surface water, groundwater and municipal water supply from the total water discharged.</p>

303-3 Water recycled and reused

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total volume of water recycled and reused by the organization (m ³)	12,036,611.00	7,170,926.00	685,884.00
b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1	285%	111%	18%
c. Standards, methodologies, and assumptions used	<p>Water sourced from the tailings storage facility is reused for mineral processing needs. Volumes are calculated by engineering.</p>	<p>After mineral processing, the tailings are pumped to a thickener. Thickened tailings are sent to the tailings storage facility.</p> <p>The thickening process permits the reduction of cyanide consumption in the treatment process and also enables water to be reused for mineral processing, limiting the need for consumption of additional freshwater.</p>	<p>Water from the tailings storage facilities is reused for mineral processing needs. A flowmeter is used to measure quantities.</p>

Biodiversity

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>IAMGOLD seeks to minimize the impact of our mining activities on the environment and biodiversity from exploration to closure. We recognize that sustaining healthy ecosystems is fundamental in order to achieve our Zero Harm vision.</p> <p>This topic boundary is limited to biodiversity aspects related to IAMGOLD managed operations and advanced exploration sites.</p> <p>Exploration sites are expected to comply with PDAC e3Plus. Biodiversity aspects of closed legacy sites are not currently available. Additionally, joint venture projects where IAMGOLD is not the operator are not included.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>IAMGOLD recognizes that protecting biodiversity and sustaining healthy ecosystems is fundamental for the responsible environmental management of our operations. All sites and business development opportunities are expected to integrate biodiversity management and conservation to demonstrate our due diligence and ensure the reclamation of disturbed ecosystems.</p> <p>Biodiversity baseline studies are conducted for development projects as part of ESIA's. Environmental effects monitoring (EEM) studies are conducted throughout mining operations. Biodiversity considerations are taken into account during mine closure planning and reclamation activities.</p> <p>There are hunting restrictions on the concession areas of our operating mines, which has led to positive biodiversity impacts.</p> <p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> • Comply with applicable regulatory requirements; and • Sustain healthy ecosystems to the extent possible in areas disturbed by our mining activities. <p>Sustainability Policy Biodiversity Policy</p> <p>Our Sustainability Policy and Biodiversity Policy state that we are committed to integrating biodiversity management and conservation at all stages of our activities, from exploration to mine closure, using the resources and skills necessary to minimize impacts on biodiversity from our activities.</p> <p>Impacts to aquatic and terrestrial species and measures to avoid or reduce impacts are considered early in the project planning process. Recent environmental assessment (EA) reports, such as the EA report for the Côté Gold project, are available on our website for review.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification be conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit are currently being reviewed to identify areas for improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Biodiversity Conservation Management Protocol. Annual results are available in the TSM Progress Reports.</p> <p>Additionally, environmental and social impact assessments (ESIA) are guided by IFC Performance Standards.</p>

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. For each operational site owned, leased or managed in, or adjacent to, any protected areas and areas of high biodiversity value outside protected areas, the following information:			
i. Geographic location	Brokoondo District, Suriname	Sahel region, Burkina Faso (North East area)	Abitibi region of Quebec, Canada (near Rouyn-Noranda)
ii. Subsurface and underground land that may be owned, leased, or managed by the organization (km ²)	170	100	Not applicable
iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	<p>Two protected areas have been identified near the Gross Rosebel concession.</p> <p>The Brinckheuvel Nature Reserve is located 3 km west of the concession across the Mindrineti River on the west bank.</p> <p>The Brownsberg Nature Reserve is located approximately 10 to 15 km southeast of the concession area.</p>	<p>The mining concession is located inside the 1,600,000 hectare Sahel Partial Faunal Reserve. Mining is permitted in this area.</p> <p>The Sahel Partial Faunal Reserve is a designated zone primarily because of seasonal/intermittent freshwater lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds.</p> <p>La Mare d'Oursi is listed as a Ramsar site. The 45,000 hectare site is located approximately 67 km northwest from Essakane mine.</p>	Not applicable
iv. Type of operation (office, manufacturing or production, or extractive)	Extractive	Extractive	Extractive
v. Size of operational site in km ²	35.57	16.61	9.35
vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem)	<p>The ecosystem found on and near the Rosebel Gold Mine (RGM) is part of the savannas of Suriname and Guyana, which is a widespread ecosystem in the region.</p> <p>Globally, this is a relatively unique ecosystem and one of high biodiversity.</p> <p>A wildlife survey was started in 2011 and continued in the first quarter of 2012, 2014 and 2017. The next wildlife survey is planned for 2020. Wildlife survey data confirmed that Rosebel areas have a richer mammal fauna as compared to nearby nature reserves. The preliminary report emphasized that the RGM area harbours good populations of several species that are internationally considered as vulnerable or near threatened.</p>	<p>The Sahel region has a very high vulnerability to desertification.</p> <p>Several species of trees, shrubs and grasses are declining in the region. Forests and steppes located along the Gorouol River and the Feildegasse River are an important habitat for migrating birds, mammals and reptiles.</p>	Not applicable
vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	<p>The Ocelot, Margay and Jaguar are in App. I (CITES, 2017). All peccaries, primates, the Brazilian tapir and all cats (except the ones in App. I) are in App. II of CITES.</p> <p>IUCN Red List species on or around the site:</p> <ul style="list-style-type: none"> • Vulnerable [VU]: Oncilla, White-lipped peccary (Tayassu pecari), Brazilian tapir, Guiana spider monkey • Near Threatened [NT]: Bush dog (Speothos venaticus), Jaguar (Panthera onca), Margay (Leopardus wiedii) 	<p>IUCN Red List species on or around the site:</p> <ul style="list-style-type: none"> • Vulnerable [VU]: White-headed vulture (Trigonoceps occipitalis) • Near Threatened [NT]: Rüppell's vulture (Gyps rueppellii), Bateleur (Terathopius ecaudatus) 	Not applicable

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:			
i. Construction or use of manufacturing plants, mines, and transport infrastructure	Direct impact on biodiversity due to habitat loss associated with vegetation clearing and land use for construction of the mineral processing plant, ancillary facilities, transport infrastructure and mining activities. Land disturbance for 2017 is 3,557 ha.	Reduction of species habitat, land used, soil degradation, and vegetation degradation during the preparation of the Falagountou East Pit, the extension of the waste rock dumps, and the expansion of basins.	Not applicable. Westwood mine was developed on a brownfield site.
ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)	No measurements on pollution level are available to assess the impact on biodiversity.	No pollution. In 2017, work was conducted in the tailings storage facility (TSF) to control the risk of infiltration and to mitigate potential adverse effects to biodiversity.	Not applicable
iii. Introduction of invasive species, pests, and pathogens	Our progressive reclamation program makes use of non-native plant material for revegetation. This plant material is introduced as seeds of foreign grass species. Young shrubs of non-native species have been planted too. To date, no invasive character of these introduced species can be observed.	No invasive species, pests, or pathogens introduced. All species used for rehabilitation require validation of the Centre Nationale des Semences Forestières.	Not applicable
iv. Reduction of species	The 2017 wildlife survey concluded that populations of the jaguar, armadillo, tayra and collared peccary seem to be decreasing in numbers.	Not applicable	Not applicable
v. Habitat conversion	All the habitats of the disturbed and cleared areas have been converted to open land area.	Not applicable	Not applicable
vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)	All the habitats of the disturbed and cleared areas have been converted to open land area and therefore their existing ecological function and processes changed. No data available on specific changes.	Not applicable	Not applicable: localized impact
b. Significant direct and indirect positive and negative impacts with reference to the following:			
i. Species affected	No carrying capacity studies conducted on specific species affected.	12 woody species (6,455 feet); herbaceous plants are not inventoried; no data on the micro-level fauna; no significant impact on the macro-level fauna.	Not applicable
ii. Extent of areas impacted	No data available on extent of areas impacted.	21.63 hectares	Not applicable
iii. Duration of impacts	Species diversity and evenness are permanently impacted.	Permanent for all.	Not applicable
iv. Reversibility or irreversibility of the impacts	Irreversible most of the time.	Irreversible for all.	Not applicable

304-3 Habitats protected or restored

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Size and location of all habitat areas protected or restored (km ² and location)	Not applicable	La Mare d'Oursi, a 450 km ² Ramsar site and designated ornithological sanctuary, is 67 km from the Essakane site.	Not applicable
i. Whether the success of restorative measures approved by independent external professionals (yes/no)	No	Yes	Not applicable
b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures (yes/no)	No	No	Not applicable
c. Status of each area based on its condition at the close of the reporting period	Not applicable	Active	Not applicable
d. Report standards, methodologies, and assumptions used	Hydroseeding and handplanting for revegetation.	Inventory and success rate tracked by species and location.	Not applicable

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:	79	3	Not applicable
i. Critically endangered	0	0	Not applicable
ii. Endangered	0	0	Not applicable
iii. Vulnerable	4 Oncilla, White-lipped peccary (Tayassu pecari), Brazilian tapir, Guiana spider monkey	1 White-headed vulture (Trigonoceps occipitalis)	0
iv. Near threatened	3 Bush dog (Speothos venaticus), Jaguar (Panthera onca), Margay (Leopardus wiedii)	2 Rüppell's vulture (Gyps rueppellii), Bateleur (Terathopius ecaudatus)	0
v. Least concern	72	Not applicable	Not applicable

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

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Total land disturbed and not yet rehabilitated (in hectares)	3,422.57	1,661.00	935.00
Total amount of land newly disturbed within the reporting period (in hectares)	64.00	269.00	0.00
Total amount of land newly rehabilitated within the reporting period to the agreed end use (in hectares)	0.92	3.20	0.00
Total land disturbed and not yet rehabilitated (in hectares)	3,485.65	1,926.80	935.00

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

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Does this site require a biodiversity management plan?	Yes (IAMGOLD Policies and Standards)	Yes (Environmental Impact Assessment, IAMGOLD Policies and Standards)	Yes (federal regulation – Environment Canada, IAMGOLD Policies and Standards)
Is there a biodiversity plan currently in place?	No (in development)	Yes (covers area sensitivity and community use of biodiversity)	Yes (covers level of impact)
Percentage of total sites with biodiversity plans in place	67%		

Emissions

103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	<p>Emissions from development, mining production and mineral processing activities have potential to affect air quality.</p> <p>In particular, we recognize that greenhouse gas emissions contribute to the global issue of climate change.</p> <p>Effective energy management will help control our environmental impacts by reducing the overall amount of greenhouse gases and other significant emissions produced in addition to directly influencing operational costs.</p>
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	<p>This topic boundary is limited to biodiversity aspects related to IAMGOLD managed operations and advanced exploration sites.</p>
	c. Any specific limitation regarding the topic Boundary.	<p>Energy use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities – hence, emissions are also considered non-material. Additionally, joint venture projects where IAMGOLD is not the operator are not included. Scope 3 is calculated to the extent possible with available data.</p>
103-2 The management approach and its components	a. An explanation of how the organization manages the topic.	<p>GHG emissions are regularly tracked and assessed to identify opportunities to improve energy efficiency, reduce GHG emissions, and promote energy conservation and the use of renewable energy.</p> <p>IAMGOLD is committed to renewable energy as exemplified by the development of the world's largest hybrid photovoltaic heavy fuel oil plant (PV-HFO) of 15 MW at Essakane and a 5 MW solar power plant at Rosebel, as well as several smaller solar projects in support of local communities in Suriname. The 15 MV PV-HFO plant at Essakane is estimated to save around 18,500 tonnes CO₂ equivalent per year.</p>
	b. A statement of the purpose of the management approach.	<p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> • Comply with applicable regulatory requirements; • Quantify our impact by monitoring air quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities, and • Reduce emissions that contribute to climate change.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Energy and Greenhouse Gas Emissions Management Standard</p> <p>Consistent with IAMGOLD's Energy and Greenhouse Gas Emissions Management Standard, signed by the COO, one of our key management objectives is to reduce our emissions of greenhouse gases and resulting impacts on the environment.</p> <p>Projects in Canada are typically subject to provincial air quality guidelines and approvals which seek to protect local receivers that surround the project.</p> <p>We also participate in the Carbon Disclosure Project (CDP) Climate Change Disclosure.</p>

103-3 Evaluation of the management approach

For each material topic, the reporting organization shall report the following information:
a. An explanation of how the organization evaluates the management approach, including:
i. the mechanisms for evaluating the effectiveness of the management approach;
ii. the results of the evaluation of the management approach;
iii. any related adjustments to the management approach.

As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification be conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit are currently being reviewed to identify areas for improvement.

All IAMGOLD operations conducted the annual [TSM self-assessment for the Energy and GHG Emissions Management Protocol](#). Annual results are available in the [TSM Progress Reports](#).

305-1 Direct (Scope 1) GHG emissions

Disclosure Required	Rosebel	Essakane	Westwood
a. Total direct emissions of greenhouse gases (in metric tonnes of CO ₂ equivalent) from:	158,700.90	341,323.17	12,564.42
Waste	0.00	0.00	0.00
Energy – Power plant	0.00	219,866.04	0.00
Energy – Treatment plant	2,714.10	5,752.62	288.11
Energy – Extraction	145,906.51	86,072.30	12,116.07
Energy – Support activities	260.02	3,067.70	0.00
Company owned vehicles – Operations	9,820.27	0.00	160.25
Company owned vehicles – Support activities	0.00	26,564.52	0.00
b. Gases included in the calculation (CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all)	All	All	All
c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent)	Not applicable		
d. Base year for the calculation, if applicable, including:			
i. the rationale for choosing it	2013 (start of using Ecometrica software)		
ii. emissions in the base year	145,485.33	199,586.01	11,561.65
iii. the context for any significant changes in emissions (in tCO ₂ e) that triggered recalculations of base year emissions	Increase of 13,216. Processing more hard rock.	Increase of 141,737. Mill expansion project; processing more hard rock.	Increase of 1,003. Production ramp-up.
e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GWP source: IPCC (2007). IPCC Fourth Assessment Report: Climate Change 2007. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. Use of Ecometrica platform to ensure latest emissions factors used.		
f. Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational control		
g. Standards, methodologies, assumptions, and/or calculation tools used	Assessment conducted in accordance with WRI/WBCSD's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).		

305-2 Energy indirect (Scope 2) GHG emissions

Disclosure Required	Rosebel	Essakane	Westwood
a. Total location-based energy indirect (Scope 2) GHG emissions from the generation of electricity, heating, cooling, and steaming which was consumed by the organization (in metric tons of CO ₂)	0.00	715.77	267.08
b. If applicable, total market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	0.00	715.77	267.08
c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	All		
d. Indicate base year for the calculation, if applicable, including:			
i. the rationale for choosing it	2013 (start of using Ecometrica software)		
ii. emissions in the base year	0.00	610.87	322.99
iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	Not applicable		
e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GWP source: IPCC (2007). IPCC Fourth Assessment Report: Climate Change 2007. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. Use of Ecometrica platform to ensure latest emissions factors used.		
f. Report consolidation approach for emissions; whether equity share, financial control, or operational control	Operational control.		
g. Report standards, methodologies, assumptions, and/or calculation tools used	Assessment conducted in accordance with WRI/WBCSD's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).		

305-3 Other indirect (Scope 3) GHG emissions

Disclosure Required	Rosebel	Essakane	Westwood
a. Total other indirect (Scope 3) GHG emissions that are a consequence of an organization's activities, but occur from sources not owned or controlled by the organization (in metric tons of CO ₂)	3,621.36	1,174.71	601.56
b. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	All		
c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Not applicable		
d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	Business travel, waste generated in operations, upstream transportation and distribution.	Business travel, waste generated in operations.	Business travel, waste generated in operations.
e. Report base year for the calculation, if applicable, including:			
i. the rationale for choosing it	2013 (start of using Ecometrica software)		
ii. emissions in the base year	3,392.09	2,509.16	396.21
iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	Not applicable		
f. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GWP source: IPCC (2007). IPCC Fourth Assessment Report: Climate Change 2007. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. Use of Ecometrica platform to ensure latest emissions factors used.		
g. Report standards, methodologies, assumptions, and/or calculation tools used	Assessment conducted in accordance with WRI/WBCSD's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).		

305-4 GHG emissions intensity

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. GHG emissions intensity ratio for the organization			
i. Total GHG emissions (in tonnes of CO ₂ e)	158,700.90	342,038.95	12,831.51
ii. GHG intensity – Mill (kg CO ₂ e/tonne milled)	12.37	24.62	20.57
iii. GHG intensity – Mine (kg CO ₂ e/tonne moved)	2.44	6.46	11.01
b. Organization-specific metric (the denominator) chosen to calculate the ratio			
i. Thousand tonnes of treated (milled) ore	12,832.07	13,890.95	623.88
ii. Thousand tonnes of moved ore and waste	65,006.74	52,967.12	1,165.07
c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Scope 1 and 2 (location)	Scope 1 and 2 (location)	Scope 1 and 2 (location)
d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	All		

305-5 Reduction of GHG emissions

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	6,200 tCO ₂ e (5 MW solar plant at Rosebel)	Development of 15 MW solar project (inauguration planned for 2018)	Not applicable
b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	All		
c. Report base year or baseline, including the rationale for choosing it	2013 (start of using Ecometrica software)		
d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Scope 1	Not applicable	Not applicable
e. Report standards, methodologies, assumptions, and/or calculation tools used	Standard emission factors		

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Significant air emissions, in kilograms, for each of the following:	Sampling is conducted at the main sources of emissions. Data in ppm only.		
i. NOx	Not available, data not tracked. Plans to capture data for 2018.	Not available, data not tracked. Plans to capture data for 2018.	11,000.00
ii. SOx			23.00
iii. Persistent organic pollutants (POP)			0.00
iv. Volatile organic compounds (VOC)			210.00
v. Hazardous air pollutants (HAP)			0.00
vi. Particulate matter (PM)			12.00
vii. Other standard categories of air emissions identified in relevant regulations			0.00
b. Report source of the emission factors used	PM10 has been measured at Mill, Old Camp, New Camp and Main Gate in 2017. The following average value has been recorded: Mill: 0.26 µg/m ³ ; New Camp: 0.67 µg/m ³ ; Main Gate: 0.31 µg/m ³ ; Old Camp: 0.99 µg/m ³ .	Point measurements for PM; data on total quantities not available. 0.02 mg/MJ average for power plant ducts; 75 mg/m ³ avg for all over ducts on the site.	United States Environmental Protection Agency (U.S. EPA) AP-42
c. Report standards, methodologies, assumptions, and/or calculation tools used	The USEPA Primary Ambient Air Quality Standard of 150 µg/m ³ averaged over a 24-hour period is used as standard. MiniVol TAS air samplers were used to measure the PM10 concentration during the dry season (early February to late April and mid-August to early December) for a period of 24 hours, once every 6 days.	IFC Environmental, Health and Safety Guidelines for Thermal Power Plants; Decree n°2001-185 outlines the discharge standards for pollutants in air, water and soil.	Canadian energy partnership for environmental innovation calculator (National Pollutant Release Inventory (NPRI) toolbox)

Effluents and Waste

<p>103-1 Explanation of the material topic and its Boundary</p>	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>Guided by our vision of Zero Harm, we closely monitor the waste and tailings produced as well as the quality of final effluent during mining operations and post-closure.</p> <p>Waste management includes waste rock, tailings, and other waste streams (hazardous and non-hazardous waste).</p> <p>This topic boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.</p> <p>Effluents and waste from joint venture projects where IAMGOLD is not the operator are not included.</p> <p>Judgement of subject matter experts is relied upon to define what is considered significant.</p>
<p>103-2 The management approach and its components</p>	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Deposition plans are required for waste rock and tailings. Water and sediment quality monitoring is routinely conducted. Standard operating procedures are developed and maintained for material processes such as management of hazardous waste at our operating sites and spill response.</p> <p>In Burkina Faso, IAMGOLD's Essakane mine provides an opportunity for the mine's scrap metal to be repurposed through the "Fonds Fer" or "Iron Fund" Program. The mine sells its leftover scrap metal at auction and uses the revenues to fund local business ideas.</p> <p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> • Comply with applicable regulatory requirements; • Ensure waste streams are handled, stored and transported appropriately to prevent accidental release to the surrounding environment; • Quantify our impact by monitoring water quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities; and • Ensure protection of the receiving environment. <p>Our internal Sustainability Standard outlines the minimum requirements for waste management.</p> <p>Tailings Management Standard</p> <p>As per our tailings management standard, we locate, design, construct, operate and close tailings facilities in compliance with the Mining Association of Canada's (MAC) environmental policy, and with our commitment to stakeholders in mind. We ensure that all structures are stable, and all solids and water are managed within their designated areas.</p> <p>An accidental spill or release can be hazardous to our employees and other stakeholders, and can also contaminate the environment if not responded in a quick and effective manner.</p> <p>We aim to prevent material spills and have spill response procedures to respond appropriately and minimize impacts to the receiving environment.</p>

103-3 Evaluation of the management approach

For each material topic, the reporting organization shall report the following information:
a. An explanation of how the organization evaluates the management approach, including:
i. the mechanisms for evaluating the effectiveness of the management approach;
ii. the results of the evaluation of the management approach;
iii. any related adjustments to the management approach.

As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification be conducted to verify level of adherence with the TSM protocols. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit are currently being reviewed to identify areas for improvement.

All IAMGOLD operations conducted the annual TSM self-assessment for the Tailings Management Protocol and Crisis Management and Communications Planning Protocol.

[Tailings Management Protocol](#)

[Crisis Management and Communications Planning](#)

Annual results are available in the [TSM Progress Reports](#).

306-1 Water discharge by quality and destination

Disclosure Required	Rosebel	Essakane	Westwood
a. Total volume (m ³) of planned and unplanned water discharges (i.e., excluding harvested rainwater and domestic sewage) by:	2,844,835.00	0.00	3,859,876.00
i. destination	Mindrineti River (surface water)	Essakane is a site with “zero discharge” – no water used for industrial purposes is discharged to the environment. Water used for mineral processing is recycled for further mineral processing needs. Mine water is stored in a basin until being used. Domestic waste water is treated then sent to an evaporation field where trees are planted.	Rivière Bousquet
ii. quality of the water, including treatment method	Prior to discharge, water is treated by the Effluent Treatment Plant and aerated in the Aerated Lagoon to meet IFC discharge criteria and end-of-pipe target discharge objectives.	Not applicable; “zero discharge” site	Treated with lime
iii. whether the water was reused by another organization	No, but small-scale mining in the area.	No, but there is a presence of artisanal small-scale mining in the area.	No
b. Report standards, methodologies, and assumptions used	IFC limits for the discharge of process waste water to the surface water (WB, IFC Guidelines 2007). And end-of-pipe target discharge objectives set by RGM for Ammonia and Total Cyanide.	Not applicable	Discharge is measured with a flowmeter on a routine basis.

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>
a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:	6,860.99	1,318.96	227.17	
i. Reuse (kg or tonnes and disposal method)	Not available	0.00	Not available	Not available
ii. Recycling (kg or tonnes and disposal method)	6,352.78	1,179.75	0.00	Mali: 780 kg (empty plastic water bottles – sold in town to be reused as local juice containers) Senegal: not available Colombia: not available Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available
iii. Composting (kg or tonnes and disposal method)	0.00	0.00	Not available	Not available
iv. Recovery, including energy recovery	0.00	0.00	Not available	Not available
v. Incineration (mass burn) (kg or tonnes and disposal method)	508.21	0.88	227.17	Mali: not available Senegal: 600 L used oil (around 580 kg) by incineration Colombia: not available Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available
vi. Deep well injection (kg or tonnes and disposal method)	Not available			
vii. Landfill (kg or tonnes and disposal method)	0.00	138.33	0.00	Not available
viii. On-site storage (kg or tonnes and disposal method)	0.00	0.00	0.00	Mali: 2,239 kg of used engine oil (to be submitted to a certified treatment plant) Senegal: not available Colombia: not available Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available
b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:	1,107.82	794.80	1,942.25	
i. Reuse (kg or tonnes and disposal method)	1.54	0.00	Not available	Mali: not available Senegal: not available Colombia: 4,400 kg of sacks used for temporary soil storage in platform construction were reused Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available

ii. Recycling (kg or tonnes and disposal method)	26.76	416.99	1,544.90	Mali: not available Senegal: not available Colombia: 444.4 kg of glass, aluminum, plastic, paper and cardboard were sent to a recycling company operated by members of the local community. Brazil: not available Ontario: not available Peru: not available Quebec: 500 kg of paper Suriname: not available Burkina Faso: not available
iii. Composting (kg or tonnes and disposal method)	Not available	0.00	Not available	Not available
iv. Recovery, including energy recovery (kg or tonnes and disposal method)	Not available	0.00	Not available	Not available
v. Incineration (mass burn) (kg or tonnes and disposal method)	Not available	0.00	Not available	Not available
vi. Deep well injection (kg or tonnes and disposal method)	Not available	0.00	Not available	Not available
vii. Landfill (kg or tonnes and disposal method)	1,079.52	377.81	397.35	Mali: 1,500 kg of various waste (submitted to a waste treatment plant at Bamako) Senegal: 6 tonnes Colombia: Ordinary and organic waste 436.5 kg Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available
viii. On-site storage (kg or tonnes and disposal method)	Not available	0.00	Not available	Mali: not available Senegal: not available Colombia: not available Brazil: not available Ontario: not available Peru: 445 kg Quebec: not available Suriname: not available Burkina Faso: not available
ix. Other (to be specified by the organization)	Not available	0.00	Not available	Mali: not available Senegal: not available Colombia: not available Brazil: not available Ontario: not available Peru: 445 kg Quebec: not available Suriname: not available Burkina Faso: not available
c. How the waste disposal method has been determined:				
i. Disposed of directly by the organization, or otherwise directly confirmed	Hazardous waste landfill, non-hazardous waste landfill	Hazardous waste incineration, non-hazardous waste recycling, non-hazardous waste landfill	Not available	Mali: not available Senegal: not available Colombia: Non-recyclable materials are disposed by the public waste services company at the local landfill. Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available

ii. Information provided by the waste disposal contractor	Non-hazardous waste reuse	Hazardous waste recycling, hazardous waste landfill	Hazardous waste incineration, non-hazardous waste recycling, non-hazardous waste landfill	Mali: not available Senegal: not available Colombia: (i) Quimetales SAS delivered a Certificate of Storage, Management of the Treatment and/or Use of Hazardous Waste. The company has government's environment licence. (ii) Policy and procedures of public waste services company. Brazil: not available Ontario: not available Peru: not available Quebec: not available Suriname: not available Burkina Faso: not available
iii. Organizational defaults of the waste disposal contractor	Hazardous waste recycling, hazardous waste incineration, non-hazardous waste recycling	Not available	Not available	Not available

306-3 Significant spills

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total number and total volume of recorded significant spills (m ³)	None	None	None
b. The following additional information for each spill that was reported in the organization's financial statements:			
i. Location of spill	Not applicable		
iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)	Not applicable		
c. Impacts of significant spills	Not applicable		

306-4 Transport of hazardous waste

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total weight of hazardous waste (tonnes):			
i. Hazardous waste transported	3,609.35	Not applicable	227.17
ii. Hazardous waste imported	Not applicable	0.00	0.00
iii. Hazardous waste exported	3,609.30	0.00	0.00
iv. Hazardous waste treated	7,057.52	Not applicable	227.17
b. Percentage of hazardous waste shipped internationally	51%	0%	0%
c. Report standards, methodologies, and assumptions used	Unit conversions via Ecometrica.	<ul style="list-style-type: none"> • BASEL Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal adopted by the Plenipotentiary Conference on March 22, 1989, Implemented in Burkina Faso on May 5, 1992; • Bamako Convention on the Prohibition on the Importation of Hazardous Wastes, the Control of Transboundary Transfers and the Management of Waste Within African Countries, signed on January 30, 1991; • Decree regulating the collection, storage, transportation, treatment and disposal of urban waste 	Provided by the waste disposal contractor.

306-5 Water bodies affected by water discharges and/or runoff

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:			
i. the size of the water body and related habitat	The Mindrineti River (downstream of Mamanari Creek) is the only perennial stream in the area, with a large drainage area of 704 km ² , located mostly to the south and upstream of the Concession.	None	Not applicable
ii. whether the water body and related habitat is designated as a nationally or internationally protected area	No	Not applicable	Not applicable
iii. the biodiversity value, such as total number of protected species	According to an aquatic ecosystems survey conducted in November 2017, 22 fish species and 52 specimens of macro-invertebrates were collected downstream of the discharge point (Mindrineti Creek). None of these species is protected.	Not applicable	Not applicable (no protected species on the site)

MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Total amount of overburden (waste rock) generated during the year (in tonnes)	47,802,231.00	35,696,535.00	640,963.00
Describe the risks associated with overburden (including waste rock)	Risks related to runoff on waste rock dumps. Procedures in place for waste rock dumps.	Risks related to runoff on waste rock dumps.	Acid rock drainage (ARD) potential.
Total amount of tailings (including sludges) generated during the year (in tonnes)	12,832,069.00	11,749,255.00	785,660.00
Describe the risks associated with tailings	Risks related to tailings line rupture and/or dam breach. Procedures in place for the tailings storage facility.	Risks related to tailings line ruptures, breakage of geomembrane covering interior of the TSF and/or dam breach. Contamination of groundwater. Overtopping of water from TSF.	Acid rock drainage (ARD) potential.

Environmental Compliance

103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	As per our Sustainability Policy, we are committed to establishing site operating standards and procedures to enable practices that meet or exceed relevant laws and regulations, IAMGOLD's environmental and social impact statements, environmental and social management and closure plans, and international protocols of which IAMGOLD is a signatory. We are vigilant about compliance and ensure any non-compliance is remediated swiftly. Sustainability Policy
	b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	This topic boundary includes all IAMGOLD managed sites.
	c. Any specific limitation regarding the topic Boundary.	Joint venture projects where IAMGOLD is not the operator are not included.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic.	Sites are expected to meet or exceed relevant environmental laws and regulations.
	b. A statement of the purpose of the management approach.	The purpose of management of this topic is to: <ul style="list-style-type: none"> • Comply with applicable regulatory requirements; and • Promote accountability and transparency.
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	<p>Sustainability Policy</p> <p>Tailings Management Standard</p> <p>It is essential to address feedback and concerns in an accessible and timely manner in order to continuously improve. As stated in our Sustainability Policy, we are committed to practising good corporate governance, transparency and fair dealing and reporting annually on our performance.</p> <p>This commitment is complemented by our Tailings Management Standard, which states that consultations with communities of interest are organized to take into account their concerns relating to tailings facility management.</p> <p>We are committed to avoiding and/or minimizing, to an extent that is technically feasible and fiscally reasonable, any negative impacts from our mining activities.</p> <p>As part of our commitment, we partnered with UQAT-Polytechnique's Research Institute on Mines and Environment (RIME) in 2012 to support new development in environmental practices including tailings rehabilitation. Our financial commitment of \$1.5 million over five years enabled various research projects such as desulfurization of residue cover and sludge cover. With the approval of the Government of Quebec of our closure plan, IAMGOLD hopes to integrate some of the practices being researched at RIME. In 2017, IAMGOLD committed \$2 million to Laurentian University over five years in support of maintaining faculty positions in open pit mining and engineering. Part of the funds will go towards completing a new student space and upgrading student facilities as well as creating new scholarships and bursaries for undergraduate and masters students.</p>

103-3 Evaluation of the management approach

For each material topic, the reporting organization shall report the following information:
a. An explanation of how the organization evaluates the management approach, including:
i. the mechanisms for evaluating the effectiveness of the management approach;
ii. the results of the evaluation of the management approach;
iii. any related adjustments to the management approach.

As per IAMGOLD Sustainability Standard, a community and stakeholder engagement plan is required for all of our sites to ensure feedback can be received and considered.

A formal grievance mechanism is in place for dealing with complaints and/or concerns from external stakeholders. Stakeholders are well informed of the grievance mechanism which is easily accessible. The Company reports back to communities periodically with the outcomes of the grievances filed. Senior management reviews the engagement system and results annually.

A gap analysis on IAMGOLD's sustainability framework was conducted in 2018. Results of the analysis are currently under review to identify areas for improvement.

307-1 Non-compliance with environmental laws and regulations

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>
a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:				
i. total monetary value of significant fines (USD);	0	0	0	0
ii. total number of non-monetary sanctions;	0	0	0	0
iii. cases brought through dispute resolution mechanisms	0	0	0	0
b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient	In 2017, no non-compliance with environmental laws and/or regulations was identified. Note that although there were no reported fines or sanctions, several events were reported. At Essakane, domestic waste water discharge criteria was not always respected. BOD and COD as well as streptococci and faecal coliform plants are often not out of the ordinary. An action plan is being implemented. NOx emissions at the power plant are not in line with the national standard for emissions from fixed installations.			

SOCIAL INDICATORS

Employment			
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	This topic boundary includes all IAMGOLD managed sites.
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	This topic boundary includes all IAMGOLD managed sites.
		c. Any specific limitation regarding the topic Boundary.	This is specific to employees and contractors hired directly by IAMGOLD
103-2	The management approach and its components	a. An explanation of how the organization manages the topic.	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of IAMGOLD Corporation and to support our culture of empowering people for extraordinary performance. The Talent Acquisition and Selection Standard sets out minimum standards to ensure that the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.
		b. A statement of the purpose of the management approach.	The purpose of this policy is to define the minimum requirements the Company, managers, employees and Human Resources ("HR") designates are required to follow to attract qualified talent, and select and recruit candidates for employment. At IAMGOLD, people are our greatest asset: our employees' engagement and satisfaction are critical to our success. The corporation is committed to maintaining a challenging working environment in which ability and performance are recognized, free from any form of discrimination on the basis of personal relationships or contrary to law.
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	At IAMGOLD, the expansive topic of employment is comprehensively managed via the implementation of categorized policies, standards, codes, and plans which communicate the minimum expectations of the organization in a fashion conducive to compliance. The Corporate Human Resources department manages the process for new employee hires in support of the business strategy. New employees are covered by the policies and practices outlined in the Employee Handbook.
103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	Employees are required to undergo annual performance reviews with their managers overseen by the HR department. Exit interviews are also conducted to gather information. No significant changes to the HR function were made in 2017.

401-1 New employee hires and employee turnover

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Total number and rate of new employee hires during the reporting period, by age group, gender and region:					
i. Under 30 years old (A)	70	111	120	17	25
ii. 30–50 years old (B)	32	77	77	17	10
iii. Over 50 years old (C)	3	8	20	2	8
iv. Total number of employees joining the organization (= A+B+C)	105	196	217	36	43
v. Male new hires	68	159	182	21	33
vi. Female new hires	37	37	35	15	10
b. Total number and rate of employee turnover during the reporting period, by age group, gender and region:					
i. Under 30 years old (A)	57	73	114	12	14
ii. 30–50 years old (B)	37	67	84	10	7
iii. Over 50 years old (C)	14	18	33	6	9
iv. Total number of employees leaving employment (= A+B+C)	108	158	231	28	30
v. Male turnover	78	127	205	15	23
vi. Female turnover	30	31	26	13	7

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:					
i. life insurance	Yes	Yes	Yes	Yes	Not available
ii. health care	Yes	Yes	Yes	Yes	Not available
iii. disability and invalidity coverage	Yes	Yes	Yes	Yes	Not available
iv. parental leave	Yes	Yes	Yes	Yes	Not available
v. retirement provision	Yes	Yes	Yes	Yes	Not available
vi. stock ownership	Yes	Yes	Yes	Yes	Not available
vii. others	Not applicable	Not applicable	Not applicable	Not applicable	Not available
b. The definition used for 'significant locations of operation'.	Operating mine sites and corporate head office				

401-3 Parental leave

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Total number of employees who were entitled to parental leave, by gender	Male: 1,013 Female: 262	Male: 2,087 Female: 262	Male: 630 Female: 66	Male: 83 Female: 64	Male: Not available Female: Not available
b. Total number of employees who took parental leave, by gender	Male: 58 Female: 10	Male: 159 Female: 26	Male: 34 Female: 6	Male: 0 Female: 0	Male: Not available Female: Not available
c. Total number of employees who returned to work in the reporting period after parental leave ended, by gender	Male: 58 Female: 9	Male: 159 Female: 22	Male: 27 (3 still on leave) Female: 1 (5 still on leave)	Male: Not applicable – no employees on parental leave Female: Not applicable – no employees on parental leave	Male: Not available Female: Not available
d. Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender	Male: 58 Female: 8	Male: 159 Female: 22	Male: 35 Female: 5	Male: Not applicable – no employees on parental leave Female: Not applicable – no employees on parental leave	Male: Not available Female: Not available
e. Return to work and retention rates of employees who took parental leave, by gender	Male: RTW rate 100% Retention rate 100% Female: RTW rate 90% Retention rate 89%	Male: 100% Female: 100%	Male: RTW rate 100% Retention rate 100% Female: RTW rate 90% Retention rate 89%	Male: Not applicable – no employees on parental leave Female: Not applicable – no employees on parental leave	Male: Not available Female: Not available

Labour/Management Relations

103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	Labour laws and regulations vary widely across the globe. With global operations, it is important for IAMGOLD to ensure compliance with local codes.
	b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	IAMGOLD strives to ensure that all our operations are in compliance with local labour codes.
	c. Any specific limitation regarding the topic Boundary.	Reporting on this topic is limited to jurisdictions IAMGOLD operates in.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic.	All IAMGOLD operations follow the local labour codes and ensure compliance with national legislation, where applicable. Working conditions and other negotiated benefits are also outlined in collective agreements.
	b. A statement of the purpose of the management approach.	It is important to ensure that organized labour rights are accommodated by IAMGOLD
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	See above.
103-3 Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	No external or internal audit or verification activities occurred in 2017.

402-1 Minimum notice periods regarding operational changes

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	2-3 weeks	4 weeks	2 weeks	2 weeks	Depends on the local legislation; between 2 weeks and 4 weeks
b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	Yes	Not available	Yes	Not available	Not available

MM4 Number of strikes and lock-outs exceeding one week's duration, by country

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
Number of strikes and lock-outs exceeding one week's duration, by country	0	0	0	0	0

Occupational Health and Safety

103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	Occupational health and safety is material as material risks can have serious consequences to IAMGOLD's stakeholders, both internally (IAMGOLD employees and contractors) and externally (host communities, governments, shareholders) if not managed effectively.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	Health and safety impacts can occur at any point in IAMGOLD operations, in all locations.
	c. Any specific limitation regarding the topic Boundary.	The H&S function is decentralized to the sites and functions. Corporate H&S manages our global H&S Performance, but each site is responsible for managing its local H&S Performance in accordance with IAMGOLD's standards and procedures. Financial resources are allocated at the corporate level to support the sites, and H&S professionals are situated at each of our sites
103-2 The management approach and its components	a. An explanation of how the organization manages the topic.	The Health and Safety Program takes a risk-based approach, guided by our vision of Zero Harm. All of our material health and safety (H&S) risks are documented in risk registers for each of our sites and various departmental functions, which are then consolidated to create the overall company-wide risk register by the Chief Operating Officer. Once risks are identified, prevention and mitigation controls are put in place to manage these risks if they cannot first be eliminated. Audits and inspections are performed to ensure the maintenance and performance of these controls
	b. A statement of the purpose of the management approach.	IAMGOLD has a vision to lead the mining industry in providing a secure, healthy and injury-free work environment. Our people are empowered and committed to embracing the Zero Harm vision.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<ul style="list-style-type: none"> • H&S Performance monthly report and statistics (leading and lagging indicators): a systematic performance reporting process used by every site at IAMGOLD • Significant Incident Report (SIR) procedure and reporting, which includes sharing of lessons learned • Mind Body Achievement (MBA) program: a behaviour-based program to reduce, report and eliminate at-risk situations and conditions and to encourage and improve safety leadership among workers • IAMTRAVELLING: a safe travel initiative to inform and protect our business travellers and expatriates travelling abroad • TSM: the Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) program, which monitors health and safety initiatives, as well as crisis management and emergency response plans • OHSAS 18001: two sites out of three are OHSAS certified • Enterprise Risk Management: an initiative to identify and manage our internal H&S risks • Employee Assistance Program (EAP): an HR-managed initiative which provides professional health and well-being support to IAMGOLD employees and their families, such as psychological, nutritional and financial guidance

103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Compliance with company-wide H&S objectives is measured against a set of key performance indicators (KPIs), including both lagging and leading indicators, which are reviewed with the general managers and the COO on a monthly basis in order to apply lessons learned and continuously improve. The leading indicators provide insight into how to achieve our objectives, and the lagging indicators show where our systems have failed and where we can improve. 2017 marked the creation of a new Health and Safety Framework, which will be implemented over the next few years.
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403-1 Workers' representation in formal joint management-worker health and safety committees

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. The level at which each formal joint management-worker health and safety committee typically operates within the organization	There are Safety committees at the Mine Operations department to help monitor and advise on H&S issues and challenges. No formal H&S committee site-wide. This is not a legal requirement. Workers' participation is stimulated through meetings.	50% workers, 50% employer	We have a Health & Safety Committee composed of 5 worker representatives and 5 employer representatives. The committee meets once a month.	There is a formal health and safety committee for the Corporate office with 8 members.	Mali: Not available Senegal: Not available Colombia: The H&S committee at IAMGOLD Colombia meets every three months in accordance with labour laws. The H&S committee is composed of 2 employee representatives and 1 employer representative, as per local law. Ontario: Field office Peru: Labour and administrative Quebec: No committee Suriname: Not available Burkina Faso: Not available
b. Percentage of workers whose work, or workplace, is controlled by the organization, represented in formal joint management-worker health and safety committees	Around 40% (for the Mine department)	They all are, except for capital projects and resource development	5 worker representatives and 5 employer representatives = 50%	100%	Mali: Not available Senegal: Not available Colombia: There are 10 employees at the Colombia operations, so the H&S committee represents all the employees in its meetings (100%). The representatives of the employees were elected by the employees Ontario: 100% Peru: 50% Quebec: Not available Suriname: Not available Burkina Faso: Not available

Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
a. Types of injuries, injury rate, occupational disease rate, lost day rate, absentee rate and workforce related fatalities for all employees:					
i. Types of injuries	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)
ii. Injury rate (IR rate = the frequency of injuries relative to the total time worked by the total workforce in the reporting period)	Total Recordable Incident Frequency Rate (TRIFR): 1.47 (based on 200,000 work hours)	Total Recordable Incident Frequency Rate (TRIFR): 0.33 (based on 200,000 work hours)	Total Recordable Incident Frequency Rate (TRIFR): 2.68 (based on 200,000 work hours)	Total Recordable Incident Frequency Rate (TRIFR): 0.00 (based on 200,000 work hours)	Total Recordable Incident Frequency Rate (TRIFR): 0.71 (based on 200,000 work hours)
iii. Occupational disease rate (ODR = the frequency of occupational diseases relative to the total time worked by the total workforce in the reporting period)	Data not being tracked	Data not being tracked	Data not being tracked	Data not being tracked	Data not being tracked
iv. Lost day rate (LDR) – Days Away, Restricted or Transferred Frequency Rate (DART FR = the impact of occupational accidents and diseases as reflected in time off work by the affected workers; it is expressed by comparing the total lost days to the total number of hours scheduled to be worked by the workforce in the reporting period)	Days Away, Restricted or Transferred Frequency Rate (DART FR) = 0.79 (based on 200,000 work hours)	DART FR: 0.13	Days Away, Restricted or Transferred Frequency Rate (DART FR) = 2.68 (based on 200,000 work hours)	Days Away, Restricted or Transferred Frequency Rate (DART FR) = 0.00 (based on 200,000 work hours)	Days Away, Restricted or Transferred Frequency Rate (DART FR) = 0.28 (based on 200,000 work hours)
v. Absentee rate (AR = Total absent days ÷ total days scheduled to be worked for the period)	2.90%	Data not being tracked	10.68% (based on hours worked)	Data not being tracked	Data not being tracked
vi. Total number of work-related fatalities	0	0	1	0	0
b. Types of injuries, injury rate and workforce related fatalities for all workers (contractors minus employees) whose work or workplace is controlled by the organization:					
i. Types of injuries	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)	First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)		First aid, medical aid, restricted work injury (RWI) and lost time injury (LTI)
ii. Injury rate (IR rate = the frequency of injuries relative to the total time worked by the total workforce in the reporting period)	Total Recordable Incident Frequency Rate (TRIFR): 0.74 (based on 200,000 work hours)	Not available	Not available	Total Recordable Incident Frequency Rate (TRIFR): 0.00 (based on 200,000 work hours)	Mali: Not available Senegal: Not available Colombia: Not available Brazil: Not available Ontario: 2.93 Peru: Not available Quebec: Not available Suriname: Total Recordable Incidents per 200,000 manhours (TRIR): 0.61 Burkina Faso: Not available
iii. Total number of work-related fatalities	0	0	1		0
c. The system of rules applied in recording and reporting accident statistics	OSHA				

403-3 Workers with high incidence or high risk of diseases related to their occupation

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases	Yes	Positions with high risk of occupational diseases are covered in an industrial hygiene program. Group and individual risk control measures are in place. A contaminant measuring program and individual biological monitoring are carried out throughout the year	Yes
If yes, please provide a brief description of the activities and risks involved	Operation and maintenance of mining and milling operations – risks: exposure to silica, arsenic, cyanide, heat stress, vibration, noise, lead, ammonia, heavy metals	Carbon incinerator operator, crusher, fusion room, laboratory, driller-blaster, tailings storage facility	Exposure (mainly underground and maintenance) to: silica (silicosis), diesel particulates (cancer), noise (hearing loss), heat stress, welding fumes containing heavy metals (cancer), vibrations (Raynaud's disease), chemicals (cyanide, lead)

403-4 Health and safety topics covered in formal agreements with trade unions

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Whether formal agreements (either local or global) with trade unions cover health and safety	Yes	No, there is no formal agreement, except for the application of a regulatory requirement about the implementation of a health and safety joint committee.	Yes
b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements:			
i. Personal protective equipment	Yes – Local	No	100% (HSC)
ii. Joint management–worker health and safety committees	Yes – Local	Yes, once per month	100%, once per month (HSC)
iii. Participation of worker representatives in health and safety inspections, audits and accident investigations	Yes – Local	Yes, as part of the committee and significant investigations (not formalized)	100%, based on a schedule
iv. Training and education	Yes – Local	Yes, based on needs	Yes, based on the year's needs
v. Complaints mechanism	Yes – Local and global (whistleblower)	No	100% involved
vi. Right to refuse unsafe work	Yes – Local	Item included in our Health & Safety Policy	100% involved
vii. Periodic inspections	Yes – Local	Once per month as part of the HSEC Committee	Involved based on requests and schedule

Training and Education

103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	Training and education is material within IAMGOLD operations because, in a dynamic and evolving technical industry, it is important for IAMGOLD to work with qualified and competent individuals.
		b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	Training and education opportunities are available for IAMGOLD employees.
		c. Any specific limitation regarding the topic Boundary.	See above.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic.	IAMGOLD provides on-the-job training and support for career development through action learning, special projects, job rotation, professional memberships and conferences.
		b. A statement of the purpose of the management approach.	IAMGOLD is committed to providing the necessary support, education and training to ensure effective performance and maintenance of necessary professional licences and designations among all employees.
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	None
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Annual performance evaluations are managed through our Performance Management Process, which includes objective setting as well as mid-year and year-end reviews. Employees and their managers jointly determine individual performance objectives that support achieving business priorities. Tracking performance goals holds individuals accountable for their growth and development as effective members of the IAMGOLD team. No significant changes to this process were made in 2017.

404-1 Average hours of training per year per employee

Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
a. Average hours of training that the organization's employees have undertaken during the reporting period, by:					
i. gender	Male: Not tracked Female: Not tracked	Male: 1.94 hours Female: 1.34 hours	Male: 6.73 hours Female: 4.81 hours	Male: Not tracked Female: Not tracked	Male: Not tracked Female: Not tracked
ii. employee category	Management: Not tracked Non-management: Not tracked	Management: Not tracked Non-management: Not tracked	Management: 5.87 hours Non-management: 7 hours	Management: Not tracked Non-management: Not tracked	Management: Not tracked Non-management: Not tracked

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Type and scope of programs implemented and assistance provided to upgrade employee skills					
i. Internal training courses	The company provides a range of Safety, Technical, Leadership and Operational Training. The Mine Operations, Mine Maintenance and Mill departments have a training departments and provide specialized training to enhance the skills of employees	Leadership, management, technical, IT and language training	Senior leadership development programs; toolbox for supervisors	Yes	Yes
ii. Funding support for external training or education	Yes	Yes	Yes – Workshop, seminar, hydraulics training for mechanical, first responder for firemen	Yes	Yes
iii. The provision of sabbatical periods with guaranteed return to employment	<p>If an employee in writing and stating reasons requests unpaid leave for urgent personal reasons, such request shall be assessed by the employer. To the extent the duties so allow, the unpaid leave shall be granted for minimally 1 (one) day and maximally 3 (three) months.</p> <p>The employee shall not enjoy salary and emoluments during the period of time of the unpaid leave granted.</p> <p>The employer is entitled to either approve or refuse requests for unpaid leave.</p>	Yes	Case-by-case basis	Case-by-case basis	No
b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:					
i. Pre-retirement planning for intended retiree	No	No	No	Yes	No
ii. Retraining for those intending to continue working	No	No	No	Yes	No
iii. Severance pay	Yes	Yes	Yes	Yes	Yes
iv. Job placement services	No	Yes	No	Yes	No
v. Assistance (e.g., training, counselling) on transitioning to a non-working life	No	No	No	Yes	No

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:	Male: 100% Female: 100% Management: 100% Non-management: 41%	Male: 100% Female: 100% Management: 100% Non-management: 11%	Male: 100% Female: 100% Management: 100% Non-management: 28%	Male: 100% Female: 100% Management: 100% Non-management: 94%	Male: 100% Female: 100% Management: 100% Non-management: 58%

Diversity and Equal Opportunity

103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	IAMGOLD is committed to diversity and equal opportunity and aims to facilitate employment opportunities based on ability and experience.
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. 	IAMGOLD is committed to diversity and equal opportunity at all our operations.
		c. Any specific limitation regarding the topic Boundary.	Topic limited to IAMGOLD employees.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic.	IAMGOLD's Code of Business Conduct and Ethics embodies our commitment to respect the right of all employees to fair treatment, equal opportunity and a working environment free from discrimination or harassment of any sort. Our internal diversity policy codifies the importance of a diverse workforce where the rights and differences among our employees are maintained and respected. At IAMGOLD, each employee is responsible for maintaining a work environment that is free from discrimination and harassment. The policy also provides specific guidelines that outline the organization's commitment to increasing diversity of our leadership management team and the Board of Directors.
		b. A statement of the purpose of the management approach.	The purpose of the management approach is to effectively fulfill the organization's commitment to ensuring employees are hired based on performance and ability.
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Diversity Standard Code of Business Conduct and Ethics

103-3 Evaluation of the management approach

For each material topic, the reporting organization shall report the following information:
a. An explanation of how the organization evaluates the management approach, including:
i. the mechanisms for evaluating the effectiveness of the management approach;
ii. the results of the evaluation of the management approach;
iii. any related adjustments to the management approach.

As part of IAMGOLD's commitment to diversity and equal opportunity, we regularly measure and monitor the effectiveness of our efforts to create and promote a fair hiring process and a diverse workforce. Annually, all employees are required to complete an online training module on the Code of Business Conduct and Ethics. No significant changes were made to this topic in 2017.

405-1 Diversity of governance bodies and employees

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:					
i. Gender	Male: Not available (represented by governance bodies at the Corporate level) Female: Not available (represented by governance bodies at the Corporate level)	Male: 91% Female: 9%	Male: Not available (represented by governance bodies at the Corporate level) Female: Not available (represented by governance bodies at the Corporate level)	Male: Not tracked Female: Not tracked	Male: Not available (represented by governance bodies at the Corporate level) Female: Not available (represented by governance bodies at the Corporate level)
ii. Age group:					
under 30 years old	Not available (represented by governance bodies at the Corporate level)	3%	Not available (represented by governance bodies at the Corporate level)	Not available	Not available (represented by governance bodies at the Corporate level)
30–50 years old		72%			
over 50 years old		25%			
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not applicable				
b. Percentage of employees per employee category in each of the following diversity categories:					
i. Gender	Male: 89% Female: 11%	Male: 89% Female: 11%	Male: 90% Female: 10%	Male: 56% Female: 44%	Male: 84% Female: 16%
ii. Age group:					
under 30 years old	7%	14%	21%	10%	18%
30–50 years old	79%	80%	53%	59%	62%
over 50 years old	14%	6%	26%	31%	20%
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not applicable				

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Ratio of the basic salary and remuneration of women to men for each employee category	Administrative/Technician Female: Not available Male: \$104,223 CAD Professional/Supervisor Female: \$99,065 CAD Male: \$122,756 CAD Manager Female: \$133,410 CAD Male: \$147,725 CAD Senior Manager Female: Not available Male: \$303,450 CAD	Administrative/Technician Female: \$42,457 CAD Male: \$57,462 CAD Professional/Supervisor Female: \$57,299 CAD Male: \$77,518 CAD Manager Female: \$118,260 CAD Male: \$135,701 CAD Senior Manager Female: Not available Male: \$252,350 CAD	Administrative/Technician Female: \$57,705 CAD Male: \$71,132 CAD Professional/Supervisor Female: \$78,406 CAD Male: \$96,798 CAD Manager Female: \$142,602 CAD Male: \$140,923 CAD Senior Manager Female: Not available Male: Not available	Administrative/Technician Female: \$70,601 CAD Male: \$71,829 CAD Professional/Supervisor Female: \$93,959 CAD Male: \$94,318 CAD Manager Female: \$138,367 CAD Male: \$158,470 CAD Senior Manager Female: \$359,966 CAD Male: \$341,147 CAD	Administrative/Technician Female: \$19,361 CAD Male: \$33,369 CAD Professional/Supervisor Female: \$70,589 CAD Male: \$57,196 CAD Manager Female: Not available Male: \$122,559 CAD Senior Manager Female: \$224,143 CAD Male: \$260,059 CAD
b. The definition used for 'significant locations of operation'	Operating mine sites and corporate head office				

Non-discrimination

103-1	<p>Explanation of the material topic and its Boundary</p> <p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur;</p> <p>ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>All employees, contractors and representatives are entitled to work in an environment free from discrimination, harassment and violence in which all individuals are treated with respect and dignity.</p> <p>IAMGOLD strives to ensure that IAMGOLD Corporation employees, contractors and representatives are required to follow the minimum requirements to prevent and address harassment, discrimination and violence in the workplace. IAMGOLD's Discrimination, Harassment and Violence Standard applies to all employees, contractors and representatives worldwide, including joint ventures, and to all activities that occur while on company premises or while engaging in company business activities or social events.</p> <p>IAMGOLD's Discrimination, Harassment and Violence Standard applies to all employees, contractors and representatives worldwide, including joint ventures, and to all activities that occur while on company premises or while engaging in company business activities or social events.</p>
103-2	<p>The management approach and its components</p> <p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <p>i. Policies</p> <p>ii. Commitments</p> <p>iii. Goals and targets</p> <p>iv. Responsibilities</p> <p>v. Resources</p> <p>vi. Grievance mechanisms</p> <p>vii. Specific actions, such as processes, projects, programs and initiatives</p>	<p>Any employee, contractor or representative whose behaviour constitutes discrimination, harassment or violence will be subject to disciplinary action, including, without limitation, termination for cause, and further legal action. Discrimination is defined as any action, policy or differential treatment (either intentional or unintentional) having an adverse impact on an individual on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, pregnancy, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or other unmeritorious consideration.</p> <p>IAMGOLD does not tolerate any form of discrimination, harassment or violence.</p> <p>Discrimination, Harassment and Violence in the Workplace Standard</p>

103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. the mechanisms for evaluating the effectiveness of the management approach;</p> <p>ii. the results of the evaluation of the management approach;</p> <p>iii. any related adjustments to the management approach.</p>	<p>There is a workplace violence program that accompanies this standard. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.</p> <p>The Company, as the employer, will ensure this standard and the supporting program are implemented and maintained. All workers and supervisors will receive appropriate information and instruction on the content of the standard and program.</p> <p>Supervisors are required to adhere to this standard and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves. Every worker must work in compliance with this standard and the supporting program. All workers are encouraged to raise any concerns about violence in the workplace and to report any violent incidents or threats.</p> <p>No significant changes were made to this program in 2017.</p>
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406-1 Incidents of discrimination and corrective actions taken

Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Exploration
Total number of incidents of discrimination during the reporting period (i.e., on grounds of race, sex, religion, political opinion, national extraction or social origin as defined by the ILO, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period)	0	0	0	0	Not available
b. Status of the incidents and actions taken with reference to the following:					
i. Incidents reviewed by the organization	0	0	0	0	0
ii. Remediation plans being implemented	0	0	0	0	0
iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	0	0	0	0	0
iv. Incidents no longer subject to action	0	0	0	0	0

Security Practices			
103-1	<p>Explanation of the material topic and its Boundary</p>	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <p>i. where the impacts occur;</p> <p>ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>IAMGOLD employs trained security personnel wherever required, as safety and security are of the utmost importance to the organization.</p> <p>All security employees and contractors are required to adhere to the Voluntary Principles on Security and Human Rights (VPSHR).</p> <p>All security employees and contractors are required to adhere to the Voluntary Principles on Security and Human Rights (VPSHR).</p>
103-2	<p>The management approach and its components</p>	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <p>i. Policies</p> <p>ii. Commitments</p> <p>iii. Goals and targets</p> <p>iv. Responsibilities</p> <p>v. Resources</p> <p>vi. Grievance mechanisms</p> <p>vii. Specific actions, such as processes, projects, programs and initiatives</p>	<p>IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. Training incorporates the Voluntary Principles on Security and Human Rights (VPSHR).</p> <p>It is imperative that IAMGOLD's security personnel, including contractors, follow VPSHR and that they act in an ethical manner.</p> <p>Human Rights Policy</p>

103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Our Corporate Security standard ensures that an annual audit is conducted that addresses the highest priority security risks. These audits ensure that our security procedures are compliant with corporate strategy, standards, relevant legislation and regulations.</p> <p>IAMGOLD also conducts an annual inspection of private security provider training records to ensure compliance with foundational and refresher VPSHR training. Training is provided to key management and superintendent on VPSHR awareness by a third party.</p> <p>No significant changes were made in 2017.</p>
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410-1 Security personnel trained in human rights policies or procedures

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Percentage of security personnel who have received formal training in the organization's human rights policies or on specific procedures and their application to security	100%	85%	Not applicable	Not applicable	West Africa only: 100%
b. Whether training requirements also apply to third-party organizations providing security personnel	Yes	Yes	Not applicable	Not applicable	West Africa only: Yes

Rights of Indigenous Peoples		
103-1	<p>Explanation of the material topic and its Boundary</p>	<p>a. An explanation of why the topic is material.</p> <p>The respect of the rights of Indigenous peoples is paramount to IAMGOLD, especially with activities that could affect these communities.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p> <p>IAMGOLD strives to ensure that employees and contractors respect the rights of Indigenous peoples.</p>
103-2	<p>The management approach and its components</p>	<p>a. An explanation of how the organization manages the topic.</p> <p>Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the Safety, Environment and Reserves Committee. This structure ensures that IAMGOLD's vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Framework, which give detailed guidance on best practices for community relations and development.</p> <p>b. A statement of the purpose of the management approach.</p> <p>When it comes to our host communities, IAMGOLD has an objective to go beyond our Zero Harm initiative and provide tangible betterment to communities. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives <p>As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights.</p>

103-3 Evaluation of the management approach

For each material topic, the reporting organization shall report the following information:

a. An explanation of how the organization evaluates the management approach, including:

i. the mechanisms for evaluating the effectiveness of the management approach;

ii. the results of the evaluation of the management approach;

iii. any related adjustments to the management approach.

IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2017.

411-1 Incidents of violations involving rights of Indigenous peoples

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Total number of identified incidents of violations involving the rights of Indigenous peoples during the reporting period	None	None	None		None
b. For incidents identified, provide details of status of the incidents and actions taken with reference to the following:					
i. Incidents reviewed by the organization	Not applicable	Not applicable	Not applicable		Not applicable
ii. Remediation plans being implemented	Not applicable	Not applicable	Not applicable		Not applicable
iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	Not applicable	Not applicable	Not applicable		Not applicable
iv. Incidents no longer subject to action	Not applicable	Not applicable	Not applicable		Not applicable

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

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Whether site operations are taking place in or adjacent to Indigenous peoples' territories	Yes. There is a village within 1 km range of an open pit: Royal Hill	Mining operations are carried out exclusively within the perimeter of the fenced site. We have conducted negotiations with the landowners to open a new satellite pit within our operating permit area.	Yes
Whether there are any formal agreements in place with Indigenous peoples' communities	There is a protocol in place to manage small-scale mining activities on the property. There is no formal agreement for any other topic.	Yes, there are formal agreements as part of the memoranda of understanding (2008 and 2012) for the implementation and expansion of mining operations. We have other agreements to develop communes (communal development plans) impacted by the Company, as well as the regional council of Sahel (regional development plan)	No

Human Rights Assessment

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>IAMGOLD is committed to establishing an organizational culture which respects internationally recognized human rights as set forth in the United Nations Declaration of Human Rights and the four fundamental principles and rights at work enshrined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.</p> <p>IAMGOLD strives to ensure that all employees and contractors adhere to human rights principles including as part of our procurement policy.</p> <p>IAMGOLD strives to ensure that all employees and contractors adhere to human rights principles including as part of our procurement policy.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>IAMGOLD has a Sustainability Policy that incorporates human rights. The Company's Sustainability Framework provides specific direction to implement the policy consistently, using best practices across all sites. A two-year human rights training program was initiated in 2009 with the assistance of the non-profit organization Business for Social Responsibility. In 2010, training programs that focused on identifying, protecting and respecting human rights were rolled out to all but one of the IAMGOLD operating mines.</p> <p>The purpose of the management approach is to ensure that the human rights of all stakeholders within IAMGOLD operations are respected.</p> <p>Humans Rights Policy</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2017.</p>

412-1 Operations that have been subject to human rights reviews or impact assessments

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	No human rights review was done at Rosebel in the reporting year.	The process is conducted by public organizations. However, we note the presence of human rights representatives (associations/NGOs or State services) during relocation negotiations, the relocation monitoring committee, and the Essakane mine communication committee. We have invited the Regional Director of Human Rights as well as people protection and human rights associations to visit the mine and its facilities, and to see its social achievements.	No human rights review was done at Westwood in the reporting year.

412-2 Employee training on human rights policies or procedures

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	All security employees (70) and security contractors (65) have received the training on the Voluntary Principles on Security and Human Rights. 135 employees and contractors took the training , for a total of 130 hours.	The process is conducted by public organizations. However, we note the presence of human rights representatives (associations/NGOs or State services) during relocation negotiations on the relocation monitoring committee, and the Essakane mine communication committee. We have invited the Regional Director of Human Rights as well as people protection and human rights associations to visit the mine and its facilities, and to see its social achievements.	None
b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	In the reporting period, there was an average of 1,149 employees and 70 of them were trained. So the percentage of employees trained in the reporting period is 6%.	300 people were trained over 40 hours, spread out over time.	None

412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (either moved the organization into a position of ownership in another entity, or initiated a capital investment project that was material to financial accounts)	No significant investment agreement was signed in the reporting period.	Data not being tracked.	None
b. The definition used for 'significant investment agreements'	An agreement that moved the company into a position of ownership in another entity or another capital investment that was material to financial accounts.	Not available	Not applicable

Local Communities

103-1	Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>The respect of local communities is paramount to IAMGOLD.</p> <p>IAMGOLD strives to ensure that all employees and contractors respect local communities and we strive to ensure our activities have minimal impact on the communities.</p> <p>IAMGOLD strives to ensure that all employees and contractors respect local communities and we strive to ensure our activities have minimal impact on the communities.</p>
103-2	The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the Safety, Environment and Reserves Committee. This structure ensures that IAMGOLD's vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Framework, which give detailed guidance on best practices for community relations and development.</p> <p>When it comes to our host communities, IAMGOLD has an objective to go beyond our Zero Harm initiative and provide tangible betterment to communities. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.</p> <p>As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights.</p>
103-3	Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2017.</p>

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:					
i. Social impact assessments, including gender impact assessments, based on participatory processes	Yes. There were impact assessments done in 2002 and revised in 2004; a perception study was completed in 2014. Currently there is a needs assessment ongoing to capture changes and streamline engagement strategies.	See the DREP (Regional Directorate of Economy and Planning) study on the improvement of livelihood conditions, specific socio-economic studies (e.g., RAP 2, RAP 1), and the INSUCO study.	None		Mali: Not available Senegal: Not available Colombia: 4 community meetings with local people of El Zancudo and Sitio Viejo were held; in total 180 people have participated. Brazil: Not available Ontario: Not available Peru: Not available Quebec: Not available Suriname: ESIA process ongoing for Saramacca Burkina Faso: Not available
ii. Environmental impact assessments and ongoing monitoring	RGM has conducted an environmental impact assessment and currently there are environmental monitoring programs for wildlife, aquatic life, surface water and groundwater based on the results of that study.	Various BUNEE (National Office of Environmental Assessments) monitoring assignments, ISO 14001 audit <ul style="list-style-type: none"> Vibration measurement in nearby villages; measurement performed in the presence of the communities Noise measurement Standing committee on pollutants, and expectations from the village development committees of the Falagountou commune 	Monitoring is done in accordance with federal and provincial regulation. It is done in compliance with the required time frame.		Mali: Not available Senegal: Not available Colombia: Followed up on water conditions in the exploration zones, taking two different studies at different times with the objective of gathering data on water quality before and after the drilling process began. We also did some work on restoration of some areas near creeks by planting trees, with the help of the local El Zancudo and Sitio Viejo communities. Brazil: Not available Ontario: Not available Peru: 100% Quebec: Not available Suriname: ESIA process ongoing for Saramacca Burkina Faso: Not available

<p>iii. Public disclosure of results of environmental and social impact assessments</p>	<p>Yes. The EIA was done in 2002 and publicized in the same year.</p>	<p>Through organizations, such as the Essakane Mine Communication Committee (EMCC), the Falagountou committee on pollutants, the report of the Ministry of Mines, the operational social and environmental management program report</p>	<p>The monitoring results are available to the public.</p>	<p>Mali: Not available Senegal: Not available Colombia: Presentation to environmental authority CORANTIOQUIA of a report about our fulfillment related to environmental practices. The results of the report were presented to the local community during our regular meetings. Brazil: Not available Ontario: Not available Peru: 100% Quebec: Not available Suriname: ESIA process ongoing for Saramacca Burkina Faso: Not available</p>
<p>iv. Local community development programs based on local communities' needs</p>	<p>Yes. Community development program adjusted to a recent perception study of community and assessment in 2014. We are currently conducting a new needs assessment.</p>	<p>Yes, through communal development plans (PCD) and the regional development program (PRD). In collaboration with local populations, this assessment resulted in the identification and prioritization of the investment needs: education, health, agriculture, environment, economic infrastructures, water, supplier capacity-building, support to vulnerable households, sanitation, access to energy</p>	<p>Westwood mine is involved in culture, sports, education, and health of local communities.</p>	<p>Mali: Not available Senegal: Not available Colombia: Not available Brazil: Not available Ontario: Not available Peru: 100% Quebec: Not available Suriname: Not available Burkina Faso: Not available</p>
<p>v. Stakeholder engagement plans based on stakeholder mapping</p>	<p>Yes, stakeholder mapping is done regularly in case of changing dynamics, and engagement is done accordingly.</p>	<p>Local company development program, program supporting education and professional training for students, teachers and youths, program supporting youth activities (sports and culture), program supporting women's activities (microcredit, awareness on social evils, etc.), program supporting vulnerable households, program supporting food security, market garden development for the benefit of women, program to provide livestock to vulnerable households, revenue-generating activities for women, the Iron Fund to finance youth and women projects</p>	<p>Not available</p>	<p>Mali: Not available Senegal: Not available Colombia: Numerous meetings with stakeholders and guided visits to the exploration and drill zones to explain the process and answer any questions. Brazil: Not available Ontario: Not available Peru: 100% Quebec: Not available Suriname: Not available Burkina Faso: Not available</p>

vi. Broad based local community consultation committees and processes that include vulnerable groups	Yes. We have consultation committees in all COIs with special focus on youth (youth talent development) and women (special training programs)	Relocation monitoring committees 1 and 2, EMCC (Essakane Mine Communication Committee), community visits, management visits, CSR report, report to the Ministry of Mines, public inquiries	Periodic meetings are established to meet the community.		Not available
vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	Consultation committees are within all COIs and function as counterpart for the company.	Health, Safety and Environment Committee	A health and safety committee has been implemented on the mine site.		Mali: Not available Senegal: Not available Colombia: Regular community meetings and occupational health and safety committee Brazil: Not available Ontario: Not available Peru: Not available Quebec: Not available Suriname: Not available Burkina Faso: Not available
viii. Formal local community grievance processes	Yes. We have an approved grievance mechanism through which all complaints are processed and managed.	Yes, there is a grievance management mechanism (grievance procedures and guidelines).	Not available		Mali: Not available Senegal: Grievance register Colombia: Not available Brazil: Not available Ontario: Not available Peru: Not available Quebec: Not available Suriname: Not available Burkina Faso: Not available

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Operations with significant actual and potential negative impacts on local communities, including:					
i. The location of the operations	Yes, District of Brokoponde	Yes, operations are carried out within the site. Fenced perimeter	None		Mali: Not available Senegal: Grievance register Colombia: Not available Brazil: Not available Ontario: Not available Peru: Not available Quebec: Chibougamau Suriname: Not available Burkina Faso: Not available
ii. If yes, describe the significant actual and potential negative impacts of operations	Yes, however all possible impacts are managed carefully through prior engagement and/or scientific evaluation. Impact assessment and management plans are drawn up and implemented to identify and mitigate these impacts. Noise and vibration in one of the pits are clearly noticeable in the closest village. The villagers and the company use the same access road, which causes some excess dust accumulations. Company infrastructure limits access of villagers to hunting, fishing, lumber and ASM areas, due to procedural accommodation.	<ul style="list-style-type: none"> • Loss of cultivable lands • Generation of dust, noise, and vibration • Decrease in water resource 	Not applicable		Not available

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

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Exploration</u>
Number of significant disputes relating to land or resource use of local communities and Indigenous peoples associated with current, planned or proposed future operations	In the reporting year, we had the ongoing issue regarding SSM access to natural resources. This resulted in a dispute with SSMs in one of our COI: Nw Koffiekamp for an area to mine on the Rosebel Gold Mines concession.	None, but the dispute register shows 40 minor disputes.	None	Not available
Describe the nature of these disputes	The dispute was a claim of community members from a nearby village to mine on the property.	Detail of the disputes: purchases and services (13), animals (6), blasting impacts (5), fields (4), artisanal small-scale mining (2), employment (2), water (1), well (1), dust (1), but zero grievances on customary rights of Indigenous peoples.	Not applicable	Not available
Status of the disputes relating to land use, customary rights of local communities and Indigenous peoples	The dispute has been settled through a partnership protocol with all relevant stakeholders, namely, village leadership, Government of Suriname, SSM and enforcement agencies.	All disputes were processed and closed, except those related to blasting impacts, for which an ad hoc committee was implemented with the communities to find the best solution.	Not applicable	Not available
Definition of 'significant dispute'	We define disputes on a scale of 1–5, with level 4 or higher being classified as a "significant" dispute. A level 4 dispute is one which would result in protest, arrests, and/or human rights allegations, while a level 5 dispute would be one which would result in an international court hearing or extreme levels of protest resulting in severe injuries or death.			

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

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Exploration</u>
What actions were taken to resolve disputes related to land use and customary rights of local communities and Indigenous peoples?	There were no disputes in the reporting year with regard to land use.	List of assets compiled by an independent organization; implementation of a negotiation committee to achieve compensation agreements involving: replacement of fields, financial compensation, implementation of a livelihood restoration program (planting, provision of fertilizer and seeds, technical help).	There were no disputes in the reporting year with regard to land use.	Not available
Were grievance procedures used?	Not applicable	Yes, the grievance procedure was used. Grievance is received (telephone, meeting, letter, etc.), complainant informed that the grievance will be analyzed, grievance analysis, solution proposition, solution validation, solution implementation, acceptance of solutions implemented, grievance closure.	Not applicable	Not available
What was the outcome of the procedures used?	Not applicable	All recorded grievances were processed and the majority were closed. Unresolved grievances are essentially related to blasting impacts, for which an ad hoc committee was implemented with the communities to find the best solution. There are also a few field-related grievances for which the resolution is in progress.	Not applicable	Not available

Artisanal Small-Scale Mining

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>Artisanal and small-scale mining can be difficult to avoid in areas where public regulation on the matter is minimal or does not exist. IAMGOLD recognizes the negative impacts of these activities and makes efforts to reduce them at our sites.</p> <p>This topic is limited to where we have operating sites.</p> <p>This topic is limited to where we have operating sites.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>IAMGOLD strives to ensure that our operations coexist and operate in harmony with small-scale miners including providing small-scale miners with training on safe methods and safe handling of chemicals. We have a number of agreements in place with small-scale miners globally.</p> <p>The purpose of the approach is to ensure that proper health and safety practices are followed and that the impact to the environment is minimal.</p> <p>As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2017.</p>

MM8 Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Identify where ASM takes place on, or adjacent to, the Company's sites, or where it presents risks to the Company's operations	South Royal Hill 4, Tailings area 2, Mayo 2, around Nw Koffiekamp but on the concession 5	We monitor ASM activities around the mine and we provide support to leaders and associations to raise awareness and ensure better sanitation management.	Not applicable
Report the number of ASM operations that take place on, or adjacent to, the site and describe the situation	There are 13 small-scale mining groups in operation on or adjacent to the operation. The number of groups corresponds to around 100 people.	Approximately 5, but it changes often.	We have an emergency measures plan in place, which covers the different environmental risks as well as health and safety risks. The emergency measures plan describes the various risks along with measures taken to manage and mitigate them. The plan is reviewed every two years.
Identify the nature of the risks (Answer yes or no to the topics below and provide a brief description, including actions taken to manage and mitigate these risks):			
i. Environmental risks (e.g., mercury and cyanide pollution, dumping of tailings into river systems)	<p>Risks: Use of mercury, improper waste management within SSM operation.</p> <p>Mitigation: Limitation of the area and the amount of SSM on the property. Allocation of specially assigned waste and tailings areas. Knowledge sharing with SSM to limit and contain their impact.</p>	<p>Risks: Opening a quarry, drilling deep holes, rockslide, water and air pollution caused by the use of chemicals such as cyanide and mercury.</p> <p>Mitigation measures: Information and awareness-raising by the ASM association, financially supported by the Company to carry out these prevention activities.</p>	<p>Risks: Not applicable</p> <p>Mitigation: Not applicable</p>
ii. Risk and access with security teams	<p>Risks: No, all areas are accessible.</p> <p>Mitigation: Not applicable</p>	<p>Risks: Physical or verbal aggression, falling in a hole, difficult access, risks of rockslide in ASM drifts.</p> <p>Mitigation measures: Information, involvement of community leaders, involvement of ASMs.</p>	<p>Risks: Not applicable</p> <p>Mitigation: Not applicable</p>
iii. Hazard risks to health	<p>Risks: Yes, domestic waste and oil</p> <p>Mitigation: Allocation of special assigned areas for domestic waste and oil.</p>	<p>Risks: Contamination by pollutants, dust, fall from height that could result in death.</p> <p>Mitigation measures: Information, involvement of community leaders, involvement of ASMs, support for awareness-raising and better sanitation management, installation of latrines, etc.</p>	<p>Risks: Not applicable</p> <p>Mitigation: Not applicable</p>
If you stated "yes" to any of the risks above, what actions were taken to manage and mitigate these risks?	Ongoing consultations on the collaborative multi-stakeholder platform in which SSM, the government and Rosebel Gold Mine (RGM) are present. Within this setting, alternatives for SSM are discussed. Instances where SSM are tolerated on the RGM concession, signed protocols are implemented to control and mitigate risks identified. This platform also provides the opportunity for constructive engagement with SSM.	IAMGOLD encourages the association of artisanal miners to attend awareness-raising sessions on the risks of using chemicals, on child labour and on water pollution.	Not applicable

Resettlement

103-1 Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. <p>For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>Due to the nature of mining, production activities inherently require land use and alteration. IAMGOLD is committed to resettling our sites in a manner that is both safe and sustainable for the environment and local communities.</p> <p>IAMGOLD strives to limit resettlement of communities when possible.</p> <p>See above.</p>
103-2 The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<p>IAMGOLD's Sustainability Standard outlines the necessity of a closure plan as a portion of each site's required Environmental and Social Impact Assessment. The closure plan must outline the site's proposed strategy for transitioning the site to a stable condition upon cessation of commercial mining activity, and will be developed at the direction of the Corporate Health, Safety, and Sustainability team in coordination with site management and Operations.</p> <p>The purpose of the management approach is to ensure that each site has a comprehensive plan in place for the resettlement of the mining concession that satisfies all requirements of the organization's Closure Standard.</p> <p>As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights. Specifically, our resettlement policy uses IFC guidelines Standard 5 and has comprehensive community engagement guidelines to ensure a participative process for all stakeholders involved.</p>
103-3 Evaluation of the management approach	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2017.</p>

MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Did any community resettlement occur?	No	No	No
For each resettlement, please provide the following information:			
i. The number of households involved in the resettlement program If the number is available, how many individuals were involved?	Not applicable		
ii. What consultation processes and measures were put in place to re-establish the affected community?			
iii. What was the process to mitigate any impacts of relocation?			
iv. What were the outcomes in terms of livelihoods, including sustainable land use?			
v. Were there significant disputes related to resettlement and the processes employed to resolve outstanding issues? If yes, describe.			

Closure Planning

103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material.	An economic mining deposit is considered to be finite and active operations will ultimately come to an end. IAMGOLD is committed to responsible mine closure. Upon closure, some mining components will remain and may permanently alter the pre-existing landforms. These are primarily the tailings management facilities, mine rock piles, and any open pits and/or underground workings. Reclamation efforts are guided towards a suitable end land use as per agreed-upon closure criteria such as physical, chemical and biological stability.
	b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	This topic boundary includes all IAMGOLD managed operations. Closure plans for advanced exploration and development projects and closed sites are expected to meet or exceed relevant laws and regulations.
	c. Any specific limitation regarding the topic Boundary.	Joint venture projects where IAMGOLD is not the operator are not included.
103-2 The management approach and its components	a. An explanation of how the organization manages the topic.	Closure plans are required at all IAMGOLD operations. Mine closure plans are updated routinely throughout the life of mine (LOM). Mine closure plans are updated every 5 years for operating sites or as management regulates. Progressive reclamation is strongly encouraged, where feasible.
	b. A statement of the purpose of the management approach.	The purpose of management is to: <ul style="list-style-type: none"> • Comply with applicable regulatory requirements; • Adequately prepare for a transition from operations into closure to ensure consideration of environmental and social aspects and sufficient funding is secured; and • Implement reclamation activities and monitor for effectiveness.
	c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	IAMGOLD is developing an internal Closure Standard that elaborates on the closure requirements outlined in the IAMGOLD Sustainability Standard.

103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	As a member of the Mining Association of Canada (MAC), IAMGOLD has endorsed the TSM Mine Closure Framework . Closure plans are currently in the process of being updated at our sites.
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MM10 Number and percentage of operations with closure plans

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>
Closure plan (yes/no, date of last update, status)	Yes, 2014, update in progress	Yes, 2013, update in progress	Yes, 2016, active
Percentage of operations with closure plans	100%; mine closure plans are reviewed and updated routinely and help inform the Asset Retirement Obligation (ARO), which is updated on an annual basis at a minimum.		

Public Policy			
103-1	Explanation of the material topic and its Boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>As with our host communities, IAMGOLD strives to ensure we have strong relationship through ongoing dialogue with host governments to promote trust and transparency.</p> <p>This topic is limited to our operations and activities.</p> <p>This topic is limited to our operations and activities.</p>
103-2	The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives</p>	<p>This topic is limited to our operations and activities. As a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions.</p> <p>No review of management approach for 2017.</p> <p>IAMGOLD is developing an internal Closure Standard that elaborates on the closure requirements outlined in the IAMGOLD Sustainability Standard.</p>
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	As a member of the Mining Association of Canada (MAC), IAMGOLD has endorsed the TSM Mine Closure Framework . Closure plans are currently in the process of being updated at our sites.

415-1 Political contributions

<u>Disclosure Required</u>	<u>Rosebel</u>	<u>Essakane</u>	<u>Westwood</u>	<u>Corporate</u>	<u>Exploration</u>
a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization, by country and recipient/beneficiary.	0	0	0	0	0
b. If applicable, how the monetary value of in-kind contributions was estimated.	Not applicable				