



CANADIAN MALARTIC GP SUSTAINABLE DEVELOPMENT POLICY

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

1. SAFETY AND HEALTH

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

- a) Recognizing that all injuries, illnesses and fatalities are preventable and ensuring that the responsibility and accountability for safety is shared by the Partnership, employees, contractors, and business partners;
- b) Utilizing continuous risk assessment and mitigating controls to protect workers from hazards;
- c) Promoting health and wellness and establishing relevant programs;
- d) Providing appropriate health and safety training to employees and contractors;
- e) Providing adequate resources and appropriate tools so employees and business partners can carry out their work safely and efficiently;
- f) Using sound engineering principles in the design and operation of our facilities;
- g) Preventing occupational illness and disease by ensuring that effective health and industrial hygiene programs are in place; and
- h) Maintaining a high level of emergency preparedness to manage the effects of unforeseen events.

2. ENVIRONMENT

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

- a) Making efficient use of natural resources;
- b) Implementing measures to reduce the footprint of our activities and emissions;
- c) Implementing measures to reduce greenhouse gas emissions and combat climate change, as well as using energy efficiently;
- d) Managing tailings, waste rock and overburden to make sure they are safe for the long term and to ensure environmental protection;
- e) Integrating biodiversity conservation and land use planning considerations through all stages of business and production activities;
- f) Minimizing the use of fresh water and managing watershed related risks and opportunities to reduce cumulative impact on other users;

- g) Minimizing and mitigating risks in order to reduce potential impacts on the environment; and
- h) Rehabilitating our mining sites to ensure physical and chemical stability and, where possible, through progressive rehabilitation.

3. EMPLOYEES AND COMMUNITIES

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

- a) Treating our employees fairly and providing competitive working conditions;
- b) Ensuring that no discriminatory conduct is tolerated in the workplace and implementing a fair and non-discriminatory dispute settlement mechanism for our employees;
- c) Providing equal opportunity at all levels of the organization, supporting skill development, and valuing diversity;
- d) Providing a drug and alcohol-free workplace;
- e) Building a long-term relationship with our host communities based on trust through open and transparent communication;
- f) Providing a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behavior;
- g) Contributing to the development of our host communities by creating jobs, promoting local purchases, and investing in local community projects that serve their long-term socio-economic viability;
- h) Upholding fundamental human rights and respecting the cultures, customs and values of all affected by our activities; and
- i) Working jointly with Indigenous people to establish a mutually beneficial, cooperative and productive relationship, based on an approach characterized by effective two-way communication, consultation and partnership.



Daniel Paré
Vice President



Yohann Bouchard
Vice President