



<b>Agnico Eagle Mines Ltd-NU</b>	<b>Effective: January 1<sup>st</sup> 2008</b>
<b>Drug and alcohol policy</b>	<b>Last Update: October 2018</b>

## PURPOSE

Agnico Eagle Mines Limited has a responsibility to ensure a safe workplace for all employees, contractors and visitors. To this end Agnico Eagle Mines Limited will operate all of its facilities and camps as a drug and alcohol free zone. This is to ensure the safety and security of all its employees (contractors included) and visitors both on and off the Nunavut locations and facilities

Consequently, no drugs or alcohol will be tolerated at any of the locations as listed above including all accommodations and camp facilities.

## APPLICATION

This policy applies to all employees of Agnico Eagle Mines Limited, all employees of contractors working on any Nunavut mine site / Exploration site as well as all visitors to Nunavut mine sites. This regulation is in force at all Nunavut division locations, including but not limited to the Meadowbank mine site, the Baker Lake Office, the Baker Lake Fuel Storage, and Marshalling Facilities, all along the all-weather private road (AWPR), including quarries and the temporary construction camp, the exploration camp at all exploration activity locations, the Meliadine Mine site / and all drilling sites, including the road to and from Rankin Inlet, an any Exploration site (e.g.: Amaruq).

### Drug and Alcohol in the work place

- The possession or the consumption of alcohol, marijuana under any form and of all other illegal substance (drugs) is strictly forbidden at any of the Nunavut division and facilities listed above. This prohibition will apply 24 hours per day: that is both during hours on the job and during hours off the job while at the Nunavut division facilities.
- Any Agnico Eagle Mines Limited employee, any contractor's employee or visitor who does not respect this policy will be asked to leave the Nunavut sites (as listed above) at the first available opportunity (immediately). Employees of Agnico Eagle Mines Limited caught in contravention of this policy may be subject to immediate dismissal. Employees of any contractor working on the Project sites and/or visitors will be asked to permanently remove themselves from the Nunavut division facilities and will not be welcome back in the future.
- Agnico Eagle Mines Limited takes this issue seriously and will have “**zero**” tolerance with those shown to be in contravention. All employees, contractor employees and visitors to Nunavut locations will be subject to searches of their persons and/or luggage at either the point of company charter origin mentioned above. Alcohol or drugs discovered during such search will be considered a violation of this policy. The Company reserves the right to, at any time, conduct searches of its facilities and goods/luggage shipped to the site in search of alcohol, marijuana under any form or illegal drugs. The company will investigate all those suspected of being in violation of this policy.
- Notwithstanding any portion of this zero tolerance policy towards the presence of alcohol and drugs at any of the Nunavut location and facilities, Agnico Eagle Mines Limited does recognize that drug and alcohol dependency are an illness that impacts a person's ability to work safely. Agnico Eagle Mines Limited can put you in touch with professional help to address drug and alcohol dependency. Please contact your human resources representative to request such help if appropriate.
- All employees, contractor employees and visitors can refuse to accept the above conditions that govern entry to the Nunavut locations. Nevertheless, in the case of such a refusal, the Company reserves the right to refuse this person access to the Nunavut locations and facilities

All employees are responsible for the adherence to the policy.