

Contractor Training Requirements



AGNICO EAGLE

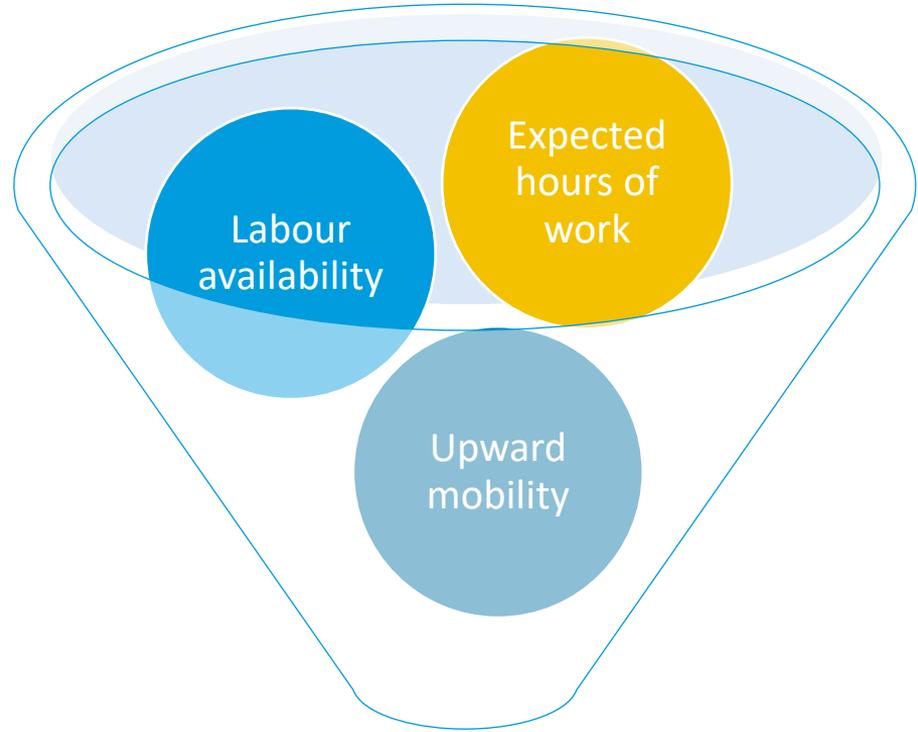


AGNICO'S COMMITMENT

Agnico Eagle's commitment to Indigenous people engagement is to work in partnership with Indigenous People to establish a mutually beneficial, cooperative and productive relationship. Our approach will be characterized by effective two-way communication, consultation and partnering.

In Nunavut, one of the ways we demonstrate this commitment is through the negotiation and implementation of our Inuit Impact Benefit Agreements or IIBAs.

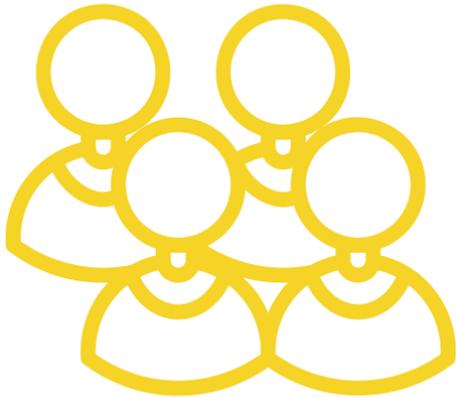
These agreements are between Agnico Eagle and the Kivalliq Inuit Association to ensure that the projects respect the Inuit traditional way of life, language and culture, and to promote and maintain Inuit economic and social development.



Inuit Employment Target (50%)
Agnico Eagle + Contractors



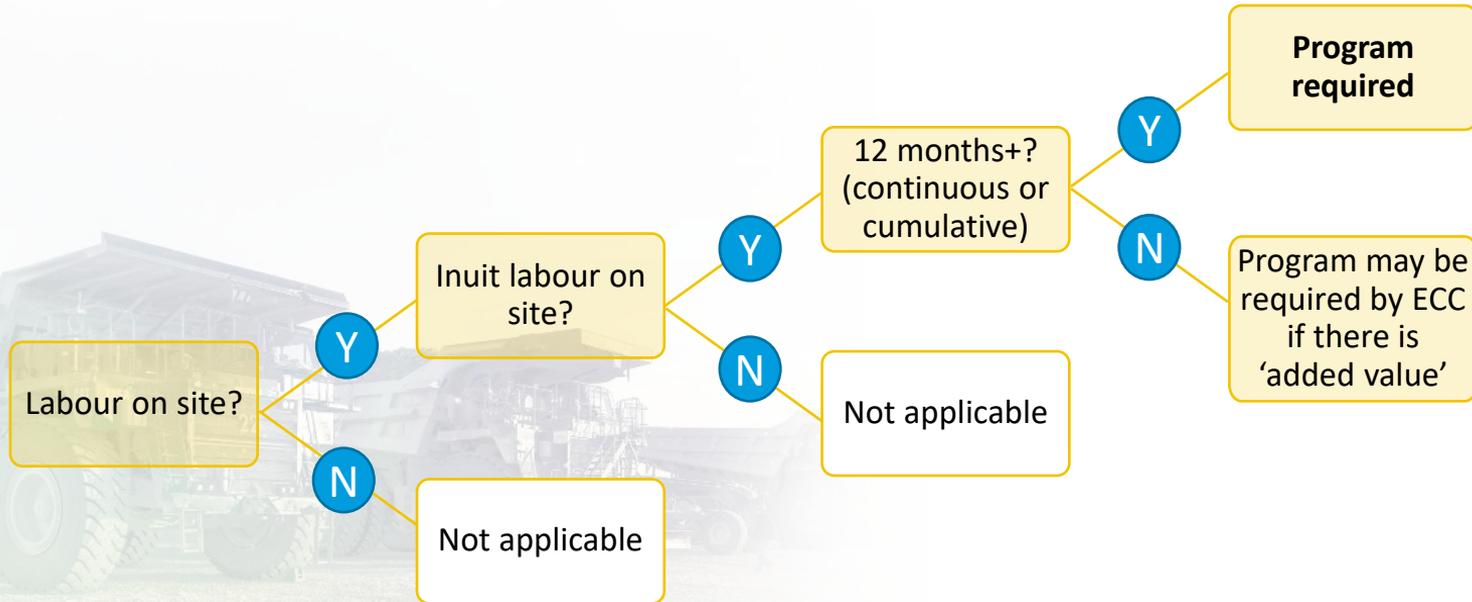
Employment and Culture Committee (ECC)



- Agnico Eagle and Kivalliq Inuit Association (KIA) representatives
- Implements IIBA employment and culture commitments
- Work toward increasing Inuit Employment
- Determines which contracts require contractor Inuit training/career development programs, based mainly on:
 - Potential for Inuit labour
 - Length and intensity of Inuit labour



Will the contract require an Inuit training or career development program (as per the IIBAs)?





Contractor responsibilities:

- Developing the program
 - ECC determines type of training
 - Agnico Eagle can provide some resources and support
- Providing details on the program to Agnico Eagle
- Implementing the program
- Reporting on program implementation and metrics quarterly

Including details on the training/career development program in the contract bid is recommended.



The type of training program or career development program required will depend on the manpower needs of the contract.

Management and Professional

- General and mandatory training
- Professional Development training

Skilled

- General and mandatory training
- Continuous improvement training

Semi-Skilled

- General and mandatory training
- On-the-job training
- Operator Safety Certification (OSC) training
- Apprenticeship training
- Career path (upward mobility program)

Unskilled

- General and mandatory training
- On-the-job training
- Career path (upward mobility program)

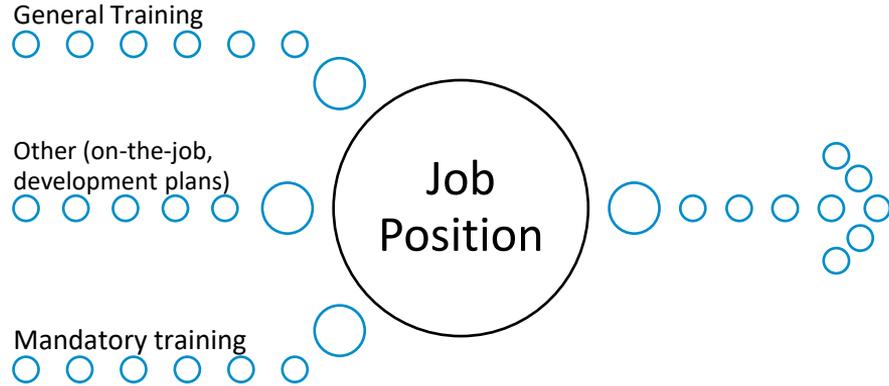
Career Path or Upward Mobility Program

Describes and illustrates one or more lines of progression within a company's organizational structure, by job titles and skill levels, using work experience, training and evaluations.



Training Program

A set of training requirements for Inuit employees to provide skills and competencies for their role or future role.



This could be a combination of general training and on-the-job training and development plans, and should be in addition to any mandatory training the employee needs to do their job.

These trainings could produce upward mobility opportunities; they could also be for the individual's personal development within the company.





Type of training required will depend on the manpower needs of the contract. For unskilled and semi-skilled labour, the relevant types of training are general, on-the-job and mandatory training.



General Training

- Specific training required of a department or a position. Some examples are lockout/tagout or confined space training.



On-the-job Training

- formal or informal, and usually consists of job shadowing or one-on-one instruction with a trainer. On-the-job training is focused on the position competencies.



Mandatory Training

- Training required of everyone to be part of the company or to work at the job site. Normally this is orientation training and health and safety training.



For contracts that will have semi-skilled, skilled, professional and management positions, relevant types of training are apprenticeship training, continuous improvement or professional development.



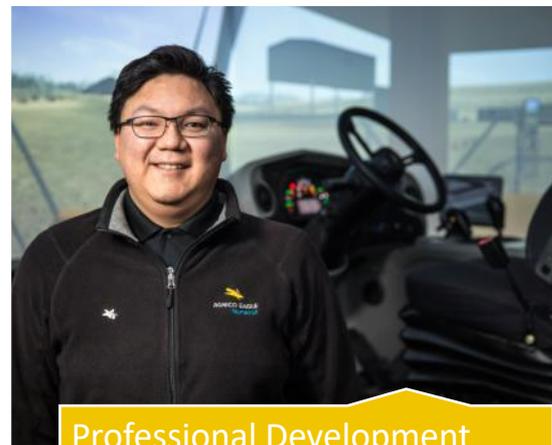
Apprenticeship

- Supporting apprentices with supervising journeyman



Continuous Improvement

- Formal job performance reviews and individual development plans



Professional Development

- Development plan, formal training (ex. course work)