

8-E.12: Occupational Health and Safety Plan

Updated Plan: Plan submitted based on NIRB direction. Where historical information previously assessed and approved (as required) under the Type A Water Licence are in place for the Approved Project. This Approved Plan is submitted for ease of regulatory review. Updates were completed to account for Expansion Project activities.

Occupational Health & Safety Plan



PROGRAM NUMBER: MBK-HSS-PLN – Occupational Health and Safety Plan

People concerned	<ul style="list-style-type: none"> All employees, contractors and visitors 	Prepared by	Health and safety
		Authorized by	Markus Uchtenhagen Health and Safety Superintendent
Effective Revised	April 24, 2013 December 14, 2018	<i>“Safety First, Safety Last ... Safety Always!”</i> <i>“No Repeats” – Our Stepping Stone to ZERO HARM</i>	

This program corresponds to the required minimum standard. Each and every one also has to comply with the rules and regulations of the Nunavut Government in terms of health and safety at work.

Objective:

- To establish the framework, rules and procedures for ensuring the health and safety of all employees, contractors and visitors at Meadowbank and Whale Tail sites.

Concerned departments:



All departments

Required equipment:

- Knowledge

Risks /Impacts legend



Health & Safety



Process/Quality



Costs



Environment

Sustainable Development Policy



Our Commitment

At the core of our Policy we are committed to creating value for our shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families and the communities and respecting human rights culture, custom and values of those impacted by our activities. This has translated into the fundamental values of our Sustainable Development Policy: operate safely and maintain a healthy workplace, protect the environment, and treat our employees and communities with respect.

James D. Knox
 James D. Knox
 Chairman
 July 2016

Sean Boyd
 Sean Boyd
 President & CEO
 July 2016

This means we commit to:

- Promote leadership, personal commitment and accountability to these principles from all employees and contractors, both on and off the job;
- Assess potential impacts and risks associated with our activities throughout the life cycle of our projects or operations, including impacts of purchasing or acquisition decisions on the basis of our sustainability values;
- Ensure sufficient resources are allocated to implement and manage these commitments;
- Design and operate our facilities to ensure that effective controls and technologies are in place to minimize and mitigate the identified risks;
- Evaluate, control, eliminate or minimize risks through the implementation of a Responsible Mining Management System;
- Measure and verify regularly our performance;
- Strive for continuous improvement by setting targets, measuring results against those targets and recognizing and rewarding performance;
- Comply in full with our internal policies, Code of Business Conduct and Ethics, with the laws and regulations in each country in which we operate as well as other industry standards to which the company subscribes;
- Uphold fundamental human rights as defined in the United Nations Universal Declaration of Human Rights;
- Implement emergency and crisis response plans to eliminate or minimize and mitigate the impacts of unforeseen events;
- Build a relationship with our stakeholders based on trust through open and transparent communication and full disclosure of payments to all levels of government;
- Provide appropriate planning and supervision to ensure that our policies, procedures and Responsible Mining Management System are implemented by all.

Respect for OUR EMPLOYEES



- We aim to create a safe and healthy workplace that is based on mutual respect, fairness and integrity. To achieve this, we:
 - Ensure that no discriminatory conduct is tolerated in the workplace
 - Provide a fair and non-discriminatory employee grievance system
 - Value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias
 - Employ and promote employees on the basis of merit
 - Provide fair and competitive compensation
 - Enforce a drug and alcohol free workplace
 - Maintain the confidentiality of collected personal and private information about employees
 - Recognize the right of employees to freedom of association
 - Provide appropriate training and development opportunities
 - Consult, communicate and provide appropriate support to employees during their association with Agnico Eagle

Respect for OUR ENVIRONMENT



- We aim to identify, minimize and mitigate the impacts of our operations on the environment and maintain stability and its diversity. To achieve this, we:
 - Minimize the generation of waste and ensure its proper disposal
 - Minimize risks associated with managing tailings and water
 - Manage waste such and contribute to reduce environmental pressures
 - Implement measures to conserve natural resources such as energy and water
 - Implement measures to reduce emissions to air, water and land, and to minimize our footprint
 - Implement measures to reduce our greenhouse gas emissions and address climate change
 - Integrate biodiversity conservation and land use planning considerations through all stages of sustainable and production activities
 - Restore areas able to restore physical and chemical stability and its connection with the community to ordinary reserves

Operate a SAFE AND HEALTHY WORKPLACE



- We believe that all lives due to our contribution is precious. We aim to operate a safe and healthy work place that is injury and safety free. We believe that if one of your employees, we can achieve zero accidents in the work place and address the well-being of employees, contractors and communities. To achieve this, we:
 - Use sound engineering principles in the design and operation of our facilities
 - Promote overall health and wellness and establish programs to protect them
 - Provide appropriate training for all employees, at all levels of exploration, development, construction, and operations
 - Identify, prevent, eliminate or mitigate the risks to health, safety and industrial hygiene
 - Maintain occupational health and industrial hygiene programs
 - Provide appropriate tools to carry out the work safely and efficiently
 - Maintain a high degree of emergency preparedness to effectively respond to emergencies

Respect for OUR COMMUNITY



- We aim to contribute to the social and economic development of sustainable communities associated with our operations. To achieve this, we:
 - Provide a confidential complaint reporting procedure to report on theft, illegal or irresponsible behaviour
 - Ensure that no child labour and any form of forced and compulsory labour are permitted in the workplace
 - Foster an open, transparent and respectful dialogue with all communities of interest and ensure that activities on projects and initiatives are performed with the free prior informed consent of the beneficiaries
 - Support local communities and their sustainability through measures such as development programs, smart sourcing of goods and services and employing local people
 - Provide assurance that our operations will not violate, directly or contribute to unlawful armed conflict, serious human rights abuses, or breaches of international humanitarian law

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AGNICO EAGLE

The following document presents Meadowbank and Whale Tail Pit – Expansion Project Occupational Health and Safety Plan (the Plan) in support of Meadowbank Nunavut Impact Review Board (NIRB) Project Certificate No.004 and Whale Tail NIRB Project Certificate No.008, condition 57. This plan outlines Agnico Eagle’s strategy for Health and Safety.

1. Goals for the Occupational Health and Safety Plan

The prevention program focuses on eliminating dangers to health, safety and protects the physical integrity of all workers (this includes all Agnico-Eagle Mines employees, Contractors and visitors).

Specific objectives:

- Identify and assess the risks in the process and the work environment;
- Propose effective and sustainable technical controls to ensure the health and safety of employees/contractors;
- Adequately protect workers exposed to specific risks by setting health and safety standards;
- Adequately protect all personnel and contractors working on sites against specific risks, by setting health and safety standards, for every risk encountered;
- Ensure the preventive maintenance of personal and collective protective equipment;
- Train the employees and contractors on the risks related to their work and their environment.

2. Policy

Agnico Eagle Mines – Meadowbank Division recognizes the importance of eliminating as much as possible the risks of an accident and/or occupational disease. To achieve this goal, Agnico Eagle Mines - Meadowbank Division established a policy for these objectives, and, always maintains harmonious relations with their employees.

3. Application

The prevention program is for all employees of the Meadowbank Mine, Agnico and contractors. All contractors, suppliers and visitors working at the Meadowbank Division site must comply with the content of this program.

Accident prevention necessitates the involvement of everyone. Every employee and contractor has a specific role to play and is responsible for their health and safety. In other words, we can say that, at Agnico Eagle Mines, Meadowbank Division, we have as many safety specialists as we have employees, contractors at the site.



4. Responsibilities of the parties

4.1 Management team

- Provide material, financial and human resources to implement, maintain, update and improve the prevention program;
- Maintain the prevention programs to provide workers and contractors a safe and healthy work environment;
- Participate actively in the assessment, review and monitoring of the program activities;
- Ensure the implementation, improvement and monitoring of the Supervisors' Formula and the work card;
- Ensure that the employees and contractors have the training and the necessary information to avoid endangering their health or safety and / or their colleagues;
- Correct with immediacy, a known situation that might endanger the health or safety of someone; and
- Collaborate with the occupational health and safety committee and with any public health and safety institution or regulator.

4.2 Health and Safety/Training Officers/Emergency Response Coordinators/Security

- Coordinate the implementation, application and improvement of the prevention program;
- Coordinate all activities by managing health and safety and security;
- Support and coach employees, Supervisors and Management in performing their duties;
- Collaborate in the identification, evaluation and controlling risks in their respective workplaces;
- Ensure compliance with Act and Regulations, Standards and Site policies/procedures;
- Inform members of the management team of any suspicious circumstances that may affect the health or safety or security;
- Ensure the implementation, improvement and the follow-up of the Supervision Formula and the work card;



- Ensure that workers have the necessary training and information to minimize the possibility of endangering their health, safety or security and / or their colleague;
- Correct with immediacy, a known situation that might endanger the health or safety or security of someone;
- Collaborate with the safety representatives in the various mandates entrusted to them;
- Collaborate with the (Workers Safety and Compensation Commission) WSCC inspectors or other regulators during their visits;
- Collaborate with health team on site or mandated by the WSCC; and
- Ensure an effective and properly trained Emergency Response Team. Ensure an adequate number of trained personnel for both Surface and Underground settings.

4.3 Supervisors

- Correct immediately any potential hazard in the workplace;
- Collaborate in the identification, evaluation and control of any hazardous situation in the workplaces;
- Inform the Health and Safety Department of any situation that could affect the health or safety of the workers;
- Provide individual and/or collective protective equipment for workers;
- Ensure that workers have the training and the necessary information to avoid endangering their health and safety and / or their colleague;
- Follow the Act/Regulations, rules, standards, procedures and site Policies/Protocols;
- Ensure the implementation, improvement and follow-up of the Supervision Formula and the work card with an emphasis on "immediacy" for the corrective actions to be taken;
- Ensure that all incidents are properly reported in a timely manner to the Health and Safety Department, and Department, using the appropriate forms;
- Investigate all incidents/accidents and document findings and recommend corrective measures on appropriate forms; and
- Work with the Occupational Health and Safety Committee and the safety representative in the various mandates that were given to them.



4.4 Worker

- Protect their health, safety and physical integrity or that of others in the workplace;
- Respect the preventive measures established in the Health and Safety plan;
- Respect the information given during the induction program, postings, and safety meetings;
- Participate in the identification, evaluation and control of hazards in the workplace;
- Wear personal protective equipment and/or collective protective equipment required for specific jobs to protect their health and safety;
- Participate in identifying and quantifying of the contaminants in the workplace;
- Respect the Act/Regulations, safety rules, standards, procedures and policies/protocols at all times;
- Inform the supervisor of any doubtful situations that may affect the health or safety;
- Report all accidents, incidents or close calls (near misses) to the supervisor immediately (within the working shift);
- Participate in training or/and health and safety information sessions; and
- Work with the Joint Occupational Health and Safety Committee on different health and safety issues that were mandated to the committee.

4.5 Nurse (Health Care Provider)

- Coordinate the health program for the site;
- Inform managers, supervisors and workers on contaminants potentially present in their workplace;
- Propose to the management team methods to control risks that could affect the health or safety of workers;
- Initiate screening biological tests on contaminants potentially present in the workplace;
- Provide immediate care to injured personnel and follow-up;
- Training as required;
- Participate in the identification of Health hazards in the workplace;



- Provide information on sexual health and well-being; and
- Work with the Occupational Health and Safety Committee on the various mandates given to the committee.

4.6 Industrial Hygiene Technician

- Identify all the contaminants in the workplace that could pose a health and safety hazard to workers;
- Determine the potential exposure of workers to the identified contaminants with good sampling and analysis strategy;
- Inform supervisors and workers on the results of exposure present in their workplace and how to protect themselves;
- Provide managers with methods to control risks that could affect the health and/or safety;
- Perform maintenance and monitor the calibration of measuring instruments used in industrial hygiene;
- Develop and maintain an Industrial Hygiene Program;
- Develop and maintain an Asbestos Management Plan;
- Provide training in Industrial Hygiene subjects with all concerned; and
- Work with the Occupational Health and Safety Committee on the various mandates given to the committee.

4.7 Contractors

- Transmit to Agnico Eagle Mines– Meadowbank Division a Health and Safety program specific to their activities on the site. Agnico Eagle Mines- Meadowbank Division reserves the right to request changes that they consider important;

Note: Any contractor on site for a period of less than fifteen (15) days does not have to submit a Health and Safety program. However, they must comply with the Health and Safety program of the site and made available to workers.

- Transmit (before the job starts) all plans certified, signed and sealed by an engineer recognized in the Nunavut Territory for construction on surface;
- Provide Agnico Eagle Mines – Meadowbank Division with a current letter indicating that they are in good standing with WSCC in Nunavut;



- Transmit the Health and Safety program specific to their activities on the site, which must contain a list of risks in regards to construction work and, indicate the controls put in place in regards to those risks;
- Submit in writing to Agnico Eagle Mines– Meadowbank Division all changes that were made to the work procedures and have them available for the workers and their supervisors;
- Take measures to ensure that all workers under their supervision are informed of the risks they are exposed to;
- Inform, immediately, Agnico Eagle Mines– Meadowbank Division of any accident/incident in the execution of various contracts;
- Inform in writing Agnico Eagle Mines– Meadowbank Division of any writing or report issued by the WSCC to the contractor;
- Update a bulletin board dedicated exclusively to health and safety at work inside the trailer or any other location easily accessible to workers;
- Hold a weekly safety meeting for each crew. Send a copy of the minutes of the meeting with the names of participants to Agnico Eagle Mines – Meadowbank Division Health and Safety Department;
- Provide a written document stating that your enterprise as a contractor on the site will abide to Agnico Eagle Mines– Meadowbank health and safety programs;
- Provide monthly hours worked by their employees and sub-contractors (if applicable) as well as its accident/incidents statistics;
- Provide workers with personal protective equipment determined by legislation or by the Occupational Health and Safety Committee according to the tasks they must accomplish;
- Ensure that the employees wear their personal protective equipment at all times while at work and that they use the proper tools to accomplish their tasks;
- Ensure that the corrective measures requested by Agnico Eagle Mines– Meadowbank Division be completed in the time frame prescribed;
- Submit a list of workers who have a valid or current first aid certificate;
- Ensure that all equipment complies with Agnico Eagle Mines – Meadowbank Division and Nunavut Regulations;
- Provide a list of all current MSDS sheets for products that you as a contractor are bringing on site;



- Ensure that all temporary structures and / or permanent are safe and that they comply with legislation or site specifics ex. (railings, guarded openings, etc.).

If the contractor or any person within its jurisdiction fails to comply with the terms of the program, Agnico Eagle Mines– Meadowbank Division can then take any necessary action to correct the situation, and that at the expense of Contractor.

4.8 Suppliers

- Comply with the Health and Safety program of Agnico Eagle Mines– Meadowbank Division, standards and procedures applicable to them (especially when they perform delivery or assemble their products or equipment on site).

4.9 Joint Occupational Health and Safety Committee

- Approve the Health and Safety Plan;
- Make periodic follow-up of the Health and Safety plan by actively participating in various activities to identify, assess and control;
- Cooperate with the WSCC representatives;
- Encourage the participation of managers, supervisors and workers in various elements of the program; work within the “Terms of Reference” guidelines;
- Receive suggestions and complaints from employees, employee representatives on health and safety issues at work;
- Receive and review the planned inspection reports, accident investigations, safety meetings and the WSCC mine inspector reports;
- Receive and analyze the accidents and incidents statistics;
- Receive and analyze the accidents / incidents investigations reports;
- Participate in accidents/incidents investigations and analysis and risk assessments for all job tasks on site;
- Hold a meeting with the Joint Occupational Health and Safety Committee members at least once a month;
- Provide recommendations to Management to resolve Health and Safety issues; and
- Actively and positively promote Health and Safety for all workers, contractors on site.



5. Elements of the program

5.1 Risk identification

Identify all potential hazards from different health and safety activities in place within the Meadowbank and Whale Tail Project site. Among these activities, we find the planned inspections, investigations and analysis of accidents/incidents, close calls, task observations, monthly safety meetings, job hazard analysis (JHA), and the workers comments on their work card.

In addition, periodic meetings are held with all the personnel to complete the list of possible hazards. This process requires the participation of every department and requires an effort from everyone. A listing of possible risks is presented at these meetings to guide workers in selecting potential hazards in their work place. The potential risks are then stored in a tabloid format. Once the list of potential risks is developed, a selection process is started to prioritize the hazards. This prioritization step consists of a consultation process with officials from each department and each committee member of risk management program.

5.2 Prioritization of risks

Prioritizing risks is mathematically based on a prioritization grid containing different risk parameters and control:

Legal requirement

- Site specific
- Extent of risk
- Probability of risk
- Severity of risk
- Risk of fire
- Effect on health as a function of exposure
- Administrative control
- Operational Control
- HR Dimension

Once the list is completed, every department will develop an action plan to address the most significant risks determined in the prioritizing process. In addition, the departments will also have created a list of training needs, a list of critical tasks to be observed and a list of hazards. Job Hazard Analysis will be completed when and where required.

5.3 Revision

The process of identification, assessment and risk control will be revised every three (3) years.



5.4 Activities and Specific Management Programs

5.4.1 Supervision Formula and work card

The Supervision Formula is a philosophy and is the basis for our entire Health and Safety Program, here at Meadowbank.

To meet due diligence, the supervisor must take immediate action on all situations that could endanger the health or safety of the employees. In other words, he must use the "immediacy" to correct outstanding situations and involve the employees.

5.4.1.1 Summary of Supervision Formula

The Supervision Formula is divided into six (6) phases which are:

- Greeting
- Inspection
- Planning
- Decision
- Execution
- Worker's comments

The **Greeting** phase allows the supervisor to discuss with workers on the tasks to be done during the day, list the equipment and tools they may need, check the understanding and above all, arousing all workers to have "a safety minded attitude all the time", followed by a talk about known abnormal conditions reported by the previous shift and the hazards they may encounter during the day.

The **Inspection** phase enables workers and supervisors to inspect the access to the work place, workplaces, tools, equipment to detect any anomalies that could lead to an incident or accident in the short, medium and long term. It also eliminates these deficiencies "immediately" when discovered. The inspection is the most important phase of the Supervision Formula, because at this stage, if we take the time to inspect and correct the deficiencies found, the risks will be minimized or even eliminated.

The **Planning** phase is the logical extension of the inspection, because when anomalies are found, we must define how to correct them. Then the planning of the day's tasks to be accomplished is revised with the employee on how it will be done, what tool and/or equipment to use and the most important part is to identify the specific risks that could be generated and how to control the risks identified.

The **Decision** phase is when the supervisor gives his/her agreement to do the task as planned. Before giving the agreement he/she must make certain that the employee understood him and agrees with the planning, the workplace is up to standard, the tools and equipment are good, the hazards have been identified and controlled, the employee has the training to accomplish the task, and then the supervisor will give the authorization to continue the work.

The **Execution** phase is to accomplish the work as agreed in the planning phase. However, we must remember at this stage to be vigilant at all times, because during the execution of work, we may have



to repeat all the phases of the **Supervision Formula** that is: inspection, planning, decision and execution.

Reviewing the **Worker's Comments** on the work card (at end of shift) is an extremely important part of communication for the incoming shift. This part allows workers to report any anomalies/deficiencies observed during their shift which could affect the health and safety of other workers. Workers also reports broken equipment, missing material etc.

The ideal tool for conveying the supervision formula is:

"The work card"

5.4.1.2 Using the work card

Every day, the employees/contractors receive a work card that they must complete at the workplace before the work begins. Workers notes on the work card the state of the access to the workplace, the work place, material to be used and equipment with special attention to sub-standard conditions. During his/her tour while applying the Supervision Formula, the supervisor approves the continuation of work by comparing the information written on the card to his own observations. Exchanges are done between the employees/contractors at the workplace and the supervisor.

At the end of the shift, the cards are handed by the employees to the supervisor so that he can read the comments and the situation of the work place. The supervisors will leave instruction to the incoming shift.

The work cards are kept in files for a period of one (1) year.

An evaluation on the quality of the work cards used by the employees and supervisors is done on a quarterly basis by the 2nd level supervisors. The evaluation results are then presented to the follow-up Committee of the Supervision Formula.

5.4.1.3 Follow-up Committee of the Supervision Formula

A follow-up committee meets periodically to evaluate the application of the supervision formula and the results of the work card. The follow-up team is composed of members of management and two (2) representatives of the Health and safety department.

5.4.2 The Health Program

The health program is part of the health and safety plan. It identifies some hazards associated with physical or mental health of workers and recommends a series of actions to protect all employees against the hazards in their work tasks or their environment.

5.4.2.1 The Medical Staff (Health Care Providers)

Two (2) registered nurses are present at the Meadowbank mine site, and (1) one nurse is present at Whale Tail 24 hours a day, 365 days a year. They are registered in Nunavut territories and have accredited training in trauma (ACLS/TNCC).

To complement the health and safety team, a medical director conducts periodic visits to the mine site. During these visits, the medical director will do the medical examinations required by the legislation.

5.4.2.2 First Aid Emergency

First aid is provided by anyone who is qualified to give first aid. In addition our Health Care Providers provide higher level of treatment when necessary. They can direct the patient to specialized care if necessary. However, several people have been trained and can give first aid. The injured employee if/when transported must be accompanied by a nurse or paramedic in the ambulance or airplane.

5.4.2.3 Trained First aid personnel

First aid training is provided to a sufficient number of workers who are able to respond at all times. To ensure the continuous presence of rescuers/first aiders on all shifts, all supervisors are trained from all areas of the mine site. Furthermore, all Emergency Response team members received first aid training. A minimum of twenty (20) emergency response team members are on site all the time and trained to face every type of emergency.

In addition, some Emergency Response team members are trained to the advanced first aid level.

5.4.2.4 Emergency First Aid Kits

Emergency first aid kits are available in all AEM vehicles and workplaces at different locations on the site. The contents respect legislation requirements. We have MASS Casualty First Aid Supply in place by entrance to Gymnasium. Our ERT teams are equipped to handle most Emergencies that can occur on site.

5.4.2.5 Registers and accident reports

In case of accident, an initial report is completed by the supervisor with the employee. The original report is then forwarded to the Health and Safety department. When the accident causes bodily harm that requires medical assistance, the Health Care Providers will open a file on the accident and if needed, they will fill out the necessary WSCC claim reports. All medical files are kept at the clinic under lock.

A weekly report is communicated to the management and the accident statistics are tabulated and communicated on a monthly basis to site and WSCC.

5.4.2.6 Clinic

(At Meadowbank site) The clinic is located on the ground floor of the service building adjacent to the Maintenance team offices and shop. (At Whale Tail site), the clinic is located in the Exploration camp at far end – West adjacent to the fire hall.

The following equipment is available at the clinic:

- Oxygen and defibrillators
- Examination table



- Eye wash station
- Scale, Bandages
- Medications
- Burn Kits
- I.V. solution
- Material Safety Data Sheets (MSDS)
- First Aid Equipment
- Heart monitoring equipment
- Trauma Supplies
- Multiple Casualty equipment

5.4.2.7 Medical Examinations

Medical pre-employment

Prior to employment with Agnico-Eagle Mines, Meadowbank Division, each candidate must have a full medical examination and a hearing test. The pre-employment medical ensures that the candidate is fit for the job for which he/she is hired.

When hired, the new employee/contractor completes an induction session (e-learning) with different modules. A Health Care Provider explains their programs such as what to do in case of an accident or sickness. Each worker will have a confidential medical record kept under lock in the clinic. Only nurses and physicians will have access to the medical files. In addition, the physician will meet with workers upon their request.

5.4.2.8 Monitoring during an illness or accident

During a prolonged absence from work, the Health Care Provider is responsible for systematically monitoring the health of the worker. If the absence lasts more than three (3) days, the procedures for insurance is undertaken jointly with the worker and Human Resources Department. For absences due to an accident at work, the case is managed with the WSCC.

During a medical visit following an accident, the worker must contact the nurse or his supervisor to transmit the doctor's decision if he has allowed the injured worker to be assigned to light duty work as soon as possible.

To facilitate rehabilitation, the worker is assigned to light duty work until his/her injury is healed. The supervisor is notified of employees' work limitations/restrictions as well as the probable date of return

to regular work. At the clinic, each employee has a separate file for personal sickness and for work related accidents.

5.4.2.9 Medical exam when leaving the company

Every employee leaving the company shall, before his/her departure, pass a hearing test if his last test exceeds six (6) months and be referred to a specialist if required.

5.4.2.10 Health and Well-Being

Our Health Care Providers have included health and well-being information in our employee orientation program and our “Site Readiness” program. When any new employee arrives on site, they will be informed of topics such as sexual health, well-being, mental health, fatigue management, addictions, being “fit for duty” etc.

They will communicate and share with all workers the range of health services available onsite and update it as necessary as new services are available.

Periodic crew meetings with the different departments to inform our employees of our health and well-being services on site.

Brochures are developed and made available to all employees on subject matter.

We have also made available condoms on our site to promote sexual health.

We endeavor to ensure that all brochures are available in English and Inuktitut.

5.4.2.11 Review of Health Program

To audit the health program, an annual evaluation of the program is made by the Health Care Providers.

Any request for modification, addition and revision should be made to the Health Care Providers.

5.4.3 Investigation and analysis program

The investigation program and accident analysis aim to ensure and maintain a process of investigation and clear analysis so that it will:

- Clarify the responsibilities of all concerned parties;
- Ensure the quality of investigation reports and analysis based on criteria established and recognized;
- Identify the immediate and root cause of accidents or incidents;
- Recommend preventive and corrective measures following related events;



- Follow-up preventive and corrective measures;
- Eliminate the hazards and threat to health and safety of workers.

Important Information:

Under the NU – Mines Safety Health Act and Regulations, the employer must inform a WSCC Mines Inspector, as soon as possible (without delay) (ex. by telephone), and, within (72) hours, make a written report with the information required by regulations, regarding the events that have caused:

- Fatal injury to an employee;
- Serious injury to a worker; (as defined by Section 16.01 and 16.02 of NU Mines Safety Health Act and Regulations (Reportable Incident).

Furthermore, the NU Mine Safety Health Act and Regulations states that the inspector must be advised as soon as possible for any Dangerous Occurrence incident as defined by Section 16.01 (within 24 hours). The Dangerous Occurrence final investigation report must be submitted to the Mines Inspector within (72) hours.

At Agnico Eagle Mines – Meadowbank Division, the WSCC mine inspector will be informed by the General Manager, or by the Health and Safety Superintendent or Designate.

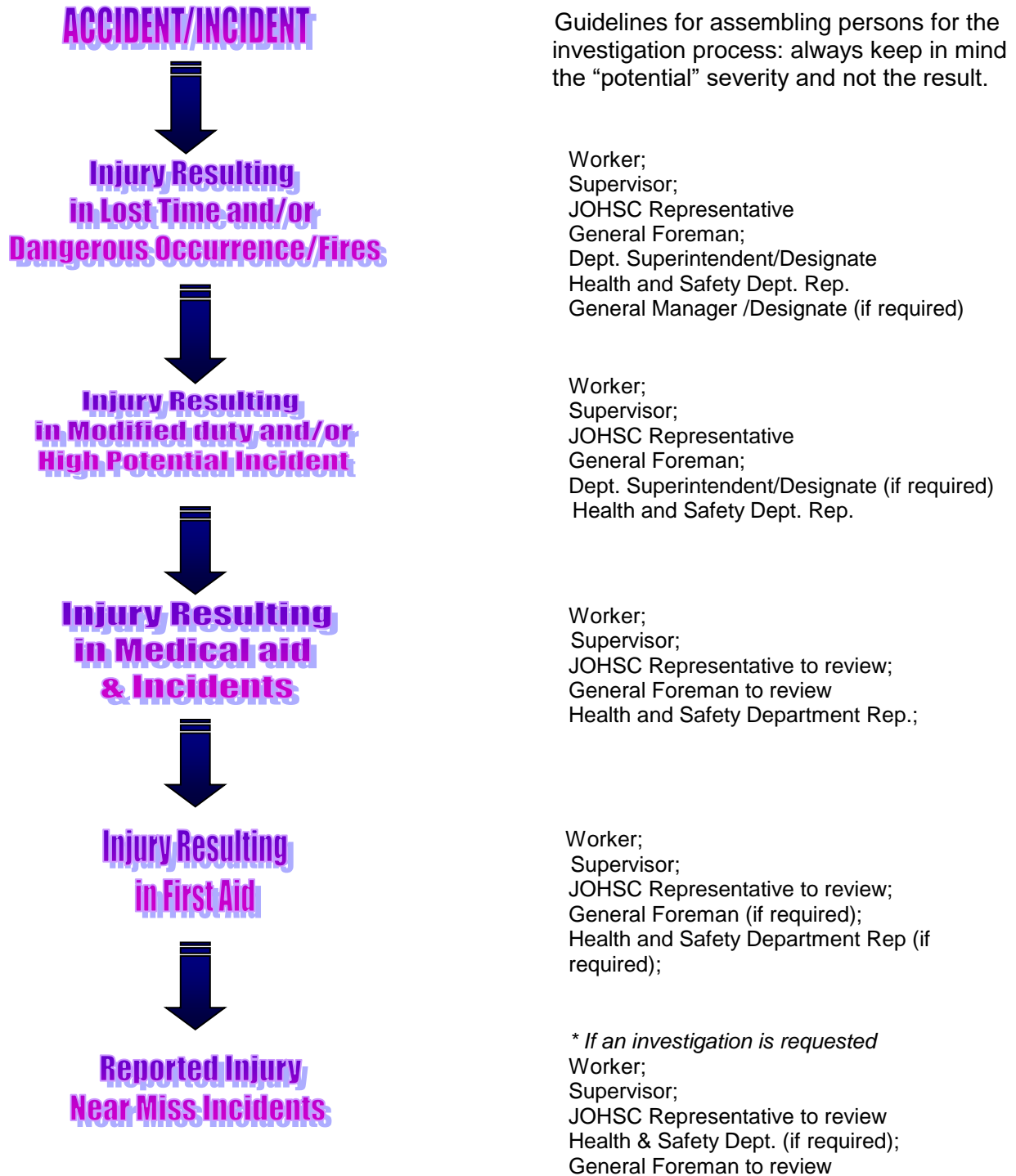
5.4.3.1 Procedure for investigation and accident analysis

At Agnico Eagle Mines - Meadowbank Division, accidents are divided into the following categories: fatality, lost time accidents, accidents resulting in modified/light duty assignment, medical aid, first aid, reported incidents, fire incidents, incidents (but no injury) and near miss or close calls.

Depending on the frequency and severity of the situation, some accidents/incidents must be investigated, in order to collect all the information and evidence or facts that cause the accident/incident. This information is used to determine the root causes of the accident/incident and finally, to recommend corrective and preventive measures to prevent its recurrence. The following chart summarizes the accidents that should be investigated.



Fact PARTICIPANTS



Note: All accident/incident reports are to be forwarded to Meadowbank Health and Safety Department!!!

5.4.3.2 Accident report

Steps:

1. Any employee/contractor involved or that witnesses an accident must immediately notify their immediate supervisor or designate of the situation and keep the scene intact or undisturbed to allow time for the investigation, except to prevent further accidents.
2. Any worker involved or witnesses an accident must complete with the supervisor the initial incident report form, as soon as possible after the event but at the very least before the end of the shift.

Note: The official accident with bodily harm log book is located in the clinic.

3. The immediate supervisor or his designate must immediately notify the general foreman who will notify the health and safety department of the accident. Depending on the severity and/or potential of the accident/incident, the OHSC representative will also be notified by the Health and Safety department or by the Department Management in which the event occurred.

Note: Reportable incidents – (Any incident listed in the “Serious Injury” portion and as described in Section 16.01 of the Regulations must be reported without delay to a Nunavut Mines Inspector and OHSC Co-chairs, by the Manager and/or his designate.

Dangerous Occurrences – (Any incident listed in the “Dangerous Occurrence” portion and as described in Section 16.01 of the Regulations must be reported within 24 hours to a Nunavut Mines Inspector by the Manager and/or his designate and OHSC Co-chairs.

Within 72 hours after a “Dangerous Occurrence” or “Reportable Incident”, the Manager and/or designate shall send a report to the Mines Inspector and OHS Committee Co-chairs.

The investigation:

1. When an accident happens, the supervisor shall, if possible, go immediately to the scene of the accident to control the scene and collect the facts of the accident. The scene shall be secured pending investigation and only released after all facts have been gathered. In the case of a “Dangerous Occurrence” and/or “Reportable Incident”, the scene shall not be released until the Mine Manager and/or his designate release it and only after consultation with Mines Inspector and OHSC Co-Chairs.

2. The supervisor will evaluate the loss and he will contact the appropriate officials.

A Supervisor or Health and Safety Department representative may demand an investigation for an accident without injury or even a first aid accident in the case if the consequences could have been worst (potential severity).

3. The immediate supervisor or designate will immediately initiate, if necessary, the process of the investigation, if possible, with the injured worker or workers who witnessed the accident. The investigation will be done whenever possible at the scene of the accident.

4. The supervisor fills out the investigation report with, if possible, the injured worker or/and the worker/s that witnessed the accident.

5. The investigation report must be signed and a copy must be sent to the Health and Safety Department as soon as possible. The Health and Safety Department is responsible for forwarding a copy of the investigation to the Manager (as needed) and to the Occupational Health and Safety Committee without delay. A copy of the investigation report must also be reviewed by the OHSC safety representative.

Accident analysis:

An analysis must accompany every accident investigation. This analysis is essential to determine the root causes of the accident and to recommend corrective and preventive measures necessary to prevent the accident from recurring. The analysis includes three (3) major steps:

- Initial analysis of all the information gathered in the investigation to keep only the contributing factors;
- Identification of all the causes and factors that contributed to the accident;
- Separation of contributing factors into two (2) categories:
 - Immediate causes
 - Root causes

The method of analysis:

This method involves taking the consequences as a starting point and looking for causes by asking "Why?" At each step, ask the following question: "Why did it happen this way?"

Each answer must be complete and sufficient to explain the reason the accident happened. If they do not explain it completely, there is/are another cause/s to be determined.

Please find enclosed the steps in completing an accident/incident investigation:



The accident/Incident

Need a complete description of the event, location and who was involved.



Immediate causes

Immediate Causes categories:

- Work practices, behaviors
- Environmental conditions, equipment/material
- Use of protective equipment
- Conditions of protective equipment



Fundamental Root Causes

Fundamental (Root) Causes categories:

- Personal factors
- Organizational factors



Consequences

Results in Injury, Damage to Equipment, Fires, Damage or Spills to Environment, Loss to Process



Corrective Measures

Ensuring good corrective measures will prevent Re-occurrence of accident/incident
Communication of incident/accident is very important as well



Follow-Up

Ensuring that corrective measures are in place, in force and doing what they were designed to do
Sharing corrective measures within the Department and site wide to prevent similar accidents/incidents from occurring again



To do this, the immediate supervisor or his designate must initiate the review process once the investigation is completed. The analysis may be conducted away from the scene of the accident by completing the investigation and analysis formula of the accidents.

Furthermore, it is essential that recommendations and remedial measures following the investigation and analysis of the accident are followed-up for the immediacy of corrective actions.

5.4.3.3 Training in investigation and analysis

Training in investigation and analysis of accident is a must for all supervisors, general supervisors and occupational health and safety committee members. This training aims to provide supervisors and members of the occupational health and safety committee good knowledge, techniques and skills to effectively fulfill their responsibilities outlined by the management team. A refresher course will be given when needed.

5.4.3.4 Review the program of investigation and analysis of accidents, incidents

The accident investigation and analysis program is revised as needed.

Any request for modification, addition and/or revision must be made to the Health and Safety Department.

5.4.3.5 Entry into Intelex – tracking system

All incidents / accidents will be logged into Intelex in a timely manner and incidents will be closed out on a monthly basis.

5.4.4 Inspection of workplace

Objectives of the inspection of the workplaces:

- Eliminate accidents, improve the quality of life, increase productivity and efficiency;
- Protect the health, safety and integrity of workers;
- Identify and correct the situations and conditions that may cause loss;
- Identify non-compliances with the standards in the work areas;
- Develop appropriate remedial action following non-compliances and ensure follow-up.



5.4.4.1 Description of the different types of inspections

General planned inspection:

Systematically inspect one or more areas to check compliance of area, equipment and work environment. Pay attention to the working methods to detect dangerous actions or methods. Good housekeeping is a must.

Specific inspection:

Check one specific aspect following an investigation and analysis of accident/incident, a specific request of the JOHSC, an evaluation of the accident log book or any other situation with a potential of loss.

Daily inspection (work card):

Daily inspection of access, work places, tools, equipment listed on the work card to detect and correct with immediacy sub-standard conditions. This inspection is to be done by worker/Supervisor.

Daily pre-use inspection of equipment:

All users of mobile equipment must check compliance of their mobile equipment and complete inspection card associated with the equipment at the beginning of each shift to ensure that equipment is compliant and it creates no risk to the safety and health for operator and others. Once completed, the cards are stored and kept for a period of one (1) year.

5.4.4.2 Frequencies of the inspections

- **Site General Manager** will plan and participate in general inspections to cover the surface operations as needed (2) times per year.
- **Department Superintendent/Assistant:** must attend a minimum of four (4) planned, general inspections with the supervisors, or general foremen of his department, or area of responsibility.
- **General Foreman** must attend a minimum of four (4) inspections with the supervisors via Supervision Formula and (1) planned inspection per month in area of responsibility.
- **Supervisor** will conduct daily inspections planned in his sector with his workers (as per work card) and occasionally with a member of the Health and Safety Department. Monthly, he and an OHSC rep. will conduct (1) planned inspection in his/her working area.



- **Health and Safety Department personnel: (Health and Safety Superintendent/Assistant and H & S Advisors)** will conduct minimum of (2) inspections per rotation in different areas of the site.
- **JOHSC Representatives** will be invited to participate in monthly inspections with each level of the management team named above in their area of responsibility. Note: JOHSC must conduct one inspection per month as legislated in the Mine Regulations Section 3.19 – 3.22.
- **Worker** will conduct a daily inspection of access, work places, tools, equipment listed on the work card to detect and correct with immediacy sub-standard conditions.

5.4.4.3 Methodology of Inspection

To be effective, the people responsible for the inspection must be prepared, organized and have the right tools. Four (4) steps are necessary to ensure an inspection of quality:

- Planning
- Inspection
- Report
- Corrective actions and follow-ups

Objectives of the inspection report:

- Identify all items inspected (compliant or non-compliant); **(Note: non-compliance must be based and in reference to Mine Regulations, Company Policies/Procedures etc.)**
- Identify the sector and / or equipment inspected;
- Classify risks for each observed deviation;
- Determine corrective action;
- Identify a person responsible for each corrective action;
- Determine a timeframe;
- Indicate the number of the work order and/or completed formulas to apply corrective measures.

Note: the report must be written legibly or typed, saved electronically

Distribution of the inspection reports:

Once the report is completed, participants in the inspection must send the original to the health and safety department. A copy of the report must be sent to the department heads concerned by the inspection and to the manager.

The participants keep a copy of the inspection report and when the sub-standard anomalies have been corrected, they will send a copy of the report with the corrective actions completed to the department heads concerned by the inspection and the safety and health department.



Follow-up of the corrective action:

The responsibility to follow-up the corrective action should be incumbent to those who conducted the inspection. The department head will make certain that the follow-up is completed.

The Health and Safety Department will produce an update on the frequency of inspections and the amount of corrective actions that were completed every month. The report will be sent to the JOHS Committee for review.

Classification and time frame for the corrective measures

5.4.5

Severity	Time frame for temporary corrective actions	Time frame for permanent corrective actions
A) Action or condition that could have resulted in permanent disability, fatality, loss of a limb; damages that created a loss of production and/or material exceeding \$50,000	Immediately	Started Immediately and corrections completed within (24) hours following the report Note: if corrections cannot be completed within (24) hours – a plan must be put in place to ensure the health and safety of all concerned.
B) Action or condition that could cause a temporary disability with a duration of more than the day of the accident; damages that created a loss of production and/or material exceeding \$10,000 but less than \$50,000	Immediately	Started Immediately and repairs completed within (3) days (72 hours) following the report
C) Action or condition that could cause a minor accident necessitating first aid treatment and or a medical assistance without a loss of time; damages that created a loss of production and/or material less than \$10,000	Within (24) hours	Started Immediately and repairs completed within (7) days following the report
H) Action or condition that is considered a housekeeping item and if left unattended or not taken care of could result in trip and fall or other injury or damage to equipment or environment.	Within (24) hours	Started immediately and maintained continuously. No time limit to fix, repair or clean up. An on-going effort is required to maintain good housekeeping.

Objectives of management of cutting and welding activities

- Identify the contaminants in the welders' workplace;
- Assess the physical and chemical contaminants in the cutting and welding activities;
- Provide effective lasting controls to ensure health and safety of employees;
- Train and inform employees about the contaminants in their tasks and their environment;
- Prevent fire hazards;
- Follow up on these activities;

The risk assessment will be done through field inspection, task analysis and sampling of contaminants on/with the personnel. The sampling methods used are consistent with those proposed by the Institute of research for Health and Safety (IRSST), OSHA and A.C.G.I.H.

5.4.5.1 Information on contaminants potentially released with the activities of cutting and welding

Health effects of certain metals may be present in fumes from welding and cutting

Contaminants	Source or process	Possible effects on the health
Aluminum oxide	Composition of welding rods or aluminum alloy.	Aluminosis: particle deposition forming of fibroids in the lungs.
Cadmium oxide	Silver electrode surface in some alloys and rustproof of the steel.	Highly toxic substance that can cause lung and kidney lesions. Carcinogen.
Chrome	Alloy in stainless steel, rust-proof paint or covering chromed parts	May cause lung damage and asthma. Carcinogen.
Copper	Copper concentrate and copper welding electrodes (brass or bronze).	May cause metal fume fever (fever welders) similar to that of zinc.
Tin	Welding electric wires and copper pipe.	Lungs irritation
Iron Oxide	Ferrous metals and steel, welding electrode, may represent 50 to 60% of welding fumes.	Respiratory irritation, low toxicity dusts of iron oxide, may be due to siderosis.
Manganese	Alloy steel rods and composition of capital.	Irritation of upper respiratory tract attacks the nervous tissue and causes weakness and poor coordination.
Molybdenum	Composition of some steel alloys.	Irritation of eyes and lungs.
Nickel	Metals nickel, stainless steel.	Carcinogen.
Lead	Metals coated with paint containing lead	Toxic substances that affect blood,

	present in certain alloys and metals, coatings and tank armor, welding tin.	nervous tissue, gastrointestinal tract and brain.
Silica	Embedding electrode can be found in welding fumes.	May cause lung damage.
Titanium	Coating of electrodes and in some alloys (ferrovanadium).	Respiratory irritant that can cause fibrosis.

Health effects of certain gases may be present in fumes from welding and cutting

Gas	Source or process	Possible effects on the health
Ozone	Gas with a characteristic odor formed during arc welding resulting from the action of UV on oxygen.	Low concentration: irritation of nose, throat and respiratory tract. Elevated: headache, dizziness, nausea, vomiting, fainting
Carbon Monoxide	Produced by the incomplete combustion of organic matter in the form of plaster, paint or coating electrodes, welding under protective gas (CO ₂).	Low concentration: headache, dizziness. Elevated: nausea, vomiting, unconsciousness, asphyxia resulting in death.
Nitrogen oxides	Suffocating gas and highly flammable formed during the process of arc welding or welding in shielding gases especially when welding stainless steel.	Low concentration: irritation of eyes, nose and lungs. Elevated: irritation of the eyes, coughing, chest pain, and pulmonary edema.
Phosgene	Irritating gas formed when a flame or heated surface at high temperatures or UV rays of the arc are in contact with chlorinated solvents.	Low concentration: sensation of dryness and burning throat, numbness, vomiting, difficulty breathing. Elevated irritation leading to pulmonary edema, chronic bronchitis, pulmonary emphysema
Hydrogen fluoride	Formed by heat flux, decomposition coatings (applied on stainless steel), coated electrodes	Low concentration: irritation of nose, throat, nose bleeds. Elevated pain in the eyes and nose, pulmonary edema, burning the skin. Chronic Exposure: disease = bone fluorosis (increased bone density).

5.4.5.2 Reduction at the source

The reduction at the emission point is the most effective way to protect the health of workers potentially exposed to contaminants in the air. It is to prevent the emission of contaminants into the

air.

Variants of the welding process must be adjusted to produce maximum performance while reducing emissions of contaminants into the air.

Parameters affecting production of contaminants

Parameters	Consequences
The power intensity	In general, the higher the amperage, the higher the emission of smoke.
The diameter of the electrode	With/when equal current is used: the small diameter electrodes produce more smoke than those with larger diameter.
The tension	The amount of smoke rises in direct proportion to the tension.
The polarity of the electrodes	The welding direct current positive at up to 30% more smoke than welding in direct current negative.
The length of the arc	The longer the arc, the more smoke is produced.
The shielding gas	The type of shielding gas used helps determine the volume of emissions. For example, the volume of emissions can be reduced by 15% to 25% by the addition of argon to carbon dioxide instead of using it in its purest form. Ozone concentrations are reduced significantly when adding nitric oxide gas protection in welding of aluminum MIG.
Substitution	Is characterized by the fact of replacing certain ingredients in the welding electrode by others with similar metallurgical characteristics, but emitting less smoke (ex. replacing an electrode lead with an electrode containing lead and tin).
The cleaning of the surfaces	The surface cleaning (grease, dust, paint, etc.) reduces the emission of contaminants into the air.

5.4.5.3 Means of technical control

Ventilation is the primary means of technical control to reduce the exposure to welders from fumes produced by welding and cutting.

General ventilation:

General ventilation can dilute contaminants dispersing in the work area. General ventilation can be mechanical (fans) or natural (open door). It can be very effective if used in order to remove the contaminants from the breathing zone of the welder.

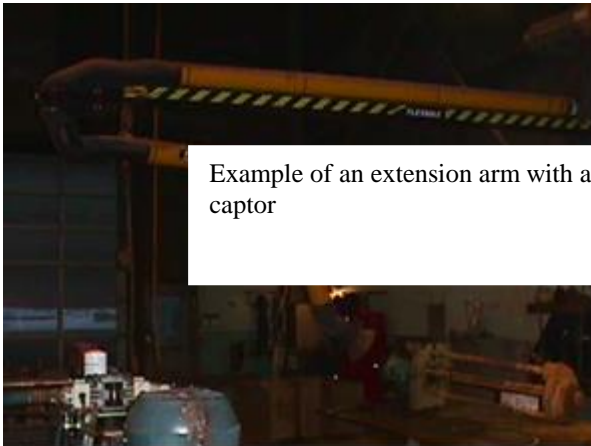
Local ventilation:

The local exhaust ventilation will capture pollutants as close as possible to their emission sources and remove them from the workplace. Since most emissions occur near the arc, the local exhaust ventilation is more effective than general ventilation. The system of local exhaust ventilation is designed to capture fumes and gases before the welder breathes it. However, the performance of the local exhaust systems may be greatly affected by air currents and the distance between the contaminant source and the sensor arm (90% efficiency at 22 inches).

The extension arms are inspected periodically to determine the system performance. This assessment takes place every six (6) months and is made by the industrial hygienist. The data collected is stored in the log book.



Example of a “smoke eater” as used by welders



Example of an extension arm with a fume captor

5.4.5.4 Respiratory Protective Equipment

The personal protective equipment for respiratory system should be used as a last resort when other means of control are not possible. These personal protection devices must be used according to specifications of the Respiratory Protection Program of the establishment (next section).

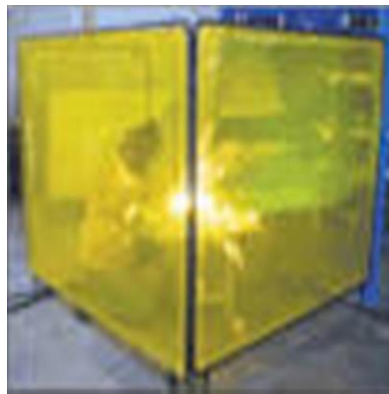
5.4.5.5 Other risks related to activities of cutting and welding

Other risks associated with welding, apart from the fumes and gases, are radiation, noise, electricity, sparks, heat and explosions.

Protection against radiation:

The ultraviolet radiation emitted by the welding process can cause eye problems ranging from simple irritation to conjunctivitis. Therefore, eye protection devices (properly shielded safety eyewear) must be worn by the entire welder group and those assisting them in their work, unless protective screens are used and in place.

The presence of shield against radiation is necessary for places where bystanders are likely to be exposed to radiation.



Example of shields against radiation

Tinted goggles (grade 5) may be used for small amount of cutting or brazing with torch (flame cutting) while the face shield should be used for all other types of welding and cutting. Different degrees of protection for the lenses are necessary depending on the type of welding.

The welder must change the protective lenses when they are damaged.

Protection against sparks:

Sparks projected during the cutting or welding can cause burns, fire or explosion. Welders must wear protective clothing (flame retardant) such as Indura soft (like coveralls) at all times while

performing work of cutting and welding. Long non-flammable gloves should also be used. This equipment, gloves and clothing must be changed when they are damaged.

5.4.5.6 Hot Work Permit

Welding and cutting are not permitted without obtaining a Hot Work Permit. Hot Work permits are required whenever welding, cutting or any task where open flames are required such as torch use, tiger torch, whether working inside or outside (except in designated areas such as a welding bay).

On the permit is a list of precautions to be taken. This must be completed by the welder himself/herself before commencing work. It is important that all safety precautions listed on the permit are followed as they are subject to rigorous inspection by the worker. During his inspection, the supervisor approves the continuation of work by signing the permit on the back. When the work is completed, workers must clean up their workplace and conduct a continuous check for fire for 30 minutes and monitor and check the area for a minimum of 2 hours after the welding, cutting or burning activities are finished. The employee that does the final check for fire ultimately signs the permit and gives it to the supervisor. It is kept in a register for a period of one (1) year.

To ensure the strict enforcement of permits for cutting welding, Agnico-Eagle has established an audit program with the following objectives:

- Maintain good standards of application in terms of how to safely perform hot work;
- Ensure compliance of hot work performed;
- Promote the importance of fire protection on the site.

The audits will be held every four (4) months and the results will be compiled in a register.

Fire Extinguishers:

In addition to fire extinguishers located at strategic locations and near building EXIT doors on the site and in buildings, every oxy/acetylene cutting torch set up (fixed) or (dolly) mobile is equipped with a fire extinguisher. Fire extinguishers must always be in working order. An inspection must be made before commencing work. Note: this is part of the “work card” inspection process.

All extinguishers are checked on a monthly basis. Extinguishers on equipment are checked daily as part of the pre-operational vehicle check.

Stop Work:

When welding and cutting are suspended even for a short period of time, welding machines and cutting torches must be turned off, the electrodes must be removed from their rack, valves and equipment for the cylinder compressed gas must be closed and / or stored in a safe place (as defined in the procedure for hot work).

5.4.6 Lock out and tag out

Repairs, installation and verification of equipment powered by electricity or any other energy are always a risk. Each employee must take some responsibility and ensure his/her own safety and that of fellow employees respecting the lock out tag out procedure and ensure “zero energy” state.

The lockout procedure and making a “zero energy” state is part of the prevention program at the Meadowbank Division.

5.4.6.1 Tools

The tools for the lock out tag out have several components. These various types of locks, multiple lock link, lock-boxes, keys, covers valves, chains and labels.

Personal Padlocks and departmental padlock:

Each worker exposed to a hazard that necessitates to lockout tag out must have a “brass” padlock with a single key and identification tag. This “brass” lock will have the owner’s identity on it. Locks for service department cannot be used in a personal way. It is forbidden to lend your personal lock to another person.

5.4.6.2 Zero-energy Procedure

No piece of equipment can be de-energized and locked to zero energy until the workers in the area where the work is to be performed have been told. The supervisor will then allow the employee to stop the equipment. The supervisor involved must make sure to inform all the other employees on the work to be done by the crew.

All contractors must follow the lockout procedure of Agnico-Eagle.

Note: In many areas, there are specific procedures related to certain equipment. Before you lockout inform the supervisor.

Examples: mobile equipment, radioactive devices, overhead crane, etc.

Application of the procedure:

- **Locking out equipment of 750 volts or less**

When repairs or check-ups requiring a simple lockout, the worker shall, lockout the equipment and check to see if the equipment can start after being locked out to make sure that the equipment is not operational. Lock the master switch on equipment in the off position. It is important that other workers working on this equipment affix their padlocks by using a multiple lockout system. The last hole of the multiple lockout system must be kept to add another multiple lockout device if ever we must add more padlocks.



- **Multiple lockout equipment of 750 volts or less**

To accomplish a checkup or repair on equipment, it is required to use multiple lockout system (multiple padlock devices). The qualified person responsible for checking the deactivation or lockout of the equipment must take the necessary amount of locks to ensure through testing by startup of the equipment. He must lockout the master switch on the equipment in the off position and put the keys in the red lockout box by ensuring that the identification numbers of the locks are visible. The lockout box should be locked with a multiple lockout system and locked with padlocks. A lockout tag must be installed and a final start-up of the equipment must be made to make certain that the equipment will not start. All other employees who work on such equipment must affix their locks on the lockbox.

- **Lockout equipment at high voltage (over 750 volts) equipped with knives switch (inside a closed box)**

All equipment of high voltage with knives switches are identified and require the presence of an electrician to cut the power. He ensures that there is no more energy or power on the line. Then the lockout procedure applies.

- **Lockout equipment of high voltage (over 750 volts) with motorized switches (medium voltage circuit breaker) or aerial disconnect breakers**

All equipment with high voltage motorized switch (medium voltage circuit breaker) or aerial disconnect breakers requires the presence of an electrician to cut off the power. He must use the specific procedure to accomplish the cutoff of power. Then the lockout single or multiple lockout procedures must be applied.

- **Ensuring zero energy on piping or pressure vessels:**

Use the single or multiple lockout procedure considering that the energy source is compressed air or steam. Beware of secondary or residual energy that may remain under pressure. Leave the drain valve in case of a leak in the isolation valve.

Various mechanisms are available to lock the valves of different types: handles, chains, etc. We must ensure that the mechanism is reliable. If in doubt, check with your supervisor.

5.4.6.3 Removing locks from a lock out situation

When an employee must leave, he/she must remove his/her lock. After the work is completed, the equipment must be unlocked in order to verify proper operation. Notify the responsible supervisor that repairs are completed and the equipment is functional.

During a shift change or when an employee must leave before the work is completed and the person replacing him/her has not placed his personal lock, he/she must ensure that equipment is locked by a Departmental padlock with a tag-out informing his replacement to put his padlock on. He/she must also notify his/her supervisor or the job leader. When work resumes, a start test should be performed.

5.4.6.4 Cut padlock security

If an employee forgets to remove his/her lock and that employee is no longer on site or at work, the supervisor or his/her delegate has the authority to cut the lock. This must be done with great care and a good judgment. Firstly, we must try to reach the employee. If he/she can't be reached, we must make certain that the employee is no longer on the site. The "**Lock Removal Form**" must be completed and the procedure in place before cutting the lock. Return the form to the general supervisor of the lockout.

5.4.6.5 Training on the lockout and ensuring zero-energy

It is important to note that the implementation of such a procedure must be accompanied by specific training. Training on lockout and ensuring zero energy aims particularly the employees working on equipment that may be started by others during the repairs.

The training includes the following:

- Legal aspects of standards and regulations lockout;
- Effects on safety;
- Tools;
- Lockout procedure and ensuring zero energy;
- Practical exercises.

5.4.6.6 Review

The lockout procedure and ensuring zero energy is revised annually by the Health and Safety Department and Training Department.

Any request for modification, addition and revision should be made to the Health and Safety Department and Training Department.

5.4.7 Respiratory Protection Program

The objective of the Respiratory Protection Program is to effectively protect personnel working in workplaces where technology controls do not permit or are not sufficient to eliminate the source of contaminants in the air.

This program also aims to help managers to identify ways to control the selection, use, and maintenance of respiratory protection.

5.4.7.1 Risk Assessment

The risk assessment is done by sampling personnel in the workplace. These assessments help to determine the type of respiratory protection and appropriate filters to be used.

5.4.7.2 Means of Risk Control

- **Reduction at the source**

Reduction at the source is the objective of the establishment and is the most effective way to protect the health of workers potentially exposed to contaminants in the air. It is to prevent the emission of contaminants into the air.

- **Control techniques**

Control techniques are used to vacuum, abate or dilute the contaminant emissions in air. Among these, we find the air ducts, hoods, primary and secondary fan systems to induce the fresh air, dust collectors and sprinklers.

- **Personal Protective Equipment**

The personal protective equipment for the protection of the respiratory system must be used as a last resort when other means of control are impossible. For respiratory protection, there are several types of equipment. The apparatus of respiratory protection used in Agnico-Eagle Meadowbank Division includes: filter type respirators, cartridge type, air powered (PAPR) and self-contained breathing apparatus (SCBA). According to protective factors established by NIOSH and CSA, these appliances offer different levels of protection ranging from 10 to 10,000 depending on the equipment.

Information on respirators:

- ✓ **Appliances Air Purification**

This category includes all half-masks and full face using chemical cartridges or as a particulate filters contaminants. These masks are negative pressure, which is to say that the lungs of the user are the generators of the circulation of air. To meet the requirements, different types of respirators are available in three (3) sizes: small, medium and large.

- ✓ **Appliances Air purification Air powered**

This category includes mainly helmets or masks complete type of manufacturer 3M RACAL engine which propels the air inside a helmet then filters through chemical cartridges and particulate. Currently, the agencies give this product a protective factor that varies from 25 to 1000.

- ✓ **SCBA:**

This category includes all full-face respirators equipped with a cylinder of compressed air breathing unrelated to an external airline. In setting, only mine rescue teams, firefighters and some specially trained workers are allowed to wear such equipment. This equipment provides a minimum protection factor of 10 000.

5.4.7.3 Criteria for selecting respirators

The choice of a proper respiratory protection is essential to protect the worker. We must therefore evaluate the following parameters when choosing a type of respirator:

- **Level of oxygen in the air**

The NIOSH states that "the percentage of oxygen by volume in air at any workstation of an establishment must not be less than 19.5% at normal atmospheric pressure". All respirators Air-purifying approved by the National Institute for Occupational Safety and Health (NIOSH) should be used in workplaces only when the oxygen concentration exceeds 19.5%. Otherwise, the worker must wear respiratory protection equipment independently.

- **Types of contaminants present or potentially present**

The industrial hygiene department established the physical, chemical and toxicological properties of contaminants, including their concentration, toxicity, nature, condition, the detection characteristics of each and their potential for eye irritation and skin absorption.

- **Intended use of the respirator**

To make the best choice, workers and supervisors must take into account various environmental parameters and conditions to use a respirator, for example:

- ✓ workplace;
- ✓ task;
- ✓ duration of use;
- ✓ frequency of use;
- ✓ effort to the task;
- ✓ industrial process used;
- ✓ comfort of the user;
- ✓ need for mobility;
- ✓ need for communication;
- ✓ extreme temperature conditions (very cold or very hot).

FIT test:

Users of respiratory protection must be tested for sealing quality with the respirator. This fit test is required prior to issuing of a respirator.

The fit testing is conducted by the Training Department, Health and safety department or industrial hygiene technician. This training shows the user how to use proper respiratory protection.

Once the initial fit test done (when issuing the respirator), additional fit testing is required only when one has suffered of a facial morphology (ex. scarring, loss of weight, acne, etc.). He/she must be fit tested again for leakage before using respiratory protection. Those who pass the fit test are logged in a log book.



Example of a quality fit test

5.4.7.4 Training on respiratory protection

It is important to note that the implementation of such a program must be supported by training. At Agnico-Eagle Mines– Meadowbank Division, we have training on respiratory protection. The training aims particularly the users of masks to purify air using chemical cartridges and / or particulate and users of helmet air-purifying (positive pressure). This course covers the selection, use and checking of disposable masks and chemical cartridge.

The training covers the following:

- ✓ Legal aspects of regulations and standards in respiratory protection;
- ✓ Inventory of contaminants and basic rules of industrial hygiene;
- ✓ Health effects of contaminants;
- ✓ Fit Tests;
- ✓ Technical knowledge on the function of all models of respirators;
- ✓ Inspection, maintenance, cleaning and storage of respirators;
- ✓ Practical exercise.
- ✓ Refresher training is also needed each year for workers, supervisors, responsible for the fit testing and the person responsible for checking and cleaning of respirators.

5.4.7.5 Revision of the respiratory protection program

The respiratory protection program is reviewed annually by the Health and Safety Department and Training Department.

Any request for modification, addition and revision should be made to these departments.

5.4.8 Hearing Conservation Program

5.4.8.1 Exposure assessment of workers

In order to identify work areas where noise exceeds 85 decibels (83 dBA or workers, working 12 hour shifts), the exposure of workers by job or workplace, is measured in accordance with CSA Standard Z.107.2-1973 entitled "Methods for measuring sound levels".

Employees with exposure to noise exceeding 85 decibels (A) are included in this program. Wearing hearing protection is mandatory for workers unless the means of source reduction of technical and administrative controls are in place.

The assessment strategy for the noise levels are in the "Industrial Hygiene Program" as well as legal requirements. Assessments must be made when purchasing new equipment or changes in processes or equipment.

5.4.8.2 Identification of noise zones

The areas likely to exceed 83 decibels must be identified with a poster at the entrance area or where there is noisy equipment. The sign identifies the requirement to wear hearing protection.

5.4.8.3 Potential Risks to health associated with exposure to noise

The main physiological risks associated with working in noisy environments are a loss of hearing (temporary or permanent) when exposed to noise without hearing protection. Hearing loss associated with exposure in industrial work will affect the high frequencies. The loss is recognized as an occupational disease when it reaches the thresholds listed in the Regulation on the scale of industrial injuries.

5.4.8.4 Methods used to reduce noise exposure

Management and workers must take steps to protect their health, their safety and physical integrity as required by the Occupational Health and Safety. The reduction at the source and engineering controls are the best means to reduce exposure of workers to noise. If these means do not reduce noise to an acceptable level, then use the personal protective equipment. Any reduction in noise, even a few decibels, reduces hearing loss, improves communication and improves concentration. All sources of noise must be evaluated to determine the appropriate method of protection.

Reduction at the source:

The reduction at the source involves a reduction of noise from equipment:

- ✓ Replacement of equipment;
- ✓ Relocation of noisy equipment.

Technical Means of control:

The technical means of control are expected to reduce workers' exposure to noise by changing the environment in which they work:



- ✓ Modification of vector transmission noise (acoustic insulation);
- ✓ Reduction of the reverberation (absorbent materials for walls and ceilings);
- ✓ Reduced vibration equipment (carpets, preventive maintenance);
- ✓ Changing a method of work;
- ✓ Mufflers.

Means of Administrative Control:

The administrative control is to reduce the duration of worker exposure to noise:

- ✓ Modify the hours of work;
- ✓ Rotate tasks to high and low exposure;
- ✓ Start-up of noisy machines when few workers left the area.

Personal and collective protective equipment:

This is the last possible alternative when the noise reduction is less than the permissible exposure limit after implementing technical and administrative controls. The hearing protectors designed to reduce transmission of the wave to the ear.

The effectiveness of hearing protection varies from one worker to another, it depends on proper protective equipment, fitted and worn during the entire period of exposure to noise.

Types of hearing protectors:

Earplugs: plastic foam Max TaperFit 2 UltraFit, Décidamp2, Ear Caps Caboflex) (category preformed caps);

Shells: passive type deductions with a headband (PELTOR H6b, Peltor H7B) or attached on each side of the safety helmet with headphones (PELTOR HTM7P3E) or without headset (PELTOR H7P3E, PELTOR H9P3E).

Noise abatement related to the hearing protector:

The sealing and acoustical properties of the materials determine the level of protection provided by the hearing protector. The shells form a seal around the ear while the ear plugs are against the wall of the canal. The index of noise reduction from the manufacturer (IAB or NRR (English word is: "Noise Reduction Ratio") is set in ideal laboratory conditions.

It is recommended by NIOSH 1996 (Summary of Appendix B, Methods for Estimating the Adequacy of Hearing Protector Attenuation, in the Occupational Noise Standard 29 CFR 1910.95) in calculating the exposure of a worker on its protection hearing, to deduct a percentage for each specific type of hearing protector. This percentage reduction prepared by NIOSH takes into account the performance offered by each type of hearing protector.

<i>Type of hearing protection</i>	<i>Reduction percentage</i>
1. For the shell type	75 % of the manufacture IAB

2. Earplugs	50 % of the manufacture IAB
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Taking into account the criteria set by NIOSH, the factor of noise reduction for each type of hearing protector has been calculated.

Indices noise abatement set by the manufacturer for each hearing protector available to Agnico-Eagle to the mitigating factors under criteria modified NIOSH 1996.

Type of hearing protection	IAB (dBA)	(dBA) IAB Modified
Plastic foam plug Taper Fit 2	32	16
Plastic foam plug Ultra Fit	25	13
Plastic foam plug Decidamp	29	15
Plastic foam plug Max	33	16
Plastic foam plug Ear Caps	17	9
Plastic foam plug Caboflex	20	10
Shell PELTOR H9P3E (yellow)	23	17
Shell PELTOR H7P3E (green)	24	18
Shell PELPOR H10PE3 (black)	27	20
Shell PELTOR H7B (green for helmet)	22	17

Note: The attenuation factor (IAB) proposed by type of protector is conditional to constant wearing of the protectors during exposure.

Medical Surveillance:

An audiogram is conducted for all employees as follows:

- ✓ Every employee working where the noise levels exceed 83 dB is required to pass an audiometric test every three (3) years;
- ✓ Employees and the clerical employees are required to pass an audiometric test every five (5) years or as needed;
- ✓ All employees leaving the company shall, before departure, have an audiometric test completed;
- ✓ In the hiring process, a person must pass an audiometric test.

5.4.8.5 Training Information

Training is mandatory for all workers likely to work near a source of noise. This training consists of the following:

- Regulations;
- Responsibilities of employees;
- Effects on health over the hearing capacity and the body: short and long term;
- Source reduction;
- Control methods: technical and administrative;
- Hearing protection equipment selection, maintenance and use;

- Meaning of posters;
- Audiogram.

5.4.8.6 Hearing Conservation Program

The program for hearing protection is revised as needed by the Health and Safety Department.

5.4.9 Confined Space Management Program

The program management to work in confined space remains an important reference tool for all supervisors and workers involved in supervising and working in confined spaces area. Depending on the nature of work and the nature of the confined spaces, the risks will vary. It is the responsibility of the supervisors and workers to ensure that all preventive measures are taken when there is work to be done inside a confined space area.

5.4.9.1 Definition of a Confined Space:

“Confined Space” means a tank, process vessel, underground vault, tunnel or other enclosure that is not designed or intended for human occupancy and that a person would only enter if there were work to be done.

5.4.9.2 Assessment of potential hazards in confined spaces

Atmospheric Risk:

Confined spaces are regular atmospheric hazards that make the air unsafe to breathe for the worker. Whether a lack of oxygen, super oxygenation, the presence of flammable or toxic gases, all of these conditions pose a significant risk to the worker and should be considered before entering inside a confined space.

Physical hazards:

Physical hazards potentially present in a confined space are numerous: there is a restraint entry or exit, a dangerous work area, a risk of engulfment, mechanical parts in motion, the presence of electricity, heat or cold, noise or poor visibility.

5.4.9.3 Preventive measures

Ventilation:

For some cleaning, welding, cutting, fabrication of fiber glass, sandblasting abrasive and solvent use, ventilation must be provided before and / or during the task is being done. The duration of this ventilation vary depending on the nature of work, the size of confined space and movement of natural air flow inside the confined space.

The natural or mechanical ventilation of the confined space must be done to avoid exposing other workers to contaminants. Therefore, the breathing of the air should be prioritized in certain activities (ex: welding and cutting activities).

Lock-out and tag-out the energy:

The lockout procedures and ensuring zero energy must be followed. In addition, some confined spaces, must be completely isolated by disconnecting, purging and sealing of all supply lines.

5.4.9.4 Entry Permit Confined Space

The entry permit for confined space is a written authorization indicating the location, staff involvement, hazard identification and control for a given enclosure. This is only valid for a period of 12 hours of uninterrupted work.

The permit must be completed before the start of work by a qualified person and it applies only to a single workstation. The permit must remain in the workplace so that work is ongoing and when the job is completed, the permit must be return to the Health and Safety Department.

If environmental conditions change in the environment or the execution of work, the permit must be corrected and the testing methods must be reassessed.

5.4.9.5 Opening an confined space at high risk

The opening of the confined space must be performed with appropriate respiratory protection. The specific list of confined space for each department indicates adequate protection for the contaminant found in the enclosed space.

However, when the concentration of contaminants inside the confined space is unknown, it is considered highly dangerous to life and health. The opening of the enclosure must be done with maximum care and if necessary, with a self-contained breathing apparatus.

Evaluation of the air inside the confined space:

To evaluate the quality of air we must:

- ✓ Check the quality of air with an appropriate instrument that measures gas and of oxygen, and this even before opening the enclosed space;
- ✓ Assess the quality of air near the opening by inserting the sampling probe inside the confined space. This step is essential when you suspect the presence of toxic or flammable gases;
- ✓ Assess the entire volume of air inside the enclosure to verify the presence of heavy gas, light gas and neutral gas.

5.4.9.6 Confined Space Training

It is important to note that the implementation of such a program must be accompanied by a sustained training.

It is prepared primarily for workers, supervisors and project leaders who are likely to work in confined spaces.

The training Recognition of confined spaces:

- ✓ Responsibility of all parties;
- ✓ Risks associated with confined spaces;
- ✓ Risk assessment;
- ✓ Preventive measures put in place for every task in confined spaces;
- ✓ Entry permit;
- ✓ Emergency procedures;
- ✓ Tools;
- ✓ Assessment of air quality.

A refresher training course will last approximately two (2) hours and will be given if required to the workers, supervisors that were previously trained on confined spaces.

5.4.9.7 Review of Confined Space Management Program

The management program for confined space work is revised as needed by the Health and Safety Department.

Any request for modification, addition and revision must be made to the Health and Safety Department.

5.4.10 Fall Protection

5.4.10.1 The safety measures against falls from height

Falls from heights or in dangerous openings account for (40% of injury cases); they can and usually cause serious injuries.

The legislation states that all workers must be protected against falling when exposed to a fall of more than 3 meters from a working position;

- when he may fall into a liquid or a hazardous substance, on moving parts, on equipment or materials presenting a danger;
- if exposed to a fall of over 1.2 meters using a vehicle.

Agnico-Eagle Mines – Meadowbank Division endeavors to reduce at the source instead of using other means. But, if this is impossible, here are other preventive measures that are used to ensure the safety of workers:

Guard Rails:

Guard Rails is the means of protection most appropriate for protecting workers against the risk of falling. There is a fence along the opening that restricts the movement of workers and ensures that he/she will not be exposed to a free fall. The guardrail must be placed alongside of an elevated floor, roof, a platform of a scaffold, stairway or ramp, around an excavation or any other place where a worker may fall:

- in water;
- from a height of 1.2 meters or more if he is using a vehicle;
- from a height of 5 meters or more of a perimeter roof and 3 meters in other cases.

They are made of various materials and must meet minimum strength and built as stipulated in the safety Code for construction work. On the site, the majority of the railings are fixed permanently. They are inspected periodically.

Warning: The installation of guardrail must always be made with a full body harness

Fixed ladders:

Fixed ladders are used to replace the stairs. They must be strong enough to withstand a weight of 90 kg in middle of a rung and exceed the upper tier of at least 900 mm. Finally, fixed ladders must be equipped with guardrails surrounding the floor opening with a removable rigid barrier (not chain) giving access to it.

Ladder Safety Training:

All persons working at Meadowbank must have ladder safety training as delivered by the Training Department.

3-Point contact should be practiced and followed at all times when ascending and descending any equipment, staircases, ladders, basically any place where handrails are provided – use them.

- All ladders are to be inspected before use
- Always use the 4:1 rule when setting up a ladder – i.e.: 4' rise X 1' from the wall or structure that you are putting the ladder against
- Always secure extension ladders
- Always have a minimum of three rungs extending past the landing or exit point off of ladder at top
- Never use a conductive type ladder near electrical installations

There are many types of ladders in use at our operation. Extension ladders, folding ladders, straight ladders, and they come in assorted sizes and lengths.

5.4.10.2 Personal Protective Equipment

Safety Miners' Belts

When a safety belt is made available to a worker, it can be used in combination with a lanyard to limit the movement of the worker or to keep him/her in his/her working position and this for all workers working near an opening where a (3) meter or greater fall can occur.

Caution: The miners' belt cannot be used as personal protective equipment to stop the fall of a worker. In other words, the safety belt is used to prevent workers from reaching the point of fall (ex. Dangerous openings or shafts).

Safety Full Body Harness

Wearing a Full Body safety harness is mandatory for workers exposed to a fall of more than three (3) meters (9.8 feet) from his working position.

The full body safety harness is used with an energy absorber which is connected to a lanyard not allowing a free fall of more than 1.2 meters (3.9 feet) or a retractable lifeline (also known as SALA BLOCK name) which includes the energy absorber.

Safety harness

Wearing a safety harness is mandatory for workers exposed to a fall of more than three (3) meters (9.8 feet) from his working position.

The safety harness is used with an energy absorber which is connected to a lanyard not allowing a free fall of more than 1.2 meters (3.9 feet) or a retractable lifeline (also known as SALA BLOCK name) which includes the energy absorber.

All persons required to use Fall Arrest Equipment – must have training in good standing.



Only harnesses classified class A (according to CSA-Z259.10) with straps for shoulders and thighs are used on the site.

Warning: *It is strictly forbidden for a worker to reuse a safety harness and energy absorber which was used in a fall. It is the responsibility of the worker involved in the fall to discard the equipment and send it to garbage.*

Energy absorber:

The shock absorber is actually a breaking device which must always be part of a safety harness, and this, in order to absorb the shock that the employee would have in cases of a free fall.

We have (2) types of dampers. The conventional damper comprising a pouch containing various types of energy absorbers and terminal loops and the lanyard shock absorber provided with an outer envelope longer than the inner part.

Lanyard:

We use two (2) types of lanyards made of synthetic fiber with or without shock absorbers built.

The lanyard without damper is always accompanied by a miner's belt and can be used as equipment used to arrest a fall. The lanyard with integrated shock is always accompanied by a safety harness and shall not permit a free fall of over 1.2 meters.

Furthermore, all lanyards shall be provided with a hook with a safety self-latching latch.

Anchor points:

The attachment point for the lanyard to a safety harness or safety belt shall be:

- Anchored to an element having a rupture capacity of a least 18 kilo Newton (4046.6 pounds);
- Attached to an approved slide line;
- Attached to a system of horizontal lifeline and anchorage, designed and certified by an engineer, certificate available on the mine site

Inspection before use of anchorage systems fall arrest is essential for the safety of the worker.

Every anchor point that was involved in a fall arrest must be re-checked and certified by an engineer.

Horizontal lifeline:

The horizontal cable is a steel cable with a diameter of 12 mm released at an angle less than 5 degrees from the horizontal and the distance between anchors points shall not be greater than 12 meters. The anchors points of a horizontal lifeline shall have a rupture capacity of a minimum 90 kilo Newton (20,000 lbs.) and cannot be used by more than two (2) workers simultaneously. The cable clamps must be tensioned using a torque wrench as specified by the manufacturer.

Any lifeline involved in a fall must be changed or re-certified by an engineer.

5.4.10.3 Training on Fall Protection

Training sessions and information are conducted periodically by training department with the collaboration of the health and safety department. The objective of this training is to train and inform about collective and personal protection in place to protect the health and safety of workers working at heights.

Workers participating to this training are documented stating the type of training, names of participants, name of contact person and the duration of the meeting. Monitoring of these meetings is to periodically respond to demands for improvement from participants. This monitoring is the responsibility of the training department.

5.4.10.4 Revision

The fall protection program is revised as required by the Health and Safety department in collaboration with all departments.

Requests for amendments, additions and revisions should be made to the Health and safety Department.

5.4.10.5 Site Management

Good housekeeping can eliminate some hazard related to the workplace and minimize the tripping hazards. In fact, if we tolerate the presence of debris and spills, it becomes easy to overlook serious risks.

In addition to basic cleanliness, good housekeeping requires that work areas are clean of debris and that the floors and hallways do not pose a risk of slipping or tripping. We must include demarcation areas, demarcation of travel ways and pedestrian crossings. The lack of storage space could be critical to maintain good housekeeping. Good housekeeping of the premises must be maintained all the time.

To achieve this, Agnico-Eagle Mines– Meadowbank division will have the resources to improve and maintain housekeeping on its site, and this, through the Supervision Formula and the work card. Furthermore, planned inspections under the theme "Hazard and Housekeeping" occur systematically in each department and this on an ongoing basis.

Waste Disposal:

The waste must be collected regularly to ensure good housekeeping of the site and to facilitate the recycling program in the waste management program. Leaving waste materials accumulate, becomes a waste of time and energy because we must go back and take the time to do the cleaning. In order to encourage and facilitate the removal of debris, containers are placed near the working areas. All waste containers are clearly identified (ex. glass, plastic, metal, etc.). To ensure compliance to this element, the environment department makes regular inspections, writes reports to the department that was inspected and makes a follow-up for the corrective actions.

5.4.11 Management of Sulphur Dioxide (SO₂)

5.4.11.1 Means of Control

Preventive maintenance

In order to minimize the risk of dispersion of SO₂ in the environment in the workplace, facilities are thoroughly inspected and all employees assigned to maintenance of the system receive specific training.

Several stationary SO₂ gas monitors are strategically placed throughout the process plant and SO₂ Plant to ensure everyone's safety.

Personal Protective Equipment

In accordance with the respiratory protection program for the selection, testing, maintenance and inspection of respirators, the following provisions apply in the presence of sulfur dioxide gas:

Sulphur dioxide in the AIR	Types of respirators	Comments
0-2 ppm	<i>No protection needed.</i>	<i>Concentration is lower than the prescribed threshold limit for 8 hours</i>
2 –20 ppm	<i>A cartridge half mask with sulphur dioxide filters</i>	
20-100 ppm	<i>Full-face mask with sulphur dioxide cartridge.</i>	<i>Eye irritation at 20 ppm and over</i>
100 ppm et plus	<i>A self-contained breathing apparatus</i>	
Emergency entrance with unknown values	<i>A self-contained breathing apparatus.</i>	

5.4.11.2 Training Information

Each year, a reminder is provided to all workers and supervisors who may perform work in the presence of sulfur dioxide.

5.4.12 Cyanide Management



In case of leakage, it evaporates rapidly producing a toxic gas lighter than air, hydrogen cyanide (HCN), a colorless gas smelling of bitter almonds.

5.4.12.1 Means of Control

Preventive maintenance

To minimize the risk of spreading the cyanide into the environment and in the workplace, facilities are thoroughly inspected and all employees assigned to maintenance of the system receive specific training.

Personal Protective Equipment

As explained in the respiratory protection program for the selection, testing, maintenance and inspection of respirators, the following provisions apply in the presence of cyanide

HCN Concentration in the air	Type of respirators	Comments
0-10 ppm	<i>Do not need a respirator.</i>	<i>Concentration is lower than the permissible maximum for 8 hours</i>
10 ppm et plus	<i>SCBA needs a self-contained breathing apparatus</i>	<i>Maximum value permissible for 8 hours</i>
Emergency entrance with unknown values	<i>Must enter with a self-contained breathing apparatus</i>	

HCN detection and alarms:

Gas sensors positioned at strategic locations to ensure plant reliability. These are calibrated periodically with standard gases of known concentration and the results of these calibrations are recorded in the register provided for that purpose and kept at the mill.

5.4.12.2 Training

All persons working with Sodium Cyanide must have received the mandatory Cyanide Awareness Training. This training will cover such topics as: what PPE is required, how to use and manipulate sodium cyanide totes, first aid procedures in the event of exposure, proper hygiene and cleaning practices that should be followed to prevent exposure etc.

Each year, a refresher course is given to all workers and supervisors that may have to work on the cyanide system. They must be able to easily recognize the warning signals and be fully aware of procedures to follow in case of alarms. They must also know the emergency plan and have conducted drills with their crew.

Under WHMIS, workers, supervisors and guardians officers are also informed about the use of cyanide (and hydrogen cyanide) and first aid measures in case of overexposure.

Finally, employers and workers concerned are trained for respiratory protection.

5.4.12.3 Dealing with Ammonia

Ammonia is a by-product gas produced by the Electro winning of Gold in the carbon stripping process in the Plant. There are stationary Ammonia gas monitors strategically located in the process plant to ensure everyone's safety.

Stationary gas monitors are in place for all gases that may be produced in the process plant. The control room operator monitors the gas readings on a 24/7 basis. If there is a release of gas in any area of the process plant, the gas monitor will alarm and the control room operator will proceed with the safe procedures for evacuating the mill and/or have the area checked out by competent trained persons.

Proper PPE such as SCBA's, portable gas monitors are provided for trained persons to do so.

5.4.13 WHMIS Review and Training

5.4.13.1 WHMIS 2015 training

All new employees and contractors will receive Workplace Hazardous Materials Information System (WHMIS 2015) training during their induction at Meadowbank site.

WHMIS 2015 training is mandatory for all employees and contractors no matter if the employee and contractor have received it in the past.

Refresher training is available on a yearly basis in the form of a safety meeting huddle and/or as requested.

5.4.13.2 SDS sheets

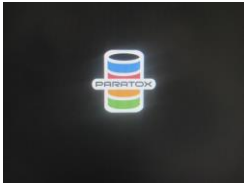
A “product review form” is used for all new products coming to site. This form is filled out by the Department requesting the new product.

The SDS sheet is then attached to the “product review form” and is sent to Health and Safety Department.

The “product review form” and SDS sheets are reviewed and signed off by:

- Health and Safety Department
- Environmental Department
- JOHS Committee Representative, and
- Purchasing Department

Once the “product review form” and SDS has been reviewed and signed by all concerned, the SDS sheet is then entered into the Maetrix Electronic Binder Online service by the Health and Safety Department?. From this point on, the SDS Online service is responsible in ensuring that the most up to date SDS sheets for products are kept on file.



This is the icon that is on all AEM computers which when used will access all of our SDS sheets.

Hard copies of SDS sheets are kept on file in the clinic (First Aid room) and the Warehouse.

5.4.14 Induction to Site

5.4.14.1 Emergency Measures Induction

All new employees, contractors, and visitors arriving at site for the first time receive an Emergency Measures Induction. This induction occurs on the same day as the persons arrive @ 5:00 p.m. and is delivered by a Health and Safety Department Representative.

Topics covered during the Emergency Measures Induction:

- Fire Alarm and Evacuation Route
- Muster Stations and how to access – physically shown locations
- How to initiate a “Code 1” Emergency on radio and/or telephone
- What to do if you get injured – how to access Medical help (location of clinic)
- Wearing of slippers to keep camp clean
- Kitchen/cafeteria hours
- Confectionary store – access and hours

- Mandatory Induction Training to site (Saturdays and Sundays)
- Agnico-Eagle Mines – Meadowbank Division – Emergency Response Capabilities
- How to access Security on site – (lost keys etc.)
- Working language @ Meadowbank is English
- Blasting in Open Pit mine – Noise and shaking – Blasting info etc.
- Noise and Respect for neighbors in Camp dorm room and wings
- Smoking Policy – where smoking is permitted – legislation
- Dry camp – No drugs or alcohol permitted on site
- Food and wildlife issues – no food outside and in domestic garbage
- Safety items such as using Man doors and not large garage doors to access buildings
- Danger / Caution Tape rules and respect for such
- Tagging in or signing in to access the Mill – Mill Evacuation procedures
- Respirator mandatory use in Mill, Crusher Buildings, Some areas of Assay Lab
- PPE zones and requirements for site
- Recreational walking/running on site
- Use and location of telephone booths
- Wireless Internet services
- Laundry facilities
- Use of gymnasium – physically shown location and equipment
- Review use of Fire Extinguisher
- Luggage – Tags – Check Out Time
- Health Services that are available on site such as sexual health, well-being (The clinic discusses these topics at the end of the induction, where the employees fill their medical forms.)

5.4.14.2 Mandatory Induction Training

The following topics are covered in great detail during the mandatory induction (e-learning) here @ Meadowbank. All employees, contractors (who will be at site for longer than 15 days) will receive this training prior to arriving at the site.

General Induction – (includes the following: Human Resources, Camp, Security, Environment, Health and Safety, Clinic – Health Care Providers) Each of these groups give an overview of what persons can expect from them, rules to follow, expectations etc.)

- Fire Extinguisher safety and use
- Workplace Hazardous Materials Information System – WHMIS
- SOP Surface – Driving anywhere on surface but not in the Pit or Mine
- Stairs and Ladder Safety
- Job Hazard Analysis
- Work Card (as per Supervision Formula philosophy)

5.4.14.3 Other Training provided

The following training is provided by our Training Department on an on-going basis and/or upon request. This list is not all inclusive but rather a general breakdown on some of the more common type of training that occurs at our site.

- SOP Mine – Driving in Pit and/or Mine – a person requires SOP Surface before he/she is eligible to be trained in SOP Mine.

- Aerial Work Platform
- Backhoe Operation
- Forklift Operation
- Telehandler Operation
- Over Head Crane Operation
- Lock Out / Tag Out Safety
- Fall Protection
- Confined Space
- Skid Steer
- Respiratory Protection
- Standard First aid – CPR – Oxygen Therapy
- Mill Induction

5.4.15 Emergency Response Program

5.4.15.1 Selection of Candidates

Person(s) wanting to become part of Meadowbank's Emergency Response Team may do so by filling out the application form and submitting it to the Health and Safety Department. Person(s) with previous experience in Emergency Response, Mine Rescue, Fire Fighting, Ambulance, First Aid, etc. are encouraged to apply.

5.4.15.2 Medical Evaluation

All person(s) wanting to be an active member of the Emergency Response Team must undergo and pass a Medical Evaluation. This medical is conducted by our Health Care Providers and results are sent down to our Medical Director who will review and advise accordingly.

5.4.15.3 Basic Mine Rescue Training

All person(s) who have completed and passed their medical evaluation will receive Basic Mine Rescue training. Training is of 40 hour duration and involves:

- Introduction: Principles, Requirements and Certification
- Mine Rescue Operations: Emotional Stress, Personal Safety and PPE, Team Procedures
- Mine Gases: Recognition, Effects and Treatment, TLV's, Hazards, Gases and Chart
- Gas Detection and Equipment: Introduction, Gas detection pumps and tubes, Electronic Devices
- Oxygen Therapy: When, The oxygen unit, Safe Practices, Storage and Handling
- Electrical Safety: Basic Facts and Hazards, Potential Injuries, Safe Approach and Lock Out / Tag Out
- Rescue Rigging: Introduction, Webbing and Rope, Equipment, Knots.
- Fire: Safety, Ignition Temperatures, Combustion, Fire Phases, Ventilation, Fire Habits, Fire Extinguisher. Fire-Fighting and PPE
- Respiratory Protective Equipment: Introduction, Hazards, SCBA, Donning, Doffing
- Rescue Rigging: Harnesses, Lowering, Anchoring, Packaging Systems and Shallow, Slope Rescue
- Special Hazards of Winter Conditions.

- Rescue Operations: Tools, Airbags, Winching, Vehicles, Buildings and Cave Ins
- Scene Assessment and Incident Command: ICS, Activation, Team, Classifications, Scene / Hazard Size Up / Zones
- Team Practical: Fire Drill Exercise, Equipment Donning, Searching
- Team Practical: Rescue Rigging, Repelling
- Final Evaluation and Written Exam

Upon successful completion of the Mine Rescue course – the individual will receive a Certificate from WSCC.

At the present time, we have three qualified Mine Rescue Instructors at site.

5.4.16 Critical Procedures

5.4.16.1 The Critical Procedures

- The Fundamental Critical Procedure
- Fit For Work
- Lifting and Mechanical Handling
- Working at Heights
- Permit to Work
- Energy and Machinery Isolation
- Confined Spaces
- Water Bodies and Liquid Storage
- Chemicals and Hazardous Substances
- Surface Mining
- Mobile Equipment and Light Vehicle
- Equipment Guarding

The Critical Procedures are designed to explain how we the Meadowbank Division will operate safely while conducting tasks associated with these rules.

Each Critical Procedure will have policies, procedures, standards and training associated with them, which helps our workforce to safely conduct work related to the rule.

5.4.17 Environmental Spills / Wildlife

5.4.17.1 How to Handle Spills

Any person noticing or causing a spill shall:

1. Stop the activity causing the spill
2. Contain (avoid spreading)
3. Decontaminate
4. Segregate – soil/snow – use pads, or booms
5. If larger than 100 liters – Call the Environmental Dept.: ext. 6747, 6728, or Radio channel 9.
6. Complete an Environmental Spill Report and give to Environment Department

5.4.17.2 How to Handle Wildlife



1. Make no sudden moves
2. Find a Safe shelter
3. Call Environmental or Security Department – Environmental (6747, 6728 or Radio channel 9), (Security 6748, 6817 or channel 9)
4. Do not provoke animals
5. Do not feed animals
6. Do not litter
7. Properly dispose of your food waste
8. Beware of animals while driving
9. Report all animal sightings – date, time, specific area, number of animals etc.

6. Review of Health & Safety Plan

On a yearly basis, the Health and Safety Department will produce a Health and Safety report. The purpose of this report and analysis is, among others, to reveal a tendency on the type of accidents that occur most often and to reveal the root causes behind these events, and this, in order to establish action plans for the coming months.

The results are presented to the Joint Occupational Health and Safety committee and the management team to assist them in their future goals. It must contain the following aspects:

Health Section:

- number of injuries and incidents;
- frequency of events
- severity of events;
- part of the body injured:
- type of injury;
- nature of injury;

Safety Section:

- root causes behind the events;
- main immediate causes behind the events;
- equipment involved in the events;
- time of day when events occur;
- sequence of work where events occur;
- trade affected;
- seniority workers to the task when an event occurs;
- event involving a fire hazard;
- comparison to previous years;

To be reviewed by Management and the OHSC on yearly basis.