



Agnico Eagle Mines Limited	Effective Dates
Global Drug and Alcohol Policy	Original: September 2018
	Revised: November 2022
Owner: Vice President, Health, Safety, Social Affairs and People	Jason Allaire

OBJECTIVE

Agnico Eagle Mines Limited (“Agnico Eagle”) is committed to providing employees with a safe, healthy and productive work environment. In order to satisfy this commitment, our employees and other individuals working with Agnico Eagle must be physically and mentally fit to perform their duties safely and efficiently. This Global Policy sets basic expectations and shared responsibilities in order to maintain an impairment-free work environment.

KEY DEFINITIONS

Employee: Any individual working for Agnico Eagle, temporarily or permanently, on a full-time, part-time or casual basis, whether hourly, salaried, student, trainee, or any other individual that meets such description.

Contractor: Individual working for any employer other than Agnico Eagle, whether contractor, supplier, consultant, or any other individual working, directly or indirectly, for or with Agnico Eagle on one of its work locations. This definition also includes visitors, when applicable.

Alcohol: Beverage containing alcohol with an intoxicating agent.

Drug: Natural or synthetic substance altering psychic and/or psychological functions, that may lead to addiction.

This includes, amongst others, the following drugs: cannabis, cocaine, benzodiazepines, barbiturates, opiates, PCP, amphetamines, as well as any other similar substances or derivatives.

Drugs also include medically prescribed or over-the-counter drugs, which impact the intellectual/cognitive/emotional and / or psychological functions of an individual, or diminish that person’s capacities.

Work location(s): refers to any terrain, location, building, parking and rest areas used by Agnico Eagle for working processes, regardless of ownership. It also includes any vehicle used by an employee or contractor in the course of their work, regardless of ownership. Depending on the circumstances, a work location can also include any other locations where an employee or contractor may have to perform work on behalf of Agnico Eagle.

PURPOSE

Agnico Eagle recognizes that every Employee or Contractor has the right to work in a safe environment, free from the adverse effects of impairment by drugs or alcohol. Impairment from drugs or alcohol can constitute a hazard for the Employee and his/her work colleagues and Contractors. As an employer, Agnico Eagle has a responsibility to try to eliminate potential hazards that could affect the health and safety of our Employees and Contractors, and to provide a safe and healthy work environment. It is also the responsibility of the Employee and Contractor to



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avoid putting themselves or others in a hazardous situation because of impairment from drugs or alcohol.

This Global Policy establishes the rule of zero tolerance for consumption, unauthorized or inappropriate use, possession, distribution, or offer for sale of drugs or alcohol in the workplace.

Agnico Eagle reserves the right to investigate any situation where there are reasonable grounds to believe that a violation of this Global Policy or local policy has occurred.

Disabilities will be accommodated in accordance with the provisions of the applicable human rights or local legislation.

DEFINITION OF "FIT FOR WORK"

See Appendix "A" for the full definition.

GUIDELINES AND RESPONSIBILITIES

All Employees and Contractors are required to be fit for work and in compliance with all applicable standards, policies, procedures and guidelines. In addition, every Employee and Contractor is required to:

- Read, understand and fully comply with local policies;
- Report fit for work and remain fit for work while on Agnico Eagle business or working on Agnico Eagle premises or work sites;
- Voluntarily disclose the use of prescription or over-the-counter medication that have the potential to cause impairment to Agnico Eagle’s Medical Clinic, and make it known to Agnico Eagle’s Medical Clinic or appropriate department/person, if accommodation is requested;
 - Cooperate with the accommodation process by following the local policy, providing supporting medical or other related information and/or documentation as requested, attending meetings and good faith participation in the accommodation process;
- Perform his or her job duties safely, without endangering his or her own safety or that of others;
- Report anyone suspected of not complying with the local policy or this Policy;
- Cooperate with supervisors, security guards, or adherence to local practices/standards and specific personal checks; and
- If Agnico Eagle has reasonable grounds for testing for impairment, cooperate with such testing;
- Use prescribed and over-the-counter medications in accordance with medical instructions;
- Cooperate with any investigation of an actual or suspected violation of local policy.



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The following actions are strictly prohibited while on Agnico Eagle property, or operating an Agnico Eagle vehicle or equipment, during working hours:

- Attending work while impaired by alcohol and/or drugs.
- Inappropriately using or consuming, possessing, distributing, manufacturing, offering or selling alcohol, drugs, or prescription medications (including cannabis).

Engaging in these activities amounts to serious misconduct and may result in disciplinary action, up to and including termination of employment. Any employee of a contractor or consultant will be removed from Agnico Eagle premises.

The information collected under this policy will be kept confidential; it will be the duty of the Medical Clinics or similar local department/person to assess if the Employee is fit to do their current duties while taking the prescription and/or over-the-counter medication or if restrictions will need to be applied. The reported use of such medications in the workplace will not result in disciplinary action, but may necessitate modified duties or reassignment during the course of treatment for reasons of safety.

NOTE: For Agnico Eagle-sponsored social events, alcohol may be served. Employees and contractors are permitted to consume alcohol on such occasions. They are required to exercise moderation and good judgment, and must not operate a motor vehicle with a blood alcohol/drug level above the legal standard. Agnico Eagle will ensure the availability of alcohol-free beverages at Agnico Eagle-sponsored events and will encourage employees and / or contractors to organize a designated driver or alternative transportation prior to the event. Agnico Eagle may also provide transportation home from a function where appropriate.

ACCOUNTABILITIES

Each Agnico Eagle location must have a local policy that meets local laws.

This Global Policy provides guidance to local Health Care Professionals, Agnico Eagle Managers, and local Human Resources teams who are responsible for administering this Policy.

When an Employee requests accommodation, Agnico Eagle will make all reasonable efforts to explore and determine an accommodation plan in accordance with its obligations under applicable human rights or local legislation. Note: the accommodation provided may not be the Employee's preferred accommodation.

The Vice President, Health, Safety, Social Affairs and People at Agnico Eagle holds responsibility for the annual review and interpretation for this Policy. Significant changes in the content to this Global Policy will be communicated via the company intranet or other local site mode of communication.



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EMPLOYEE ASSISTANCE PROGRAM (EAP) (WHERE AVAILABLE)

Local policies should include a statement about Agnico Eagle’s EAP program (if available). Local policies should encourage Employees who are experiencing problems with respect to drugs and/or alcohol and/or prescription medication to seek professional assistance through their local EAP, which is available to help Employees and their families. EAP services are completely confidential and the Employee may make an appointment by contacting EAP directly. The local Human Resources team can provide EAP contact details. Any Employee who is receiving assistance from Agnico Eagle’s EAP, or any other type of assistance, for an alcohol and/or drug and/or prescription medication problem must continue to comply with local policy.

VISITING OPERATIONAL SITES

For Employees visiting regional locations, including mine sites, local policies are in effect. In such cases, Employees must familiarize themselves with and adhere to the applicable site-specific policies, processes and guidelines, as well as this Policy.