SUMMARY

This Alcohol, Drugs and Medications policy (the "**Policy**") establishes clear procedures regarding the use and presence of Alcohol, Drugs, and certain Medications in the workplace. It outlines Medication guidelines, screening processes, reporting responsibilities, and provides access to support resources.

Compliance is mandatory for all employees, Contractors, and visitors of Agnico Eagle Mines Limited ("**Agnico Eagle**" or the "**Company**") at all of the Company's Nunavut sites as well as at transportation hubs, such as airports, ensuring a consistent standard for health and safety across all operational areas.

1. Purpose

Agnico Eagle recognizes that most of its employees and Contractors perform their duties in a work environment where safety is a critical factor.

Agnico Eagle is committed to providing a healthy and safe work environment. The Company has a legal obligation to protect the health and safety of its employees, and employees are required to be vigilant, careful and diligent in performing their work. All employees also have the obligation to take the necessary measures to protect their health, safety and physical well-being and to ensure that they do not endanger those of other people who are in or near their workplace.

It is well known that the use of Alcohol, Drugs and certain Medications that cause impairment may adversely affect the health, safety and well-being, as well as the work environment and job performance. Such use may also endanger the integrity and safety of the Company's facilities and operations.

For these reasons, Agnico Eagle adopts this Policy to confirm and expand on the Company's current standards and expectations with regards to Fitness-for-Work and safety. Agnico Eagle undertakes to implement actions to prevent the presence of these substances in the workplace as well as work under the influence.

2. Scope

All Employees: This Policy applies to all employees, at all times, when participating in Agnico Eagle activities whether on or off Company property and/or using the Company vehicles or equipment. Any violation of this Policy will result in disciplinary measures up to and including dismissal.

All Contractors: All Contractors are required to comply with this Policy. They shall be informed of its applicable provisions, and must ensure that their employees, subcontractors and agents comply with the requirements. Any violation will be addressed in collaboration with Agnico Eagle.

The following sections of this elaborate on the applicable process and responsibilities. An overview of the Medication guidelines, screening procedures, available resources and a commitment form are provided in Appendix. This Policy is subject to an ongoing review and reassessment, and will be amended, as necessary, based on the circumstances and changing needs.

3. Process

3.1. RULES OF CONDUCT FOR EMPLOYEES

To minimize the likelihood of dangerous behaviour and unsatisfactory performance due to the use of Alcohol, Drugs or Medications, all employees must comply with the following standards:

a) to report Fit for Work and to remain fit throughout their shifts and rotation, whether they are on or off the Company Property and while operating a vehicle for work purposes. This includes the prohibition to report to a mine or a mining site or to remain at work under the influence of Alcohol, Drugs or other Psychotropic Substances (including cannabis);

b) do not use, consume, distribute, offer or sell Alcohol, Drugs or other Psychotropic Substances and Drug Paraphernalia, except as permitted by this Policy. Agnico Eagle reiterates that the consumption of cannabis is strictly prohibited on any Company property, including the guest houses and apartments belonging to Agnico Eagle where employees or guests are accommodated. Reasonable consumption of Alcohol may be permitted in these areas, subject to compliance with this Policy;

c) must not have a blood Alcohol concentration greater than zero (0) when subjected to a breathalyzer test;

d) must use prescribed and over-the-counter Medications responsibly and as directed. Where possible, employees should opt for safe alternative, such as a non-drowsy formulation, that does not impair their ability to work safely. Medications of concern are those that limit, or may limit, an employee's capacity to perform their duty safely and normally. Guidelines on Alcohol, Drugs and Medications are presented in the Appendix I of Section 5. If an employee is unsure whether a Medication is authorized on site or affects Fitness-for-Work, it is their responsibility to consult with Agnico Eagle's medical professionals before bringing it to site or using it.

e) The following actions are strictly prohibited:

- Intentional misuse of Medications, such as failing to follow prescription or pharmacist instructions or taking another person's prescribed Medications;
- Failing to disclose the use of unauthorized Medication at the site, or Medication that may affect Fitness-for-Work, before reporting to site;

- Possession of prescription Medications without a legally obtained prescription;
- Distribution, offering or sale of prescription Medications (i.e. trafficking); and
- Failing to take any other action to comply with this Policy, including all terms and responsibilities detailed in its appendices

Activities in the Context of Work: In the context of work, responsible consumption of Alcohol is only permitted during off-site business events or activities related to Agnico Eagle such as, off-site trainings, seminars, social events (e.g. Christmas Party), or any other situation with a similar business purpose, whether sponsored by Agnico Eagle or not. Participation in these activities requires the prior approval of the general manager or a senior manager. Participants who consume Alcohol must abide by the rules of the venue and pay appropriate attention to the safety and well-being of the participants and the community. Alcohol consumption by an employee during authorized activities must not have, or appear to have, a negative impact on the behaviour of the employee or Agnico Eagle. Employees are required to drink responsibly.

In accordance with the above, if guests at a business meeting (e.g., a meeting held in a restaurant) have access to Alcohol, employees must exercise judgment and act responsibly toward the other participants.

Even if an employee consumes Alcohol responsibly during an authorized activity, **an employee must not, under any circumstances, return to Agnico Eagle Properties.**

Under no circumstances may Drug use, including cannabis, be allowed during an authorized activity or, in general, in the context of work, whether outside or on Agnico Eagle's Property.

3.2. PREVENTION, ASSISTANCE, DETOXIFICATION, MONITORING

Prevention: This Policy emphasizes the importance of the prevention and early detection of any potential problematic situation. Agnico Eagle shall provide information on the health and safety issues associated with Substance Use Disorder, Drugs and the procedure for obtaining assistance. Employees are encouraged to seek assistance at an early stage for Substance Use Disorder, or for any other problem that could affect their job performance, through the Employee Assistance Program, Agnico Eagle medical professionals, their physician or adequate community services.

Evaluation/Detoxification: Agnico Eagle recognizes that Substance Use Disorder is a treatable illness and that early intervention greatly improves the likelihood of a sustainable recovery. Individuals who believe they may have or may be developing an Alcohol, Drug or Medication addiction must seek assistance and undergo the appropriate treatment without delay, before it affects their job performance or that it leads to violations of this Policy. Agnico Eagle may require an employee to undergo an evaluation of their ability to work and/or provide medical evidence attesting to their fitness for work.

Performance Management: Agnico Eagle will continue to focus on the normal work performance monitoring process. This process will remind individuals with obvious

performance issues that they must obtain assistance if ever a personal problem affects their job performance.

Request for Assistance: Employees who voluntarily request assistance for Substance Use Disorder shall be referred to a physician for evaluation and benefit from a treatment and monitoring program, in accordance with the physician's recommendations and the coverage provided by the insurance plan. Arrangements for the evaluation will be made by the Superintendent, Human Resources or, in their absence, their on-site Human Resources representative. Agnico Eagle shall cover 100% % of the expenses of the first residential treatment fees.

Responsibilities: Employees must understand that obtaining assistance or reporting a Substance Use Disorder does not exempt them from the requirements of maintaining a satisfactory performance level and meeting the Fitness-for-Work expectations, as described in this Policy. Employees cannot avoid a disciplinary measure or a test by requesting assistance for a problem or by disclosing that they are already in a treatment program. In addition, an employee who refuses to provide sufficient medical evidence, who refuses to submit to a test or who does not cooperate within the framework of such an test, for example by not providing all the relevant and necessary information, may be denied access to the assistance and support measures provided for in this Policy.

Monitoring: All employees who complete a primary treatment program (e.g. treatment with or without hospitalization) after a performance-related recommendation for Substance Use Disorder or after requesting assistance from Agnico Eagle shall take part in a monitoring program upon their return to work to help prevent relapses. They shall sign a written last-chance agreement outlining the return-to-work conditions and the consequences of non-compliance. If a health professional, an Addiction Specialist or other expert determines that a risk could prevent an employee from working safely, a work modification for medical reasons may be ordered, and the employee may be assigned other tasks, to the extent possible and at Agnico Eagle's discretion.

Confidentiality: Confidentiality shall be maintained, except in cases where certain information must be communicated for health and safety reasons (e.g., in the event of a presumed risk for the employee, others or Agnico Eagle). Only information dealing exclusively with the level of functionality (e.g., Fitness-for-Work and all restrictions that may apply) may be forwarded to Management for the purpose of assessing Fitness-for-Work, appropriate adaptative measures and/or return-to-work initiatives.

3.3. INVESTIGATION PROCEDURES

Unfit-for-work Situations: In all situations where there are grounds to believe that an employee is unfit for work, they shall be escorted to a safe place, questioned and given an opportunity to explain why they seem unable to perform their work. This investigation shall be performed by either Human Resources or a Security Officer, based on the nature of the situation. The Supervisor shall complete the necessary Incident reporting form.

The employee must be able to provide a reasonable explanation for their behaviour or condition, and the Supervisor shall take measures appropriate to the situation. In the event of immediate medical issue, arrangements shall be made for the employee to receive an appropriate medical assessment and care at the on-site medical clinic.

Depending on the explanation provided by the employee, if the investigators or Supervisor determine that the employee is unfit, they shall take one or more of the following measures:

- Immediate removal from the workplace;
- Recommendation for a Drug and Alcohol search and/or testing if the employee meets one of the search and testing criteria under this Policy); or
- Any other appropriate measure depending on the situation.

If necessary, the employee shall be transported and escorted to the medical clinic, Individuals who undergo a Drug and Alcohol test under these circumstances shall be relieved of their duties, with pay, until the investigation is completed.

Drug and Alcohol Testing: All employees shall undergo a Drug and Alcohol test in the following circumstances:

a. Reasonable Grounds: Drug and Alcohol testing shall be conducted whenever Agnico Eagle has reasonable grounds to believe that the actions, appearance or behaviour of a person working for Agnico Eagle or at one of Company's Properties suggest that they have used Alcohol, Drug, Psychotropic Substances or Medications. The decision to perform a Drug and Alcohol test shall be taken by a Security Officer and/or Human Resources representative. The reason for this decision must be documented in writing using the appropriate forms and documentation. The decision must be based on specific direct observations, including but not limited to:

   - Witnessed use or evidence of substance (e.g.: smell of Alcohol, cannabis);
   - Incoherent or unusual behaviour, or change in behaviour;
   - Change in physical appearance or speech; and
   - Other observations suggesting that Alcohol or Drugs may have been used.

   Individuals who undergo a Drug and Alcohol test under these circumstances shall be relieved of their duties, with pay, until the investigation is completed. Depending on the test results, a Fitness-for-Work evaluation may be required before the employee is allowed to return to work.

   Post-Incident criteria: A Drug and Alcohol test is required after a Serious Incident at work, as part of a thorough investigation to determine the circumstances, unless the evidence immediately establishes that an employee's actions or omissions were not a contributing

factor (e.g., structural or mechanical failure, or environmental factors). This evidence shall be determined based on the Incident's nature and severity and on the employee's explanation.

The decision to have an employee or a group of employees to undergo a Drug and Alcohol test shall be made by the Supervisor. It is the responsibility of the Supervisor to ensure that Drug and Alcohol testing is initiated in a timely manner in case of a Serious Incident. The following procedures apply:

- The decision to proceed with a Drug and Alcohol test must be made as soon as possible after the Incident;
- The Security Officer must be contacted immediately to initiate the Drug and Alcohol testing, unless medical care is needed;
- The appropriate forms and documents must be completed before, during and after the Drug and Alcohol test and
- Drug and Alcohol testing shall be limited to the employees identified as being directly involved in the chain of actions and omissions that led to the Incident.

Employees must report this situation to their immediate Supervisor as soon as possible and fully cooperate with any subsequent investigation.

At its discretion, Management may require, as part of a thorough investigation, a Drug and Alcohol test after an accident, an Incident or a near miss that could have had more serious consequences. If an investigation of a less Serious Incident indicates there are reasons to believe that Alcohol or Drugs may be involved, the reasonable cause screening procedure shall apply.

b. Return to Work – After a Violation: In situations where an employee retains his position after violating this Policy, they shall undergo a screening test upon returning to work and shall undergo saliva or urine tests, without prior notice, as a condition of continued employment, in accordance with the last-chance agreement signed with Agnico Eagle.

c. Return to Work – After Treatment: Random saliva or urine tests may be used as a monitoring tool, as determined in the last-chance agreement, to support the recovery of an employee who returns to work after completing a primary treatment program for Substance Use Disorder.

Appendix II provides more information on screening procedures. Any Refusal of a Drug and Alcohol test constitutes a violation of this Policy (see definitions).

Possession of Alcohol or Drugs: Agnico Eagle reserves the right to investigate any situation where there are reasonable grounds to believe that banned substances or products are on Agnico Eagle's Property, in violation of this Policy. Property includes accommodations provided by Agnico Eagle. It is up to Human Resources and the Security Officer to recognize situations that warrant an investigation based on a combination of indicators, such as behaviour, smells or the presence of Alcohol or Drug Paraphernalia. Supervisors suspecting possession of Drug and Alcohol shall inform Human Resources or the Security Officer Supervisor as they would take the final decision regarding the launch of an investigation and its conduct.

Search: If there are reasonable grounds to believe that an employee has violated this Policy, Agnico Eagle may search the employee, their locker, or their personal effects.

3.4. CONSEQUENCES OF A POLICY VIOLATION

General Requirements: Every violation of this Policy's provisions will result in disciplinary measures up to and including dismissal. An investigation will be conducted in all cases to verify if the Policy was violated. Consequently, Management has the authority and the discretion to suspend anyone suspected of being involved in an event that may result in disciplinary measures pending the outcome of the investigation. Disciplinary measures will depend on the nature of the offence and its circumstances. An employee who uses or is in possession of Alcohol or Drugs while at work shall immediately be dismissed. For all other confirmed offences, employees may be referred to an Addiction Specialist who will determine if a structured treatment program is necessary.

Conditions of Continued Employment: If Agnico Eagle decides to retain an employee after an offence, the employee will be required to sign a last-chance agreement setting out the conditions of their continued employment. These conditions may include any of the following measures or any other appropriate condition, depending on the circumstances:

- the employee will be temporarily relieved of their duties;
- the employee must follow any recommended treatment and monitoring program;
- the employee must remain sober and perform satisfactorily after returning to work;
- the employee must pass a screening test upon returning to work;
- the employee must undergo, without any prior notice, Drug and Alcohol tests for the duration of the agreement; or
- the employee must not violate the Policy during the monitoring period.

The specific consequences of not complying with the agreement during the monitoring period shall be set forth in the last-chance agreement.

3.5. EMPLOYEE UNDERTAKING

All employees of Agnico Eagle must agree to abide by this Policy by signing the form set out in Appendix IV of Section 5. This undertaking must be completed within sixty (60) days of the adoption of this Policy and at the time of hiring any new employees.

4. Responsibilities

4.1. **Employees** shall perform their work safely and in strict compliance with Agnico Eagle's established practices. All employees must also:

- Read and understand this Policy and their responsibilities hereunder;
- Report for work in a condition Fit for Work and remain Fit for Work throughout their rotation;;
- Comply with all standards and requirements when performing activities on behalf of Agnico Eagle, while on Agnico Eagle's Property, and while working on-call as planned;
- Seek help and receive appropriate treatment if they begin to experience or are currently experiencing a Substance Use Disorder, and follow the recommended monitoring program after treatment;
- Collaborate with any work modifications made for safety reasons;
- As applicable, encourage co-workers to seek assistance before a Substance Use Disorder affects performance or safety;
- Report unsafe behaviour or conditions as soon as possible to a Supervisor or, in their absence, a human resources or site safety manager, as the case may be;
- Collaborate during investigations of any violation of this Policy, including any Alcohol and Drugs screening procedure participation request;
- Consult Agnico Eagle medical professionals if they are unsure whether a Medication is authorized on site or affects their Fitness-for-Work; and
- Disclose any new Medications they are taking during the course of their employment that could potentially affect their Fitness-for-Work.

4.2. **Supervisors** are responsible for the following:

- Manage performance on an ongoing basis to ensure the safety of activities and effectiveness of the program;
- Refer employees seeking assistance for Substance Use Disorder to appropriate resources (e.g., the Employee Assistance Program, Agnico Eagle medical professionals, Agnico Eagle's health services, other local resources or the Human Resources department), while protecting confidentiality as the circumstances dictate;
- Notify the health services if an employee reports Substance Use Disorder to ensure that arrangements are made for an assessment;
- Inform Human Resources or a Security Officer when they suspect any potential violation of the standards prescribed in this Policy; and
- Initiate Drug and Alcohol testing after an Incident when the Incident meets the post-Incident criteria describer under this Policy.

4.3. **Management**, represented by the Director, Human Resources, and Superintendents, Human Resources, are responsible for the following**:**

- Distributing this Policy to all employees;
- Applying this Policy consistently;
- Addressing any questions concerning the interpretation of this Policy;
- Supporting Supervisors in meeting their responsibilities;
- Coordinating the development and delivery of employee awareness programs and Supervisor training programs; and
- Managing the Alcohol and Drugs screening procedures on an ongoing basis.

5. APPENDIX

5.1. APPENDIX I. ALCOHOL, DRUGS AND MEDICATION GUIDELINES

Maintaining a safe, healthy, and respectful work environment is a shared responsibility. To support this goal, Agnico Eagle has established clear guidelines regarding the use of Alcohol, Drugs, and Medications in the workplace.

These guidelines are designed to:

- Prevent risks associated with impaired performance or judgment;
- Clarify which substances are prohibited, restricted, or permitted on-site; and
- Support employees in managing their health responsibility while ensuring workplace safety.

Substances are categorized as follows:

- **Prohibited on-site:** Alcohol, Legal Recreational Substances, Illicit Drugs, unauthorized use of prescription Medications, opioids/prescription opioids, non-medical use of prescription Medication and misuse of prescription and over-the-counter Medication.
- **Permitted outside of working hours:** Substances that are not allowed during working hours but may be used responsibly outside of work, as outlined in the Medication guidelines.

Permitted at all times: Medications that do not impair alertness or safety, when taken as prescribed or recommended by a healthcare professional. Employees are responsible for consulting the site medical clinic to determine whether any over-the-counter Medication or prescribed Medications, including medicinal cannabis, may impair their ability to perform their duties safely. This consultation must occur **before reporting to the mine site**. If the Medication

could potentially affect their Fitness-for-Work, the on-site medical clinic will conduct a case-by-case assessment to determine whether its use is authorized. To do so, the employee must:

- Provide a copy of the prescription (if applicable); and
- Provide any other relevant document, as well as sufficient medical evidence that attests to the employee's ability to perform their work despite their use of the Medication and describing the limitations and restrictions inherent in its use.

With this information in hand, the on-site medical clinic will perform an investigation in order to understand employee's needs, assess the repercussions of the Medication on the work and analyze the risks related to health and safety within the Company to determine whether the employee is authorized to use their Medications and under which circumstances.

Employees are also required to disclose to the Company's medical clinic any new medical conditions or Medications that arise during the course of their employment that are not compliant with Medications guidelines or may affect their ability to work safely.

Failure to disclose relevant information or providing false declarations may result in disciplinary action up to and including dismissal.

Table 1 summarizes the Alcohol, Drugs and Medications guidelines and Table 2 provides more specificities.

Table 1. Alcohol, Drugs and Medication guidelines

PROHIBITED ON SITE*	PERMITTED ON SITE* Outside working hours only	PERMITTED ON SITE During and outside of working hours

• **Alcohol**
 	
• **Legal Recreational Substances**
  • THC and derived products
 	
• **Illicit Drugs**
  • Cocaine
  • Heroin
  • Hallucinogens
  • Inhalants
  • Methamphetamines
	• **Prescription CNS depressants**
	  • Benzodiazepines
	  • Benzodiazepines
	  • Muscle relaxants
	  • Some antipsychotics
	  • Some antidepressants
	  • Sedative sleep medications
	
	• **Over-the-counter CNS depressants:**
	  • Antiemetics
		• **Prescription Psychostimulants**
		
		• **Non-sedating prescription medications**
		  • Some antidepressants
		  • Some antipsychotics
		
		• **All other prescription Medications without CNS depressants effects.**

• **Opioids/Prescription Opioids** • **Non-medical use of prescription Medication** • **Misuse of prescription or over-the-counter Medication**	• Some Cold & Flu Medications • Antihistamine first-generations • Sleep aids and herbal sedatives (e.g. Melatonin, Chamomile	• **All other over-the-counter Medications without CNS depressants effects.**
*Some exceptions may apply, on a case-by-case basis		

Table 2. Alcohol, Drugs and Medication Guidelines specificities

CLASS OF MEDICATIONS/DRUGS	EXAMPLES*
Alcohol	• **Alcoholic beverages:** beer, wine, spirits, cocktails, liqueurs, etc. • **Non-Alcoholic beverages:** non-Alcoholic beer or wine, mocktails, etc.
Legal Recreational Substances	• **THC and derived products (including CBD products containing THC)**: smokables forms (dried flower, pre-rolls), vapes (pens and cartridges), edibles (gummies, chocolates, baked goods), beverages (THC-infused sodas, teas, tonics) tinctures and oils, topicals (creams, balms), capsules and softgels, etc.
Illicit Drugs	• **Cocaine**: powder cocaine, crack cocaine, and any derivative or processed form of cocaine • **Heroine:** powder heroine, black tar heroin, and any derivative or processed form of heroin • **Hallucinogens**: synthetic hallucinogens (LSD, PCP, MDMA, ketamine), naturally occurring hallucinogens (magic mushrooms), any derivative or processed form of these substances. • **Inhalants:** volatile solvents (glue, gasoline, paint thinner, nail polish remover), aerosols, gases, and nitrites, if they are used for the purpose of intoxication, euphoria, or mind-altering effects. • **Methamphetamines:** crystal meth, powder meth, and non-prescribed pills containing methamphetamine

Opioids/Prescription opioids	• **Prescription opioids:** Codeine, Hydrocodone (e.g. Vicodin), Oxycodone (e.g. OxyContin, Percocet), Hydromorphone (e.g. Dilaudid), Morphine, Methadone, and Fentanyl. • **Illegal opoids** : Heroin • **Opioid-containing combination Drugs:** Tylenol 1, Tylenol 2, Tylenol 3
Non-medical use of prescription Medication	The non-medical use of prescription Medication is defined as any use that is not authorized by a licensed healthcare provider. This includes using Medication for recreational or euphoric effects and using another person's prescription.
Misuse of prescription or over-the-counter Medication	Misuse refers to any use of Medication – prescribed or over-the-counter – that deviates from medical or manufacturer guidance. This includes taking higher doses than prescribed, possessing or distributing Medication without legal authorization, and failing to disclose impairing side effects that may affect workplace safety.
Prescription CNS depressants	• **Benzodiazepines:** Common Benzodiazepines include Alprazolam (Xanax), Diazepam (Valium), Lorazepam (Ativan), Clonazepam (Klonopin), Chlordiazepoxide (Librium), Temazepam (Restoril), Oxazepam (Serax), Triazolam (Halcion) • **Muscles relaxants**: Common muscle relaxants include Cyclobenzaprine (Flexeril), Tizanidine (Zanaflex), Carisoprodol (Soma), Baclofen (Lioresal), Diazepam (Valium), Methocarbamol (Robax) • **Antidepressants:** Common antidepressants known to cause drowsiness include TCAs, such as Amitriptyline (Elavil), Mirtazapine (Remeron), Doxepin (Silenor), Nortriptyline (Parmelor), and SARIs, such as Trazodone (Desyrel). • **Antipsychotics:** Common antipsychotics known to cause drowsiness include Olanzapine (Zyprexa), Quetiapine (Seroquel), Haloperidol (Haldol), Lurasidone (Latuda), Clozapine (Clozaril), Ziprasidone (Geodon) • **Sedative sleep medications:** Common sedative sleep medications include non-benzodiazepine

	hypnotics (e.g. Imovane) and DORAs (e.g. Dayvigo).
Over-the-counter CNS depressants	• **Antiemetics:** Dimenhydrinate (Gravol) • **Cold & Flu medication:** Some examples include NyQuil, Benylin, Tylenol Cold & Flu (nighttime) • **First-Generation Antihistamines:** Some examples include Dipenhydramine (Benadryl), Hydroxyzine (Atarax) • **Sleep Aids and Herbal Sedatives:** Some examples include Melatonin, Chamomile, Valerian root, L-theanine.
Prescription psychostimulants	• **Prescription psychostimulants:** Common psychostimulants include Methylphenidate (Ritallin, Concerta), Amphetamine (Adderall), Lisdexamfetamine (Vyvanse)
Non-sedating prescription medications	• **Antidepressants:** Commons classes of Antidepressants include SNRIs (e.g. Effexor, Cymbalta), MAOIs (e.g. Nardil), Atypical Antidepressants (e.g. Wellbutrin, Remeron, Trintellix), and SSRIs (e.g. Prozac, Zoloft, Lexapro). • **Antipsychotics:** Common Antipsychotics that are non-sedating include Risperidone (Risperdal), Aripiprazole (Abilify)
*The examples of Medications and Drugs provided – whether prescription, over-the-counter, or herbal – are not exhaustive. Additional Medications or substances not listed here may also be considered to cause impairment or be prohibited depending on their pharmacological effects, method of use, or impact on workplace safety. It is your responsibility to consult our Agnico Eagle medical professionals and disclose any use that may affect your ability to perform duties safely and effectively.	

If concerns arise regarding an employee's ability to work safely, a work modification for medical reasons may be ordered, and the individual in question may be assigned other duties, to the extent possible and at Agnico Eagle's discretion. Agnico Eagle reserves the right to confirm the nature and duration of any work accommodation required through Health Services, without compromising medical information confidentiality.

5.2. APPENDIX II. ALCOHOL AND DRUG SCREENING PROCEDURES

Sample collection, testing and reporting of results must be conducted in accordance with medical and legal quality assurance standards established by the Association of Food and Drug and Health Canada, ensure the accuracy and integrity of the results. Rigorous sample collection, storage and chain-of-custody procedures must be followed. Furthermore:

- Saliva Drug testing will be conducted in those circumstances outlined in this Policy to determine the presence of cannabinoids, amphetamine or methamphetamine, cocaine, opiates, phencyclidine and Alcohol as tested with a breathalyzer. If Agnico Eagle finds that circumstances so warrant or if an adequate saliva sample cannot be provided, urine Drug testing may be performed and other Drugs may be added to this list. Testing for other Drugs may also be required on an individual basis, under the guidance of a treatment centre or an Addiction Specialist after treatment.

- Collection of samples for Drug tests and administration of Alcohol tests must be performed by duly trained personnel. In post-Incident and reasonable cause testing situations, samples will be collected as soon as possible after the triggering Incident, but collection attempts will cease eight (8) hours after the Incident for an Alcohol test, and twelve (12) hours after the Incident for a Drug test.

- All individuals who are tested are required to sign a consent form and acknowledge the accuracy of the employee and employer information, as well as the authenticity of the specimen(s). They will be given a copy of both the Drug and Alcohol screening test forms for their records. The individual must be identified by way of their driver's licence, employee number, their Supervisor, or their access card before the test is conducted.

- Alcohol tests must be administered using a calibrated breathalyzer that measures the blood Alcohol level in the expired air and enables test results to be printed.

- Drug tests must be administered by a rapid detection saliva test analyzed by the Dragger 5000 equipment (or similar tools), in a laboratory, if needed, and/or by a point-of-collection urine-based Drug test (quick test) conducted at the collection site, with a laboratory-based confirmation test, if necessary. All laboratory tests shall be performed by a duly qualified and accredited laboratory.

- Following a confirmed positive test result, the individual in question will be given an opportunity to provide an explanation.

- If a test result is declared negative because a sample was diluted, or if the test is cancelled because the sample is invalid, the employee must provide another sample for analysis as soon as possible.

- All test results will be forward directly to the Human Resources department, these results will remain confidential unless they must be disclosed in compliance with this Policy in situations where the health and safety of workers or the public are at stake, or in accordance with an administrative tribunal or court order.

5.3. APPENDIX III. AVAILABLE ASSISTANCE

Medical Clinics

- Meadowbank : 819-759-3555, x4606734
- Amaruq : 819-759-3555, x4606900
- Meliadine : 819-759-3555, x4603011
- Hope Bay: 819-759-3555, x4600105

Employee Assistance Program (GreenShield)
Tel.: 1-833-707-4747
website: www.greenshield.ca

Alcoholics Anonymous
Tel.: 1-855-397-1016

Narcotics Anonymous
Tel.: 1-855-544-6362

Your region's CLSC

Your region's medical clinic

Your region's hospital

5.4. APPENDIX IV. UNDERTAKING

I, _____, acknowledge receipt of this Alcohol, Drugs and Medications Policy.

I recognize that _____ presented and explained the Policy to me and I undertake to review it, keep it and refer to it, whenever necessary.

I undertake to fully comply with this Policy and any amendments thereto, from time to time, in writing.

In witness whereof, I have signed this undertaking on this _____ day of _____

20_____.

_____

Employee's Signature

6. *Definitions*

Term	Definition
Addiction Specialist	refers to a person with training and clinical experience in diagnosing and in treating disorders related to the use of Alcohol, Drugs and Medication. The addiction specialist determines whether an employee is addicted to Alcohol, Drugs or Medication, makes recommendations for awareness and treatment purposes, and recommends a monitoring program, including screening tests without prior notice, for return-to-work purposes;
Alcohol	means beer, wine and spirits and any other drink containing any percentage of Alcohol. This includes the intoxicating agent found in Medications and other products;
Contractor	means any individual or entity, including its employees, who is acting as a contractor or a subcontractor, or who has been otherwise hired to render services to Agnico Eagle on a fee-for-service basis;
Drug	means any substance, including Alcohol, Medications, cannabis (for recreational or medical purposes), Illicit Drugs and other Psychotropic substances, that when consumed have the potential to change or adversely affect the thoughts, perceptions and behaviour of a person. For the purposes of this Policy, the Drugs in question are those that inhibit a worker's ability to perform his/her job safely and productively;
Drug Paraphernalia	means any article associated with the use, sale, manufacture, handling, possession, consumption, inhalation or transport of Drugs. This would also include any product or device that may be used to attempt to tamper with a screening test;
Fit for Work/Fitness-for-Work	means an employee's ability to safely and satisfactorily perform assigned duties without any limitations caused by the use or after-effects of Alcohol, Drugs, Medications or other Psychotropic Substances;
Illicit Drug	means any Drug or substance whose use, sale, possession, purchase or transfer is restricted or prohibited by law (e. g., street Drugs such as cocaine);
Incident	means a Serious Incident or, at the discretion of management, any event that could have or could have had serious consequences;
Legal Recreational Substances	means any THC and THC-derived products.
Medication	means a Drug obtained legally, either over-the-counter or through a doctor's, pharmacist's or other licensed health professional's prescription (including medicinal cannabis), or from a person in charge of occupational health;

Term	Definition
Agnico Eagle's Activities	means all activities undertaken by employees while engaged in Agnico Eagle's business, either on or off the Agnico Eagle's Property;
Agnico Eagle's Property	includes, but is not necessarily limited to, lands, facilities and vehicles that are owned, leased or otherwise directly controlled by Agnico Eagle, that are located in Nunavut and which enable Agnico Eagle to carry on its business as well as any transportation hubs while operated or used by Agnico Eagle for travel to or from Nunavut sites;
Psychotropic Substance	means any other product that when used, whether legally or illegally, results in diminished cognitive or physical abilities that negatively impact work performance (e.g., cathinone derivatives commonly known as "bath salts", doda, glues, aerosols and other similar products);
Drug & Alcohol Test Refusal	includes the following: • failure by an employee to report for a screening test or refusal to take a screening test; • failure to provide a valid sample in the absence of a documented medical condition; • confirmed attempt to alter a test sample; • refusal to authorize the transmission of test results to Agnico Eagle's Superintendent, Human Resources or, in their absence, the Director, Human Resources; • an attempt by an employee to avoid a test by failing to report involvement in an Incident that could require a test, or by avoiding members of management after having been involved in an Incident; • failure by an employee to report the employee's discharge from the hospital after a screening test was postponed for medical reasons; • failure or refusal to report for a medical assessment required under this Policy; and • any attempt to disrupt the Alcohol and Drugs screening procedures described in this Policy;
Serious Incident	• Significant Incident (SI), as defined by the Health & Safety Corporate Standard; • High-potential Incident (HiPo), as defined by the Health & Safety Corporate Standard; • Collision involving vehicles or equipment • Loss of control of a vehicle or equipment Significant material damage (>$500,000)
Substance Use Disorder	Means the uncontrolled use of a substance despite harmful consequences. Individuals with substance use disorder often develop a compulsive focus on

Term	Definition
	using substances such as Alcohol, Medications, or Drugs, which impairs their ability to function in daily life.
Supervisor	means the person in charge of a given department or work shift, particularly managers and other persons in supervisory positions, with direct responsibility for employee performance.

7. References / Related Documents

References
List any references that are associated with this procedure.

Related documents
List the procedures, work instructions, forms or other documents associated with this procedure.

Version	Revision Date	Author	Modifications
V1	2026-01	Hugo Lemay-LaRocque Ariane Ballard	Full update and review

Electronic Approval (Intelex Documents)	
Name	Title

Electronic Approval (Intelex Documents)	
Christopher Adams	VP, Nunavut Operations