

## Appendix F-1

### Toolbox Presentations

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## ENVIRONMENTAL TOPIC – LANDFILL WASTE AND WILDLIFE ATTRACTANTS

# Meliadine Landfill What should go in it? What should not?

Acceptable items that are disposed of in the landfill are those that are solid, non-salvageable, non-hazardous, inert, and non-putrescible with a low leachate and low heat generation potential.



- ❖ Grey and Red Roll Off Bins located around site should be utilized and Landfill access should be limited to site service personal
- ❖ Site Services will not remove bins if segregation issues are recognized by the roll-off truck operator



# Waste Acceptable for Placement in Landfill

- ❖ Plastic (except expanded polystyrene)
- ❖ White goods
- ❖ Wood
- ❖ Wire
- ❖ Fiberglass Insulation
- ❖ Roofing
- ❖ Asphalt
- ❖ Concrete
- ❖ Carpet
- ❖ Bricks
- ❖ Ceramics
- ❖ Rubber
- ❖ Empty Caulking tubes



# Waste Acceptable for Placement in Landfill

- ❖ Clothing
- ❖ Air Filters
- ❖ Gyproc (Drywall)
- ❖ Vehicles and machinery provided all liquids, grease, batteries, and electronics have been removed
- ❖ Glass, including light bulbs (**Fluorescent lights are considered hazmat**)



# Waste Unacceptable for Placement in Landfill

## Wild Life Attractants

- ❖ Food, coffee cups, food wrappers, sewage sludge
- ❖ Violating this rule attracts foxes, which are trapped by GN wildlife officers as they pose a rabies risk to staff.



# Waste Unacceptable for Placement in Landfill

## Prevent Leachate

- ❖ Hazardous wastes including mercury, aerosols, batteries, solvents, reagents, glues, ethylene glycol antifreeze, adhesives, Cyanide Bags



# Waste Unacceptable for Placement in Landfill

## Prevent Leachate

- ❖ Electronics
- ❖ Materials that can be recycled economically
- ❖ Petroleum products, including materials contaminated with petroleum products
- ❖ Expanded polystyrene (Styrofoam)



# Waste Unacceptable for Placement in Landfill

- ❖ If there is any product or item you are unsure of please contact the environment department or check the MSDS **Example:** Sodium Metabisulfite was disposed of in a garbage can (potentially harmful to wildlife and people)



# Let's work together to minimize our foot print



- ❖ If you have questions regarding waste management, contact the environment department;
- ❖ or consult the waste management plan <I:\Environment Department\04 - Management Plans - Type A Licence\Landfill Mngt Plan>



# Meliadine Waste Management

## Hazardous Waste



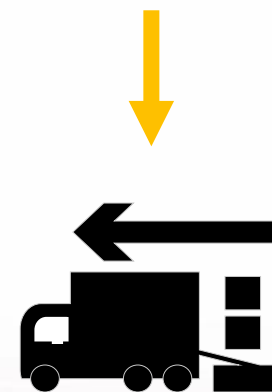
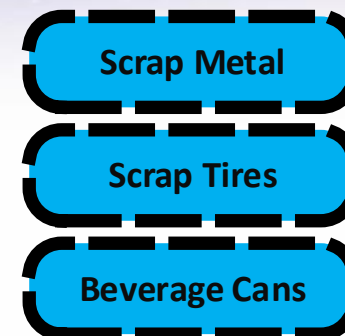
Shipped  
Offsite

## Construction Waste



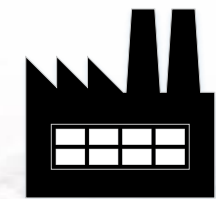
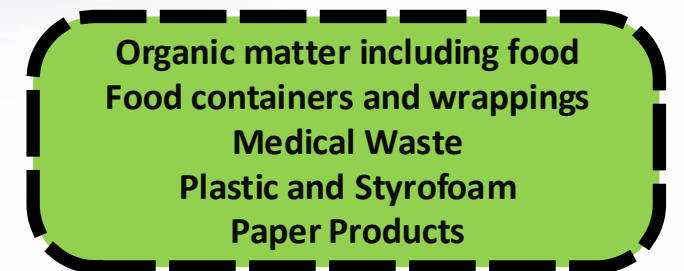
Landfill

## Recycled Waste



Shipped  
Offsite

## Domestic Waste



Incinerator



=

Sorted into a  
separate container

# Meliadine Waste Management: Construction Waste

Plastic  
Wire  
Wood  
Fiberglass  
Fiberglass Insulation  
Roofing  
Asphalt  
Concrete  
Carpet  
Bricks  
Ceramics  
Rubber  
Hardened Caulk  
Empty Caulking Tubes  
Glass  
Clothing  
Small Appliances  
Ash



**Landfill**

It is important to ensure **no food garbage** is mixed with construction waste. Food garbage in the landfill attracts wildlife.

# Meliadine Waste Management: Recycled Waste

Scrap Metal

Scrap Tires

Beverage Cans



Shipped Offsite

=

Sorted into a  
separate container

# Meliadine Waste Management: Domestic Waste

Organic matter including food  
Food containers and wrappings  
Medical Waste  
Plastic and Styrofoam  
Paper Products



## Incinerator



Cardboard



## Cardboard Burn Area

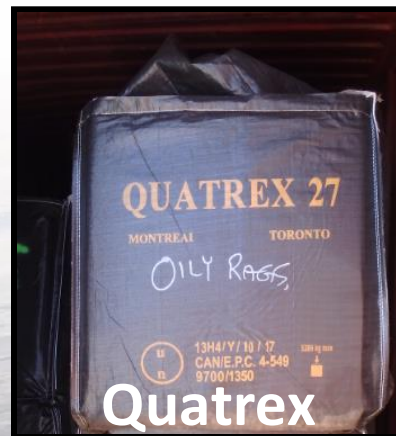


=

Sorted into a  
separate container

# Meliadine Waste Management: Hazardous Waste

- |                  |                           |
|------------------|---------------------------|
| Oil Filters      | Oily Solids               |
| Oily Water       | Waste Oil                 |
| Grease           | Waste Fuel                |
| Glycol Waste     | Paint and Paint Waste     |
| Aerosols         | Compressed Foam Cylinders |
| Batteries        | Compressed Gas Cylinders  |
| Electronic Waste | Fluorescent Lights        |



Shipped Offsite



=

Sorted into a  
separate container

When a tote, drum or quatrex bag is full, ensure it is **labelled and closed properly**. Then contact site services for pick up, the item will be brought to the hazardous waste laydown.





## Fox morning tool box

Fill out this form, attach the minutes and handouts

Department: M:11  
Supervisor: [Signature]

DATE: 2019-05-11

### MEETING (DÉTAILS) :

**Topic:** Rabies - Foxes

**Safety Concerns:** Being bit - Food waste

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
Madely Genie	[Signature]		
Max Labelle	[Signature]		
Patrick Rierden	[Signature]		
Albert Hapney	[Signature]		
Alexandre Desbois	[Signature]		
Tanis Vallien	[Signature]		
J-François Lacharite	[Signature]		
Douglas Côté	[Signature]		
André McIntee	[Signature]		
Jessy Riche	[Signature]		
Denis Leblanc	[Signature]		
André Desroches	[Signature]		
Paul Kolit	[Signature]		
Kyle Nykoolah	[Signature]		
Luc Gagnon	[Signature]		
James Pirut	[Signature]		
Pelagie Nivitsiak	[Signature]		
Wahid Jemadji	[Signature]		



## Toolbox Presentation

**LOCATION : Mill Maintenance Office**

**DATE :2019-10-11**

**MEETING (DÉTAILS) :**

**Waste Segregation → Mill Maintenance 6:00 am**

[illegible]



# Toolbox Presentation

LOCATION: 3<sup>rd</sup> floor MSB

DATE: 2019-10-09

**MEETING (DÉTAILS) :**

Waste Segregation - Orbit 06 night shift

[illegible]



DATE: 2014-10-09

MEETING (DÉTAILS) :

Waste Segregation → Orbit Surface - night shift

[illegible]



**MEETING (DÉTAILS) :**

Waste Management - ~~2000~~ night shift

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# Toolbox Presentation

**LOCATION : MSB 2<sup>nd</sup> Floor**

**DATE :2019-09-21**

### MEETING (DÉTAILS) :

**Monthly Environmental Topic: Meliadine Landfill – What should go in it? What should not?**

[illegible]

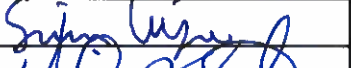








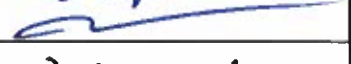

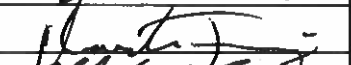
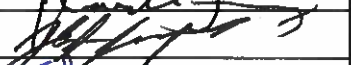





## Toolbox Presentation

LOCATION : MSB 2<sup>nd</sup> Floor

DATE :2019-09-21

**MEETING (DÉTAILS) :**

**Monthly Environmental Topic: Meliadine Landfill – What should go in it? What should not?**

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
Simon Levesque			
Daniel Gandal			
Maxime Martel			
Yannick Biland			
SERGE TROTIER			
Christian Bellavance			
DOMINICK AUGER			
Jérôme Gosselin			
Alexandre Richer			
Kevin Grégoire			
Charles Façon			
Julien St-Jacques			
JEAN-FRANÇOIS LEPAGE			
Roland Nakouzi			
Olivier Grenier			
L-S Tessier			
Jean-François Gosselin			
FRANÇOIS LÉVESQUE			







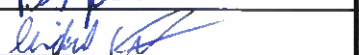



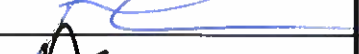


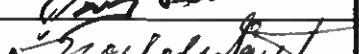

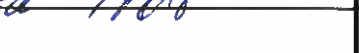

## Toolbox Presentation

LOCATION : MSB 2<sup>nd</sup> Floor

DATE :2019-09-21

**MEETING (DÉTAILS) :**

**Monthly Environmental Topic: Meliadine Landfill – What should go in it? What should not?**

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
PIERRE MOREAU			
JAY-MEE JASON			
MOSES IGNERDJAN			
ZACHARY AYLA			
SHANY GENET			
HANLEY LANDRY			
DAVID-A PERVEN			
NICKAEL CHRISTIN			
WILLIAM BOISVERT			
TANA SARMAN			
FREDERIC DORR			
PATRICK DON			
DON MCDUFF			
STEVE GAGNON			
JIMMY GAGNON			
NATHAN GAULHAR			
ABDUL KARIM BAKOUNJAN			



**DATE :2019-09-22**

**Monthly Environment Topic: Meliadine Landfill – What should go in it? What should not?**

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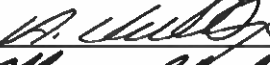






## Toolbox Presentation

LOCATION : Maintenance Lunch Room

DATE :2019-09-22

### MEETING (DÉTAILS) :

Monthly Environment Topic: Meliadine Landfill – What should go in it? What should not?

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
JACK MOORE			
Benoit Prieux			
Stephen Kimmaliandjua	S. Kimmaliandjua		
ANDRÉ VEILLEUX			
Maxime P. Belen	Maxime P. Belen		
Andréan QUEURET			
NICK Lantz			
MICHEL PELAND	Michel Peland		
PAUL-ANDRÉ REEVE	Paul André Reeve		
Jimmy Bernatchez			
Frederic Larouche	Frederic Larouche		
Wagner Kunguok	Wagner Kunguok		
JAMES PHILLIPS	JAMES		
JEREMY MATHVILLE			
Jason Godwin			
Richard Saucier			



**Topic:** Incident review (crushed steps at MS300), Foreign Body safety topic, Meliadine landfill, conserve to preserve, code 1 protocols, olfa knife prohibited, warehouse transit

**Name (print)**

**Signature & company**

RICHARD SANDIE - #1

Jason Goudreau #1 1/2

JEREMY MAINVILLE

Maxime Caulier

JAMES PHILLIPS

Vincent Morin

Neil Kreeft

AEM

Jason Goudreau

James

Vincent







**DATE :2019-10-13**

## Waste Segregation & Wild Life Policy

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**DATE :2019-10-13**

## Waste Segregation & Wild Life Policy

Page 1 of 1





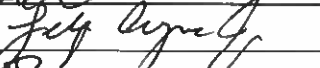




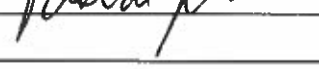





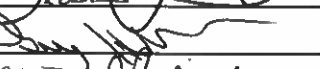









## Toolbox Presentation

LOCATION : MSB 3rd Floor - Walrus Room  
TIME : 5:30

DATE : 2019-10-19

### MEETING (DÉTAILS) :

Waste Segregation – Food attracting wildlife

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
MICHEL GAGNON		Alain Poirier	
MARTIN LEBRETON		Hugo Vallières	
Alex Gélinas		Denis Duguay	
FELIPE B. ACUZZARIN		Sebastien Ciolek	
VAL BUEHNAGE		William Tio	
GEORGE SAVIN		Pascal Landry	
STEVE SIMARD			
SABIE BÉRUBÉ			
Marc-André Legault			
Julien Bouchard			
Ian Blais			
Samuel Dutil			
François Richard			
Guy Hébert			
MICHEL BELISLE			
Daniel Gingras			
Sylvain Poirier			
Michael Robit			
Justin Harker			



Safety & Environmental incidents can be avoided: drop the excuses.  
When we believe in safety & environment, we follow the instructions.  
Everyone is responsible for behavior that ensures safety & environmental compliance.

## ENVIRONMENTAL TOPIC

Fill out this form, attach the minutes and handouts

Department: ORBITGARANT  
Supervisor: Todd Lenard

DATE: 19-10-19

### MEETING (DETAILS):

Topic: **Wild life**

Environmental Discussions/Concerns: **feeding of wild life leaving food for wildlife**

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
Randy Schwardt			
Josiah Robert			
Artime Jefege			
Tommy Raudt			
Pascal Dugas			
Kere-Olivier Delange			
YANICK RICHARD			
Tommy Paquet			
PHILIPPE LAFRANCE			
Simon Lewis			
Samuel Poisson			
Raymond Dwinard			
Raphael Desjardins			
Simon Huchard-Bacotte			
Brian Aszark			
Sony St-Onge			

Todd Lenard



# Toolbox Presentation

**LOCATION : MSB 3rd Floor**

**DATE : 2019-10-19**

**TIME :5:30**

**MEETING (DÉTAILS) :**

### Waste Segregation – Food attracting wildlife

[illegible]

## Toolbox Presentation











LOCATION : orbit office

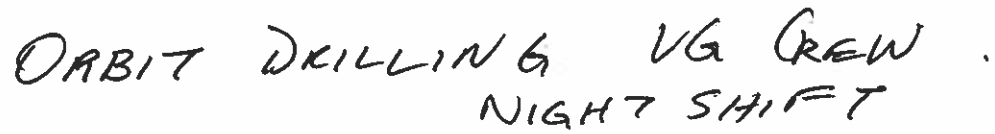
DATE : 19-10-20

TIME : 17:30

### MEETING (DÉTAILS) :

Wild life - waste management

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
MARTIN RICHARD			
Nicolas Briere			
Dave Guerin			
Kevin Plante			
Steven Bengt			
Raphaël Martel			
Yves K. Gti			
J-A Villeneuve			
DAVID VAUDAIN			
Kelvin Giffello			



LOCATION: Caribou  
MEETING ROOM

DATE: 2019-10-20

TIME: 17:30

## WILDLIFE - SEGREGATION OF WASTE

Page 1 of 1

# Camp - Day/Night

## Toolbox Presentation

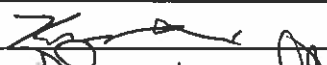
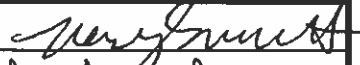

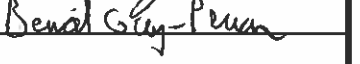
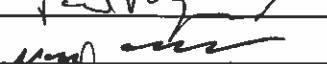



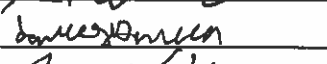
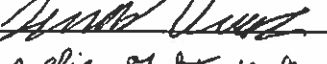
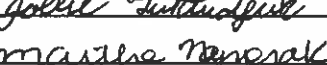
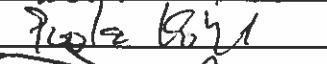



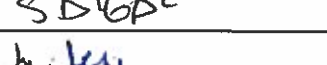





LOCATION: Laundry

DATE: 2019-10-25

TIME: 06:00

### MEETING (DÉTAILS):

Waste Management - wild life

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
Randy Schwardt		Nancy Enkhut	
Debbie Handenault		Benoit Guy-Perron	
Paul Mikiyung, Jr			
NAULI ADOLAI			
Sheila Kado			
LOUISA SINNISSAK			
Trent Hoag			
Michael W. Gray			
James Duncan			
Ferny Kunk			
Joelle Turstudsuk			
Martha Nanorak			
Poolas Kilit			
Guy Senti			
dina Lagace			
Hecky Fournier			
Selma Bussan			
Sandra Ockand			
Helen Komak			

# Meliadine Hazardous Waste Management

## Individual Item Pick Up

1

Ensure the outside of the container is clearly **labelled** with its:

- **Contents** (what is in the container)
- **Source** (where the waste was created, ex. Mill, Power Plant, Maintenance)



Quatrex



Drum



Tote

2

Ensure container is closed properly:

- **Quatrex Bags:** the yellow bag is zip-tied and the black bag is tied with the string
- **Drums:** the lid is closed, sealed and all caps are secured
- **Totes:** the screw cap must be secured with a zip-tie or wire

\*When filling totes and drums leave 6" of space at the top to prevent container damage from liquid expansion in the winter

3

Ensure the container is NOT leaking or damaged

4

Call site services on CAMP channel. Let them know the type and number of hazardous waste items that need to be picked up.

**Site Services WILL NOT pick up any hazardous waste unless it is labelled and properly closed**



Tote Placed in Seacan without a Cap Resulted in an Oil Spill



Leaking Tote Placed in Seacan Resulted in an Oil Spill

1

Ensure the hazardous waste seacan complies with the following:

- Only **one type** of hazardous waste per seacan;
- Containers (quatrex bags, totes and drums) are **closed properly**;
- Every container is **labelled** with its contents and source;
- Containers are **not leaking or damaged**;
- Containers are **not stacked**;
- There are **10 pallets/ totes per seacan**;
- The **seacan doors close properly**.


2

Contact environment to request a seacan inspection.

- meli.environment@agnicoeagle.com
- CAMP channel on the radio
- Ext. 4603925, 4603903, 4603202

3

Environment personal will certify your seacan is packed correctly. The seacan door will be sealed with a zip tie and an environment approval tag.

	<b>Hazardous Waste Seacan Approved by Environment</b>
Seacan #	_____
Waste Producer	_____
Seacan Contents	_____
Inspector	_____
Approval Date	_____

4

Once approved; environment will contact site services for seacan movement to the long-term storage area.





# ENVIRONMENTAL WEEKLY MEETING

LOCATION: Polar Bear Room

MEETING (DÉTAILS):

## Hazardous Waste Disposal

[illegible]

# DAILY SUPERVISOR SAFETY TALK (Toolbox Meeting)

Department: Energy and Infrastructure

Date: 05/25/2019

Crew: Site Services – Maintenance & Electrical

Shift: Dayshift

Topic: ENVIRONNEMENT – HAZARDOUS MATERIAL HANDLING AND REQUIREMENTS

Meeting minutes:

- > NEED Tote CAP at the Warehouse : Top CAP  
Valve CAP
- > Futur standardize sticker for HAZMAT totes.
- > Batteries : Special Quadra Bag at the Truck Shop.

ARVALUK, AAPAK		KOPAK, AARON	
AUDET, KEVEN		LAPLANTE, JOEL	
BOUAOUINA, RACHID		LARIVEE, FRANCOIS	
BEAUMIER, CHRISTIAN	<i>Christian Beaumier</i>	LAVALLEE, ALEX	
BEAUPRE, DANIEL	<i>Daniel Beaupre</i>	LAVERDURE, BRUNO	
BERGERON, DONALD	<i>Donald Bergeron</i>	LECOURS, FRANCIS	
BOIES, STEVE		LOISELLE, MAXIME	<i>Maxime Loisel</i>
BOIVIN, CEDRIC		LUSSIER, DAVID	
BOUDREAU, MELANIE	<i>Melanie Boudreau</i>	MAILLE, SAMUEL	<i>Samuel Maille</i>
BOUDREAULT, SYLVAIN	<i>Sylvain Boudreault</i>	MAINVILLE, JEREMY	
BRUCE, VICTOR		MARLEAU, FRANCIS	
CAPRIO, MARCO	<i>Marco Caprio</i>	MARTYNOOK, VERONICA	<i>Veronica Martynook</i>
CARON, ALAIN		MUHAMMAD, UMAIR	
CHAMPION, THANE		NAULAİK, DAVEY	<i>Davey Naulaik</i>
CHEVALIER-MARTINEAU, ALEX		OFORI, STEPHEN	
COSSETTE, MATHIEU		OUDAOUD, MOHAMED	<i>Mohamed Oudaoud</i>
COTE, LOUIS		PARADIS, DOMINIC	
COWAN JAMIE	<i>Jamie Cowan</i>	PARENT, ERIC	<i>Eric Parent</i>
CRAIG, STEPHANE	<i>Stephane Craig</i>	PARKER-BELLEROSE, JEFFREY	
DENIS, MAXIME		PAQUETTE, CARL	
DESCHENES, ALAIN		PEWS, ROB	
DUGA, MATT	<i>Matt Duga</i>	POIRIER, PHILIPPE	<i>Philippe Poirier</i>
DUBOIS, CEDRICK		POULIOT, RICHARD	
DUPERRE, DANIEL		PRICE, TROY	<i>Troy Price</i>
DURAND, JOEL		ROBIN, KOLIT	
FORTIN, LUC	<i>Luc Fortin</i>	SCHWEIGERT, JOSHUA	
GAN, KARIM	<i>KARIM GAN</i>	SIMARD, ALAIN	
GIGUERE, MARTIN		SIROIS, SERGE	
GIBBONS, VICKI	<i>Vicki Gibbons</i>	SMITH, KEITH	<i>Keith Smith</i>
GILBERT, ZOE		TATIGIAN, JACK	<i>Jack Tatigian</i>
GILLMAN, JUSTIN		TIKTAQ, GABRIEL	<i>Gabriel Tiktaq</i>
HAMEL, OLIVIER		TURGEON, PATRICK	
HARRIS-LOWE, MELANIE		TREMBLAY, PHILIPPE	<i>Philippe Tremblay</i>



## ENVIRONMENTAL WEEKLY MEETING

LOCATION : Polar Bear Room

DATE : May 27 2014

### MEETING (DÉTAILS) :

Hazardous Waste Disposal

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
Jean Dumas #1	Jean Dumas #1		
Nipi Ugluk	Nipi Ugluk		
Eric Desrochers	Eric Desrochers		
Martin Lemay	Martin Lemay		
Philippe Lafontaine	Philippe Lafontaine		
Jean ARSENAULT	Jean ARSENAULT		
Jean	Jean		
Frank	Frank		
Spk Mantek	Spk Mantek		
Mrs Harbin	Mrs Harbin		
Francis Desrochers	Francis Desrochers		
KALAN PILAKAPSI	KALAN PILAKAPSI		
Kyle Mishrajak	Kyle Mishrajak		
Lance Singanti	Lance Singanti		

## Toolbox Presentation

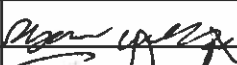
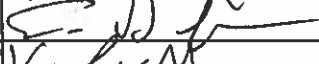
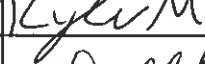
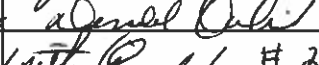




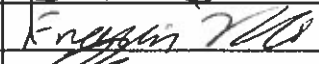
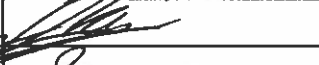




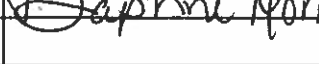
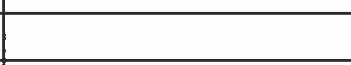
LOCATION: Polar Bear

DATE: 2019-12-28

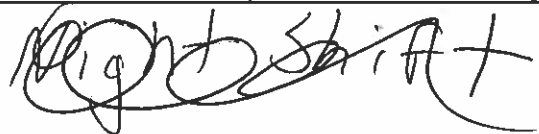
TIME: 6am 

### MEETING (DÉTAILS) :

Hazardous Waste management  
Site Services - Equipment Operators  
Supervisor - Pierre-Luc

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
River Wilcox			
Eric Dufour			
Kyle Mistralax #1			
Donald Akammar			
Nipi Uqsux			
Campana Ischaiah			
Guy Holit			
Philippe Laframboise			
Jean Dumas			
Francis Dessyrevit			
Joseph Kudlak			
Sony James			
Bethina Marquak			
Bernard Loyer			
Bethany Hodgins			
Daphne Morin			

Day shift

 Night shift

## Toolbox Presentation

LOCATION : *Wolverine Room*      DATE : *2019-12-29*      TIME : *6 pm*

### MEETING (DÉTAILS) :




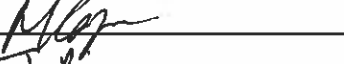
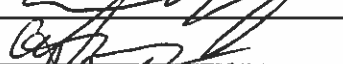



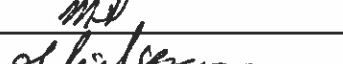
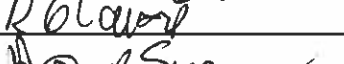
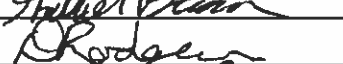


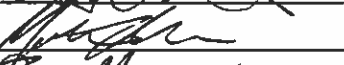
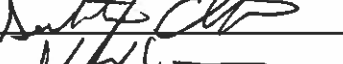

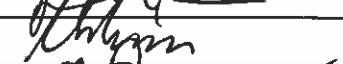



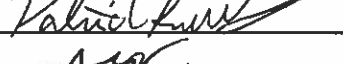


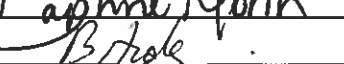











*Meliadine Hazardous Waste guidebook*  
*Maintenance - Night Shift*

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
<i>Philippe Belanger</i>	<i>Philippe Belanger</i>		
<i>Brandon Odooyink</i>	<i>Brandon Odooyink</i>		
<i>Alex Pilon-B</i>	<i>Alex Pilon-B</i>		
<i>Andrian QUESNANT</i>	<i>Andrian QUESNANT</i>		
<i>Marc-André Gagnon</i>	<i>Marc-André Gagnon</i>		
<i>STÉPHANE B. MORIN</i>	<i>STÉPHANE B. MORIN</i>		
<i>Josh Enston</i>	<i>Josh Enston</i>		
<i>Bruno Daulieu</i>	<i>Bruno Daulieu</i>		
<i>Olivier Samrazin</i>	<i>Olivier Samrazin</i>		
<i>Guy Goumier</i>	<i>Guy Goumier</i>		
<i>Marc-Antoine Boily</i>	<i>Marc-Antoine Boily</i>		
<i>Steve Chabot</i>	<i>Steve Chabot</i>		
<i>Kevin Leblanc</i>	<i>Kevin Leblanc</i>		
<i>Dominic Legault</i>	<i>Dominic Legault</i>		
<i>Dylan Daurais</i>	<i>Dylan Daurais</i>		
<i>Bethany Hodge</i>	<i>Bethany Hodge</i>		

## Toolbox Presentation

LOCATION: Wolverine Room DATE: 2019-12-29 TIME: 6:00 am

MEETING (DÉTAILS):
Hazardous Waste - Maintenance
Supervisor - Jean-Marc & Maxime

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
GILBERT GIERHARDT		Michael Lebent	
Jules Laroche		Maxime Gagnon	
Sébastien Roy		Troy Pire	
Quentin Gendronneau		Maxime MATHIAS	
Alexandre Côté		Francis Lensepère	
DAVID MILES		RICHARD GUY LAVOIE	
Gabriel Breau		Hugo Garmatz	
Derek Rodgers		Sébastien Dorion	
Guillaume Denois		Mathieu Pleau	
Sébastien Cloutier		DANIEL LAVOIE	
Jocelyn Gauthier		Sébastien Dominique	
Gabriel Barbeau		Paul Lecompte	
Benoit Gauthier		Gilles Boudreau	
Patrick Rancourt		Guillaume Lavoie	
Maxime Levesque		Daphné Morin	
David Wilson		Bethany Hodgins	
Stephane Cormier			
Marc-André Paré			
KARL TESSIER			

## Toolbox Presentation




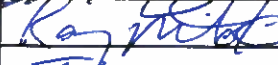
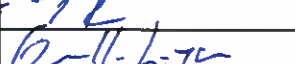
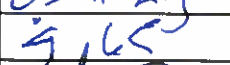





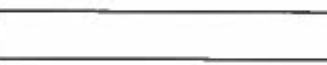

LOCATION : Polar bear

DATE : 2019-12-29 TIME : 18:00

### MEETING (DÉTAILS) :

Hazmat Guidebook introduction - EST  
Supervisor Bobby Hickes

sites services - equipment operators

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
daphné Morin			
Ched Taicann			
Johnny Dossinuk			
Arjo King			
Ray Manitoba			
Tammy LAMILL			
Guillaume Lizon			
Jan Camphaus			
Sebastien Drapeau			
Rossini Melinard			
Abbas Aygulsky			
Bobby Hickes			
Jeff Pratt			

## Toolbox Presentation

LOCATION : Walus Room DATE : 2014-12-30 TIME : 6:00 am

### MEETING (DÉTAILS) :

Meliadine Hazardous Waste Guide book

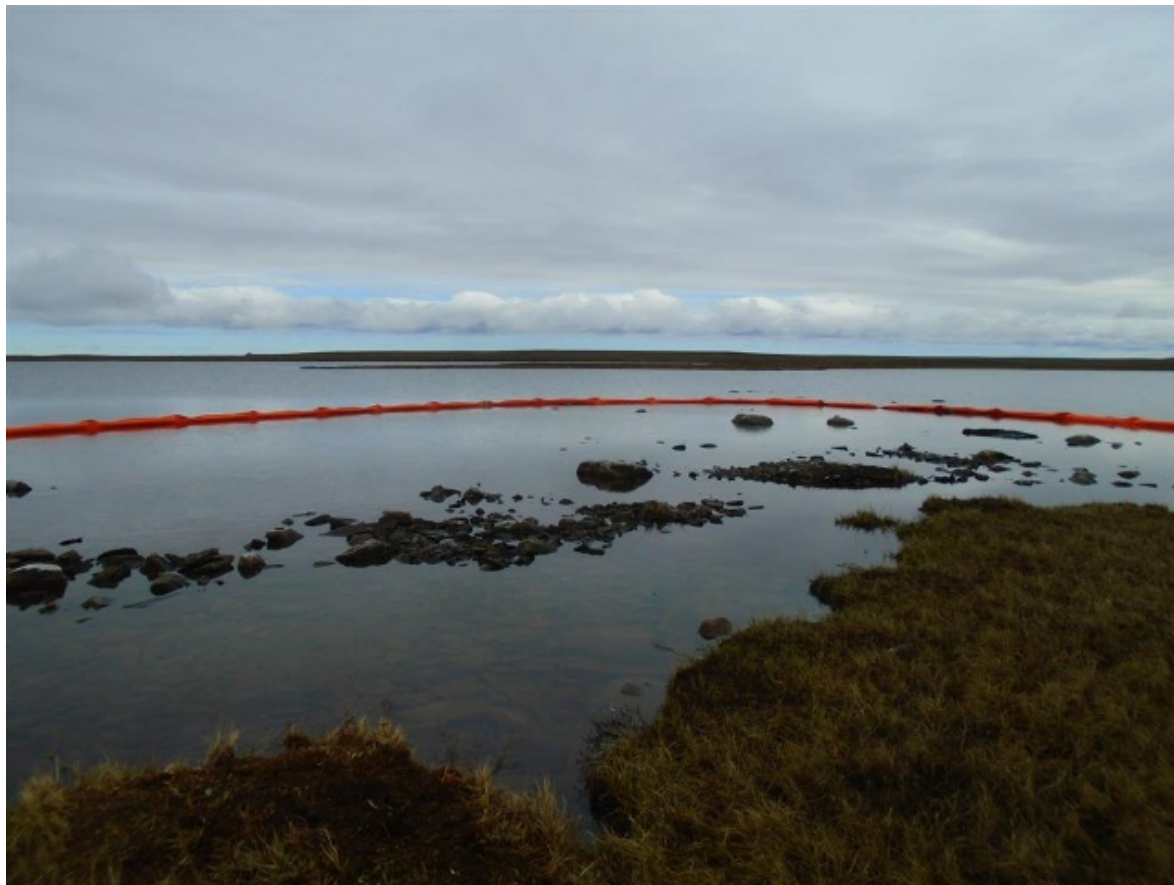
Site Services-Maintenance and Electric

Benjamin Kusugak

Eric Parent

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
<u>Ben Kusugak</u>	<u>[Signature]</u>	<u>Daphné Morin</u>	<u>[Signature]</u>
<u>Kyle GENSEL</u>	<u>[Signature]</u>		
<u>MARC LALONDE</u>	<u>[Signature]</u>		
<u>Luc Fortin</u>	<u>[Signature]</u>		
<u>Sylvain Boudreau</u>	<u>[Signature]</u>		
<u>Justin Gullman</u>	<u>[Signature]</u>		
<u>Okpatanyi Kwilke</u>	<u>[Signature]</u>		
<u>Kusugak Sean</u>	<u>[Signature]</u>		
<u>Olivier Hamel</u>	<u>[Signature]</u>		
<u>STEPHANE HAMEL</u>	<u>[Signature]</u>		
<u>Richard Boudreau</u>	<u>[Signature]</u>		
<u>Richard Pouliot</u>	<u>[Signature]</u>		
<u>Joël LAPIANTE</u>	<u>[Signature]</u>		
<u>Robin Kolit</u>	<u>[Signature]</u>		
<u>Paul Mikijungiat</u>	<u>[Signature]</u>		
<u>PATRICK TURGEON</u>	<u>[Signature]</u>		
<u>Cedrick Dubois</u>	<u>[Signature]</u>		
<u>KEITH SMITH</u>	<u>[Signature]</u>		
<u>Bethany Rodgers</u>	<u>[Signature]</u>		

# SPILL MITIGATION



# What is a spill?

- ▶ A spill is defined as, an accidental release of product into the environment that has the potential for adverse impacts to the receiving environment, Agnico Eagle property, or human health. This can include potential impacts to water, surface and groundwater, land, equipment, buildings, human health and the atmosphere.



# Why do we need to report?

## ► Water License

- The Licensee shall, subject to Section 16 of the Regulations, report any unauthorized deposits or foreseeable unauthorized deposits of waste and/or discharges of Effluent, and:
  - a. Employ the Spill Contingency Plan;
  - b. Report the incident immediately via the 24-Hour Spill Reporting Line (867) 920-8130 and to the Inspector at (867) 975-4295; and
  - c. For each spill occurrence, submit a detailed report to the Inspector, no later than thirty (30) days after initially reporting the event, which includes the amount and type of spilled product, the GPS location of the spill, and the measures taken to contain and clean up the spill site.

- **Spill Contingency Plan** - "all staff will be trained to call the Environment Department in the event of a major spill and to notify their supervisor in the event of a minor spill...Upon arriving and inspection of the spill site, if potential hazards are present, call ERT or initiate a Code 1"

- **NIRB - Condition 77** - The Proponent shall ensure that it maintains the necessary equipment and trained personnel to respond to all sizes of potential spills associated with the Project in a self-sufficient manner.

# Legislation

- ▶ *Nunavut Environmental Protection Act:*
- ▶ *Arctic Waters Pollution Prevention Act:*
- ▶ *Nunavut Waters and Nunavut Surface Rights Tribunal Act:*
- ▶ *Storage Tank Systems For Petroleum Products and Allied Petroleum Products Regulations:*
- ▶ *Storage Tank Systems For Petroleum Products and Allied Petroleum Products Regulations:*
- ▶ *Fisheries Act:*
- ▶ *1994 Migratory Birds Convention Act:*



# Preventing spills

- ▶ Complete routine inspections on equipment (hydraulic oil, engine oil, radiator, washer fluid leaks)
- ▶ Complete regular servicing on equipment
- ▶ Inform supervisors of equipment needing repairs (e.g. broken gas boy fuel nozzles, loose pipe fittings, tank valve leaks)
- ▶ Adhere to proper work methods and procedures
- ▶ Take care when transferring fuel or sewage
- ▶ Use portable secondary containments when refueling
- ▶ Use portable secondary containments for small containers (110% capacity)
- ▶ Install lined secondary containment for large fuel tanks and chemical storage areas



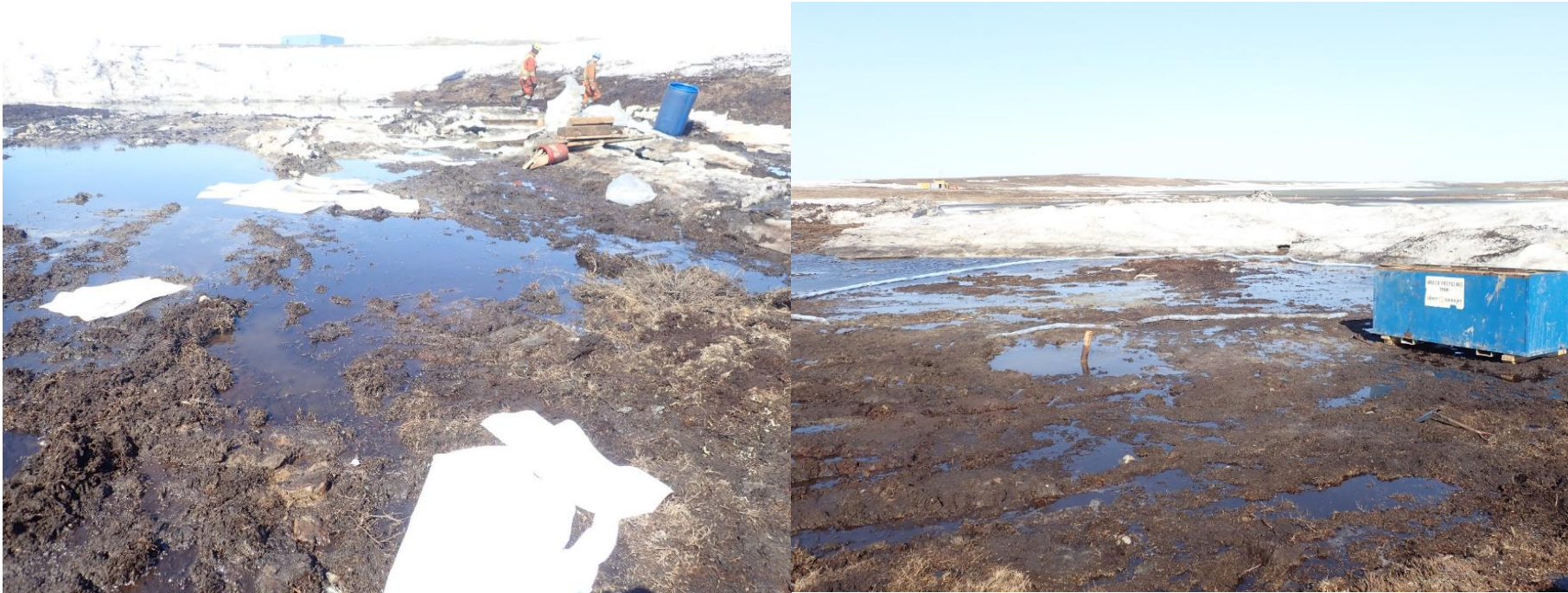
# Contain the spill

- Contain the spill to avoid spreading the contamination (e.g.. use secondary containment, build a berm or dig a trench, repair the leak, etc..)



# Decontaminate

- Decontaminate the area (e.g.. dig out the contaminated soil, pump out the contaminated liquid, etc..).



# Segregate

- Segregate the material, put rags and booms in a container (quatrex or drum) and take contaminated soil to the appropriate location.




# Report

- ▶ Complete the spill report, providing as much detail as possible, and send it to the environment department.
- ▶ The environment department will determine the next steps and record the incident in intellex.
- ▶ If the spill has been cleaned up, the report will be closed.
- ▶ If the spill has not been cleaned up, the report remains open until the spill is cleaned up.

Spill >100 L need to be declared  
to Env. Dept. Immediately

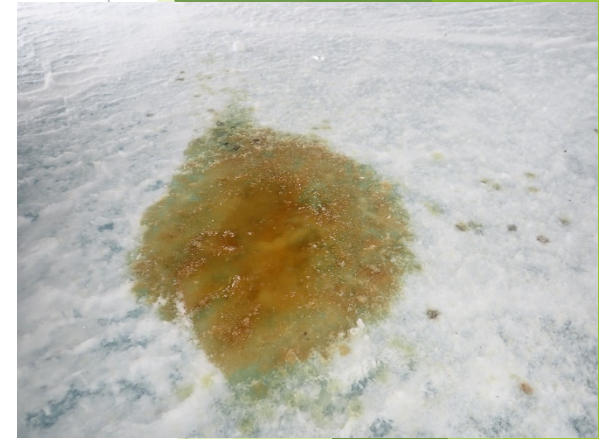
**Meliadine Gold Project  
Internal Spill Report Form**

Everyone is responsible of cleaning  
their spills

 <b>AGNICO EAGLE</b>	Date of spill		
	Date of spill report		
	Date at the end of cleanup/incident		
Reported by / Unreported		Select one Cause for the incident	
Contractor Involved		In the selection under :	
Employee Involved		<input type="checkbox"/> Check Equipment Breakdown	
Supervisor Involved		<input type="checkbox"/> Check Equipment malfunction	
Equipment Involved		<input type="checkbox"/> Check Human error	
Nature of Contaminant		<input type="checkbox"/> Check Improper storage	
Quantity of Contaminant		<input type="checkbox"/> Check Act of god	
Exact Location : Easting / Northing		<input type="checkbox"/> Check Non respect of procedure	
Environmental Personnel Contact		<input type="checkbox"/> Check Other	
<b>Description of the incident</b>			
<b>Immediate Corrective Action</b>			
<b>Action to be taken to reduce/eradicate risk of similar incident in the future</b>			
<b>Volume (in m3 - cubic meter) of soil transferred to the landfarm</b>			
Report Completed by			
<b>For Environmental Department Purpose Only</b>			
Incident Investigation Recommended			
Government agency notified			
Date of notification to government agency			
Comment :			
Environment Personnel Signature			

# Reportable spills

- ▶ If the spill is severe, the environment department may need to report to regulatory agencies (e.g. Government of Nunavut, INAC/AANDC, NIRB, KIA, ECCC, Transport Canada).
- ▶ If the spill is not remediated it can lead to warnings, fines, damage to public image.
- ▶ Remediation of spills very expensive (cost of initial clean up, landfills, hazmat shipping, lost time).
- ▶ Spills are reportable, regardless of quantity, if they discharge to a waterbody.
- ▶ **Spill Contingency Plan**
- ▶ **2.2 Materials and Reportable Spills on-Site**
- ▶ **To ensure compliance with Section 36 (3) of the Fisheries Act, all spills and non-authorized releases of effluent, fuel or hazardous materials, regardless of quantity, into a waterbody or onto ice are reported immediately to the NT-NU 24-Hour Spill Report Line1.**





# NT-NU SPILL REPORT

EMAIL: [spills@gov.nt.ca](mailto:spills@gov.nt.ca)

PAGE 1 OF 1

# Reportable spill quantity - examples

TDG Class	Substance	Compulsory Report Qty
1	Explosives	Any amount from 100L tank
2.3	Compressed gas	Any amount from 100L tank
3	Hydrocarbons (diesel, petrol)	100L
6.1	Poisons	5L or 5kg
8	Corrosives (acids)	5L or 5kg
Other	Saline Discharge Water	100 L

# Major Spills at Meliadine



April 2017 - 30,000L Diesel Fuel Spill



July 2017 - Hyster roll-over -  
150L Hydraulic Oil, 100L Diesel Fuel



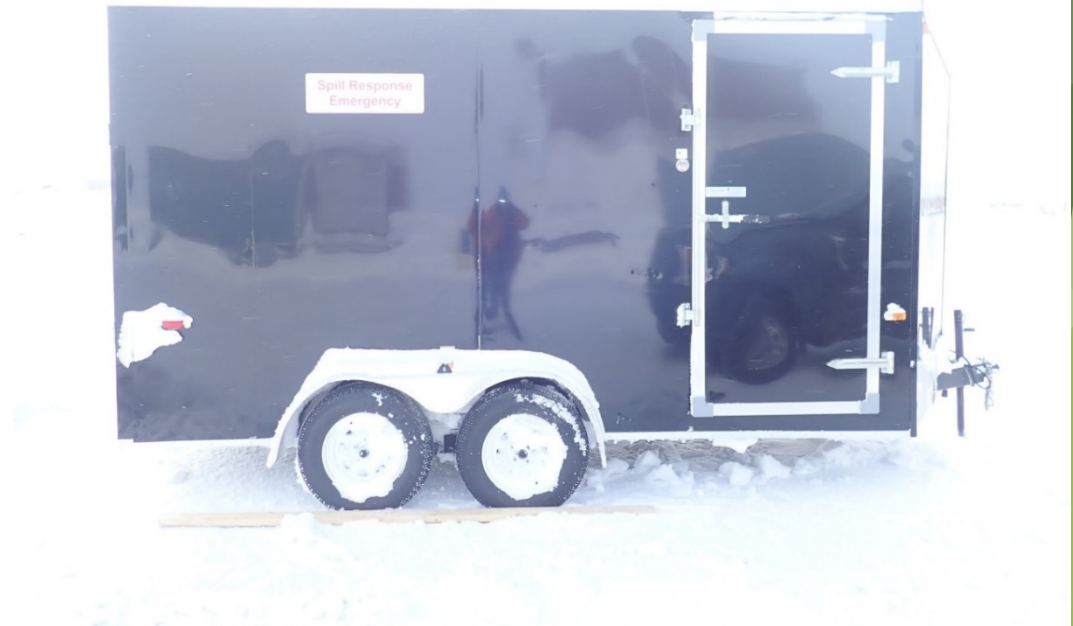
February 2018 - New Fuel Farm - 6500L Diesel Spill



December 2017 - Explo Gen set - 7500L Diesel Fuel

# Emergency Spill Response

- ▶ “a major spill is defined as an accidental release of a large or small quantity of material into the environment that has the potential for adverse impact, and cannot be handled safely without the assistance of the Emergency Response Team (ERT), including all events where a person is injured or contaminated. The ERT must be notified immediately of a major spill or emergency and will respond accordingly.”
- ▶ Code 1
- ▶ Phone extension: 4603903, 4603925, 4603996
- ▶ Radio: Channel 1



# Saline Water Spill

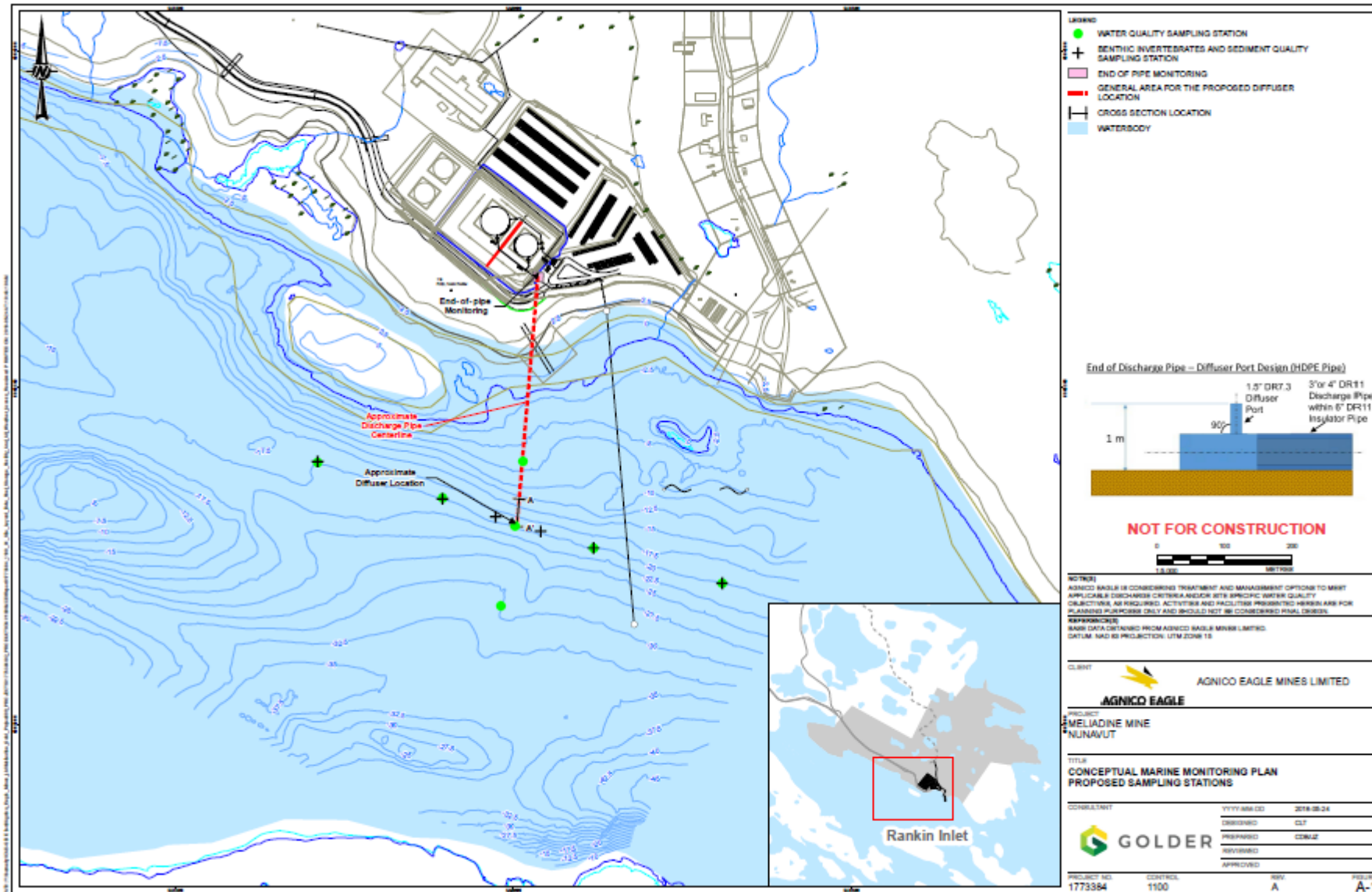
- ▶ In the event of a saline spill notify the environmental department. There are three general locations of spills.
- ▶ Spills at Meliadine mine
  - ▶ Evaluate the quantity and location of the spill. If possible spilled water should be picked up and discharged to saline pond if reasonable.
  - ▶ Each spill location is to be monitored and evaluated on an individual basis as to the extent of the cleanup.
- ▶ Spills at AWAR/Bypass Road
  - ▶ Evaluate the quantity and location of the spill. If possible spilled water should be picked up and brought back to Meliadine Site for disposal.
  - ▶ Small spills which can not be cleaned up are to be marked and monitored.
  - ▶ If a spill of saline water is going to fresh water the saline water is to be mitigated such that the spill does not enter the water.
  - ▶ Any spill of Saline water which goes directly into fresh water is considered a reportable spill and the Environmental Department is to be notified immediately.
  - ▶ If the spill enters the environment outside of the road, the area is to be investigated and evaluated if a cleanup will cause more environmental damage than leaving it in place and monitoring the area.

# Saline Water Spill continued

## ► Spills at Itivia

- Evaluate the quantity and location of the spill. If possible spilled saline water should be picked up and brought back to Meliadine Site for disposal if required.
- In the event that spilled saline water is going to Melvin Bay, berms, dyke, booms etc. are to be used to stop the flow of saline water to the ocean. As the water flows it may pick up Total Suspended Solids which may cause an adverse impact to the environment.
- To cleanup a saline water spill which has occurred at Itivia, the area is to be evaluated to see if a cleanup will cause a greater environmental impact than not cleaning up the spill. This will have to be reviewed on a case-by-case basis and decided by the Environmental Superintendent or designate. This refers to larger spills which cannot be easily cleaned up.
- Any spill of Saline water which goes directly into Melvin Bay is considered a reportable spill and the Environmental Department is to be notified immediately.

# Saline Water Spill



# Questions



## Toolbox Presentation

LOCATION : MSB 2<sup>nd</sup> Floor Operations area

DATE : 2019-11-17

TIME : 6 :00

### MEETING (DÉTAILS) :

How to set up a quatrex bag?

Wildlife attractants

SPills topic

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
PAUL-ANDRÉ RHEAULT	Paul André Rheault	MATHIEU LUPIN	Mathieu Lupin
Kevin Beauchamp	Kevin Beauchamp	Julien Blais	Julien Blais
MICHEL PELLARD	Michel Pellard	Brooks Poirer	Brooks Poirer
Dominic Michaud	Dominic Michaud	Tommy Pelletier	Tommy Pelletier
Simon Touzin	Simon Touzin	MARIO BOIVERT	Mario Boivert
Tanick Fortin	Tanick Fortin	Lee Kree	Lee Kree
Gino Roy	Gino Roy	Pier Alex Marchildon	Pier Alex Marchildon
Joey Darron	Joey Darron	GLEBLOND	GLEBLOND
Nick Lantz	Nick Lantz	MARC TARDIF	Marc Tardif
MARINE P. BELLEF	Marine P. Bellef	G CHOI PHAN	G Choi Phan
Ricky Roy	Ricky Roy	Vincent Morin	Vincent Morin
Dominic Legault	Dominic Legault	Richard Savie	Richard Savie
Audran Guerinmont	Audran Guerinmont	JÉRÉMY MAINVILLE	Jérémy Mainville
Jesse Gervais	Jesse Gervais		
DANIEL LÉVESQUE	Daniel Lévesque		
SEAN SCHOES	Sean Schoes		
Nathaniel Chalme	Nathaniel Chalme		
Vincent Caerrier	Vincent Caerrier		
Tommy Arneault	Tommy Arneault		



## Toolbox Presentation

**LOCATION : MSB 2<sup>nd</sup> Floor Operations area**

**DATE : 2019-11-17**

**TIME :6 :00**

MEETING (DÉTAILS) :
How to set up a quatrex bag?
Wildlife attractants

[illegible]



## WEEKLY SAFETY MEETING

Fill out this form, attach the minutes and handouts

Department: \_\_\_\_\_  
Supervisor: \_\_\_\_\_

DATE: 25-4-2019

### MEETING (DÉTAILS) :

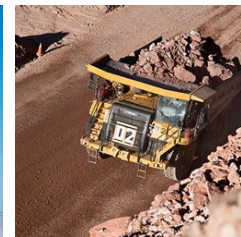
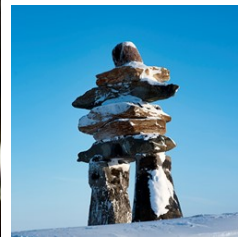
**Topic: Importance of filling your spill reports and cleaning accordingly to Procedures.**

**Disiplinary actions will be taken if not respected!!!!**

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
Morgan Hjorth		Joshua Robert	
MARTIN GORMAN		Andy Galvin	
Steve Lavoie		Simon Lomen	
Leonard Dyll		Kalvin Perron	
Pascal Desjar		Michel Lambert	
Eric Moore		Francis Lessard	
Tomy St Arneault		Andre Beaulieu	
Kalvin Tinker			
Ryan Alexander			
Pascal Desmarais			
JASON BROWN			
MAXIME LAPOINTE			
GILLES LAROCHELLE			
MAXIME COLLIN			
Fran Bessieres			
Alex Gosselin			
Dane Guen			
Josh Brown			
Eric Dufresne			

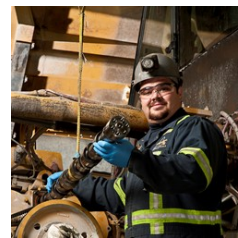


**AGNICO EAGLE**



## **MELIADINE CARIBOU MIGRATION PROTOCOL**

**Meliadine**  
June 2019



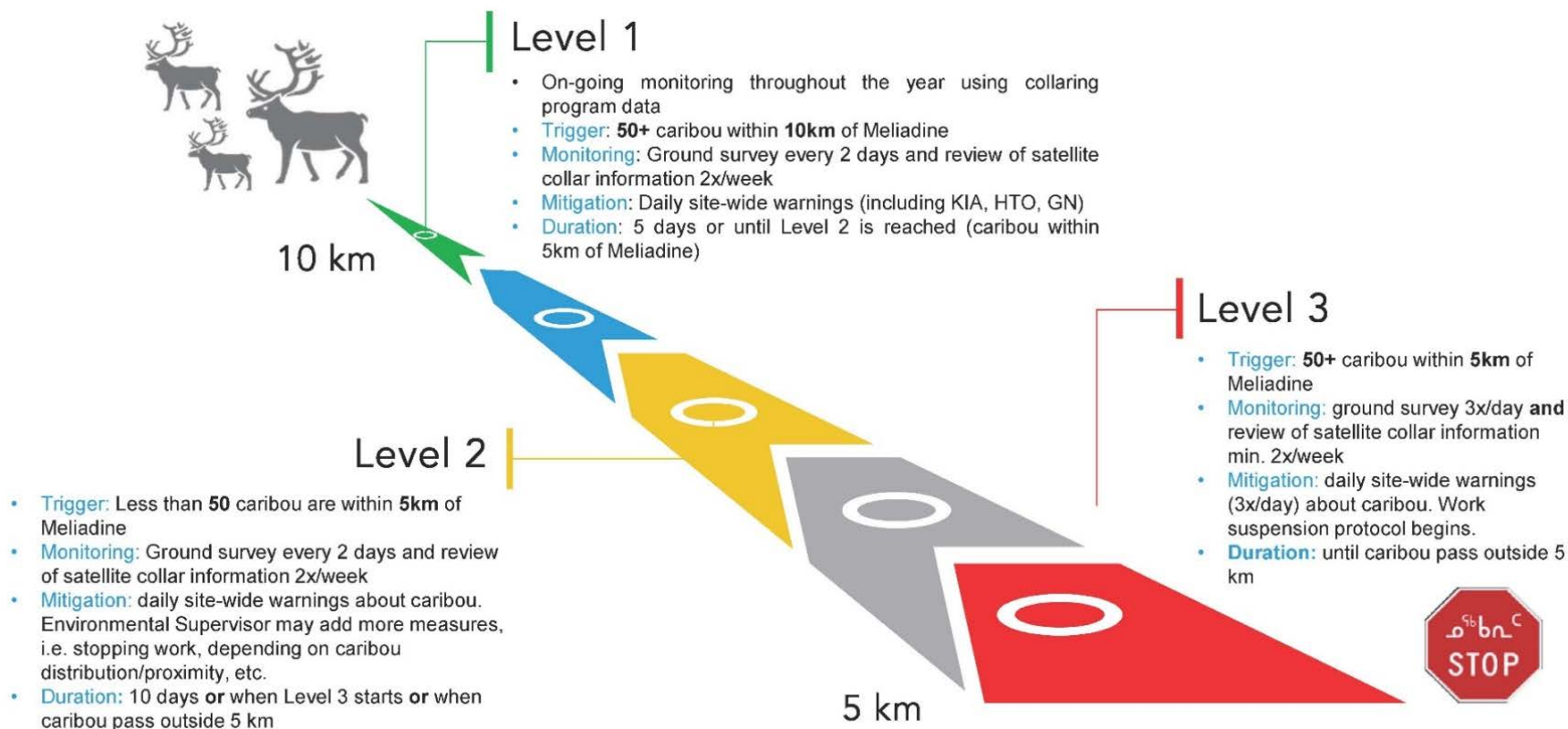


## INTRODUCTION

- During the migration period on site, which normally occurs near the end of June and beginning of July, groups of 1000 to 5000 animals (or greater) can cross the area of Meliadine mine, and remain in the area for a period of approximately 3 to 10 days.
- During this period AEM will report any sightings and prevent human activities that could disturb the herd. Caribou will have the “right-of-way”, and will not be blocked or deterred from moving through the Project or the AWAR area.
- AEM must take all possible measures to avoid disturbance to the caribou herd.
- Decision trees and work/traffic suspension protocols have been developed to manage monitoring, mitigation and activities during the migration.



## CARIBOU MONITORING



# MELIADINE SITE WORK SUSPENSION PROTOCOL

**FOR LEVEL 3:** In accordance with the IIBA/TEMMP, all off-site and on site-related activities must be stopped once the herd is within 5 km radius of the Meliadine Site. The related activities include:

- Helicopter flights and drill operations off site\* (*when herd is within 5 km of their locations*).
- Surface mining/operations activities such as transportation to mining areas, hauling of material, and non-essential refueling of equipment. Non-essential light vehicle traffic will be suspended.
- Surface activities related to underground mining such as surface stockpiling of ore or waste with heavy equipment.
- Surface construction activities: outdoor construction development, earthworks, road construction, structural work, non-essential waste deposition, refueling, transportation of equipment.
- Water management activities, such as unauthorized pumping, piping installation and outdoor unapproved maintenance of water management facilities.
- Outdoor unapproved camp activities.
- Use of evaporators.
- **Only essential light vehicle traffic (for crew changes and Env. wildlife survey) will be authorized.**

\* - Inform all employees at the drill sites that are in the direction of the caribou during migration, and within 5 km radius of the migration, that they will need to shut down the operations such that the drills and associated helicopter flights can cease as quickly as possible.

- Shutdown will include removal of drill rods from the holes and securing of the drill station.

- Organize transport of the affected personnel to the camp. Personnel that do not require air or road transportation will be requested to walk back.

- During helicopter transport of personnel the Air Traffic Management Plan (in appendix A) will be applied to protect the caribou herd (avoidance distance of 1,000 m vertical and 1,500 m horizontal).

## PERMITTED ACTIVITIES DURING A WORK SUSPENSION

➔ Only essential activities to the site function and health and safety will be allowed:

- Refueling of essential generator and power supplies;
- Operation/maintenance of water treatment systems;
- Critical inspections required in case of a malfunction;
- ERT deployment in case of a Code 1;
- Intervention in case of a reportable spill;
- Medical treatment or site evacuation of employee;
- Activity intended to prevent a health and safety or environmental risk.

All activities, not previously approved by the Environment Dept., during a Migration Level 3 will require approval by the Mine Manager or acting Manager.

# WORK SUSPENSION PROTOCOL – LIGHT DUTY WORK

➤ Some light duty work can continue during a Migration Level 3 if:

**>50 caribou within the 5 km protection zone, but not within visual contact of the specific work area**

➤ *Work activities not-permitted:*

- All heavy equipment travelling on surface


➤ *Work activities permitted:*

- When caribou are not within visual of the two portals, waste and ore can be placed in the immediate vicinity of the portals, but no transport to Ore or Waste Stockpiles.
- Surface activities using the following equipment: man lift, scissor lift, sucker truck, fuel truck, boat
- Manual power tools can be used outside building (ex. Carpentry, welding, painting, etc...)
- Concrete pouring can occur only after receiving permission from the Environment Department.
- Moving one piece of heavy equipment to a garage for maintenance purposes ONLY.
- All work inside building can be performed with closed doors (including maintenance, Anfo plant, Emulsion plant, warehouse, movement of tailing with loader inside the Mill, etc.)
- A loader inside the church with the doors closed is acceptable in order to maximize storage of dry tailings.
- A trial of a visual/noise barrier to allow transport of ore to the crusher/ore silo shall go ahead. It was discussed that a wall of seacans could be temporarily built to create that barrier. KIA will come and assist with monitoring in this area.

➤ If in doubt, contact the Environment Department prior to proceeding with any light-duty work!



## CARIBOU SAFETY




**AGNICO EAGLE**


### SAFETY PRACTICES DURING **CARIBOU MIGRATION**

Agnico Eagle is sensitive to the concerns about the caribou and believes in working together toward a long lasting partnership; we recognize that caribou are an integral part of the Inuit culture and need to be protected.


Agnico has developed a Wildlife Management and Response Plans for both Meadowbank and Meliadine. These Plans were reviewed and approved by the NIBB, KIA, GN and local HTO's. The Plans are implemented by Agnico's Environment department at both sites.




**AS PART OF AGNICO EAGLE'S PROTOCOL, CARIBOU HAVE THE RIGHT-OF-WAY ON ALL ROADS;**




**SPEED LIMIT ON THE ALL WEATHER ACCESS ROAD (AWAR) IS:**  
 > 50 Km/hr  
 > Traffic is suspended when 1-50 caribou are within a 100m of the road;




**TRAFFIC AND MINING ACTIVITIES ARE SUSPENDED WHEN CARIBOU ARE IN CLOSE PROXIMITY TO THE AWAR AND THE MINE SITE;**




**WEEKLY WILDLIFE SURVEYS ARE COMPLETED ALONG THE AWAR AND THE RESULTS ARE REPORTED YEARLY TO AUTHORITIES AND COMMUNITIES;**



**THE AWAR IS NOT A PUBLIC ROAD AND PUBLIC TRAFFIC IS NOT ALLOWED WITHIN MINING AREAS;**



**HUNTING IS PROHIBITED WITHIN 1 KM OF THE AWAR AND THE PROJECT**  
 > All hunting activity must avoid shooting directly across the road;  
 > Shooting around the work area is strictly forbidden.



**The safety of our employees and members of the community is our priority. Please, be safe!**

**FOR ALL WILDLIFE SIGHTINGS AND INCIDENTS, PLEASE CONTACT THE MINE SITE ENVIRONMENT DEPARTMENT:**

Meadowbank: 819-759-3555 ext 6747, 6759 or 6744  
 Meliadine: 819-759-3555 ext 3925 or 3928.

# MELIADINE AWAR TRAFFIC SUSPENSION PROTOCOL

➤ **FOR LEVEL 3:** In accordance with the IIBA/TEMMP, traffic will be suspended or stopped on the AWAR, when 50 caribou or more are within 100 m from the AWAR road:

- All vehicle traffic for transport to and from the site will be suspended (road closure) and /or stopped (for wildlife right-of-way) to allow caribou herds to cross the road;
- Wildlife has the right-of-way and vehicles must wait without disturbing their movements.
- The use of the road for operations, mining or construction related activities will cease until caribou herds have moved outside the 5 km radius stop work buffer zone around the Meliadine Site (ex. Fuel delivery from M&T will not go on the AWAR if the site is closed).

## **CREW CHANGE:**

- Crew change will be performed when no caribou herds (50 or more) are present within 100 m from the AWAR;
- Wildlife surveys completed on the AWAR by Env. staff and monitoring data (collaring, observation from gate house, community information) will confirm if a crew change can be performed;
- Crew change will be authorized by the Mine Manager or Acting Manager, in consultation with Env.;
- Notifications will be sent by the Environment department to KIA, GN, and the local HTO to inform that a crew change will be performed;
- Busses will be escorted by Env. to ensure wildlife right-of-way;



## GROUND SURVEY PROCEDURE

- Environment technicians will perform ground surveys at several locations on site, including the AWAR, 3 times per day (6:00 am, 12:00 pm, 6:00 pm) during the migration period, or as required.
- All locations will be visited to determine if caribou herds (>50) are within any of the three protection zones. The AWAR will be driven to determine if caribou herds (>50) are within 100 m of the road.
  - Surveys can take up to 2 hours to complete depending on the number of caribou in certain areas
- The information collected will be presented on a map and provided to the Environmental Coordinator who will prepare the “Caribou Migration Alert”, and send out a site-wide email notification.

Stations to be completed:

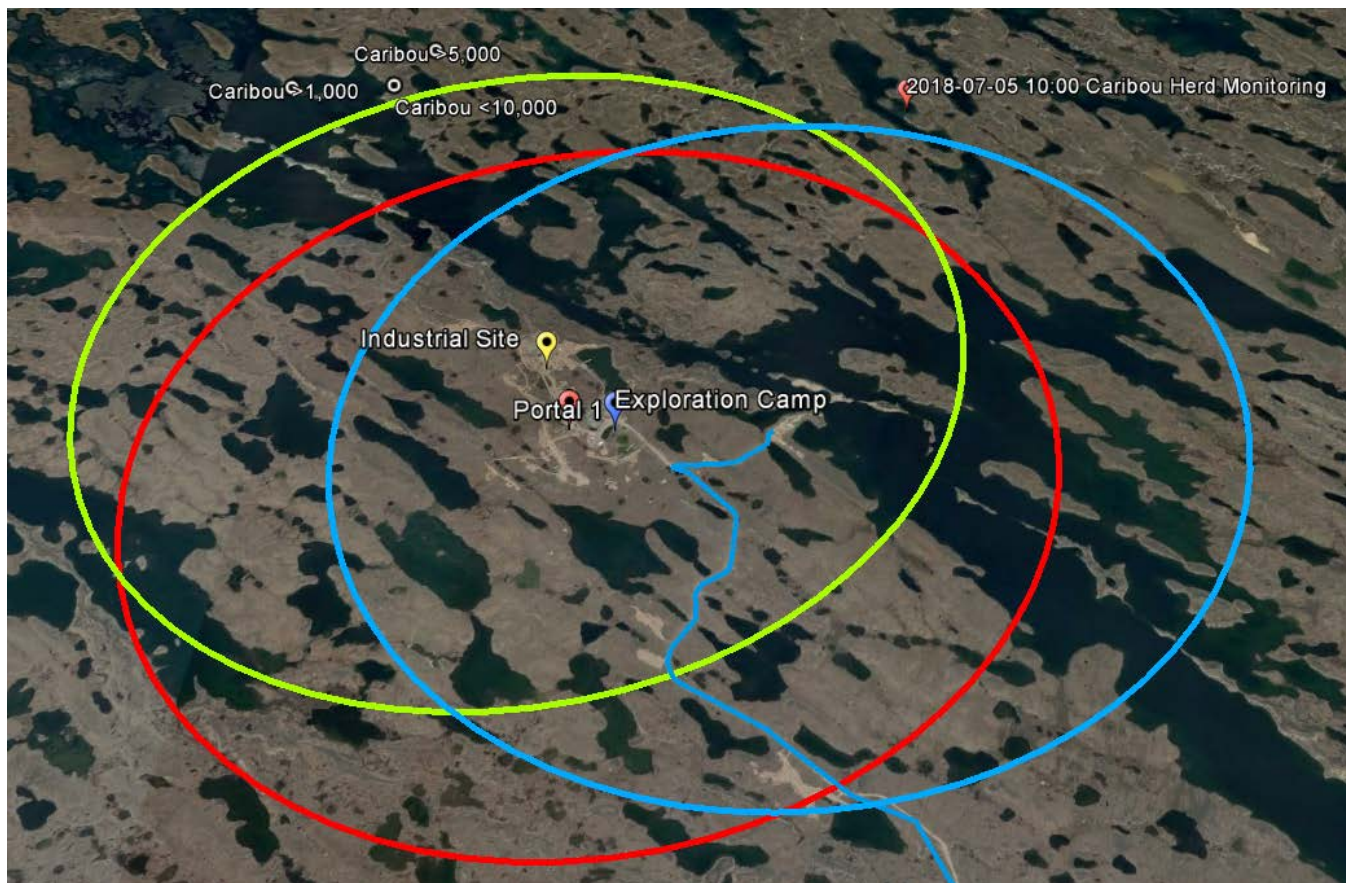
Survey Stations	GPS Location	
	Easting	Northing
Tank 3 ( <del>explo</del> camp Gen Set)	542044	6989089
Tank 9 (Fuel Farm)	541254	6988463
Ind. Pad (Com. Platform)	539161	6990402
Powder Mag Deflector	539230	6988409
Quarry B5	540680	6985933

## “CARIBOU MIGRATION ALERT” NOTIFICATION

- Following the ground surveys, a “Caribou Migration Alert” will be issued to all of Meliadine employees and contractors, as well as the HTO, GN, CIRNAC and KIA.
  
- The information contained within the notification will include:
  - A map showing where the herd(s) have been observed
  - Estimated number of caribou in each separate herd in the area
  - Where activities are suspended
  - Where activities can resume, if possible
  - Road restrictions (closed/open, speed restrictions)
  - Additional restrictions (light duty in effect?)
  
- The site restrictions will be based on three distinct protection zones on site: Exploration Camp; Industrial Site; and Portal, as well as the AWAR.
  - Pay attention to the restrictions in your specific work area!
  
- Itivia is excluded as this is not part of the typical caribou migration route.

# MELIADINE PROJECT PROTECTION ZONES

- Meliadine Site – 5 km radius around the Project, main work locations include Exploration Camp, Portal 1, and the Industrial Pad.
- AWAR – 100 m within the road



Example of caribou map format for daily maps

# “CARIBOU MIGRATION ALERT” NOTIFICATION



Sun 7/8/2018 12:48 PM

Nancy Duquet Harvey

Caribou Migration Survey July 8 2018 (12h00)

To Meliadine; Meliadine Contractors; Jeff Tulugak; Jeff Hart; Rankin Inlet HTO; JCoutu; Kaludjak, Daniel; Russel Toolooktook

Cc Dale Coffin; Suzanne Ledair

Good afternoon,

The midday survey was completed. The entire site remains under full work suspension and the AWAR remains closed as per the level 3 migration protocol.

Only essential services and the environmental dept will be circulating around the site

The ongoing collaboration from all the departments is greatly appreciated.



Nancy Duquet Harvey  
Environmental Superintendent - NU

[nancy.harvey@agnicoeagle.com](mailto:nancy.harvey@agnicoeagle.com)

T: 819.759.3555 x 6980 (Meadowbank)

T: 819.759.3555 x 3175 (Meliadine)

M: 819.856.4385

# CARIBOU MANAGEMENT STRATEGY FOR 2019

- As in 2018, the KIA has been invited to participate in the caribou migration management at Meliadine.
  - Two members of the KIA will be invited to stay at the camp and will partake in ground surveys with the Environment Technicians.
- During the migration period, a morning meeting (6:45 CST) will be held with representatives from each of the main groups to discuss the caribou migration impact on the day's activities.
  - The KIA will participate in this meeting
  - A representative from Mine operations, Mill, and Environment must attend the meeting
- The Environment Superintendent and/or Coordinator will be the main point of contact for any questions regarding caribou migration.
- The movement of caribou herds are tracked weekly through collaring data. This frequency will be increased to twice weekly starting in June.
- Helicopter flights will be completed mid to late June to assess herd general proximity to Meliadine.

# SOCIAL MEDIA TIPS FOR AGNICO EAGLE EMPLOYEES



## YOU ARE RESPONSIBLE FOR YOUR ACTIONS AND POSTS

Every post is a permanent record. Don't expect privacy.



## CHOOSE DISCUSSIONS WISELY

Use common sense and exercise good judgement in what you disclose or post.



## USE DISCLAIMERS

Clearly state personal opinions posted via your personal social media accounts as your own and not attributable to Agnico Eagle - *"The views expressed here are my own and do not reflect the views of my employer."*



## CHECK YOUR FACTS

Be accurate. Fix mistakes immediately.



## ANONYMOUS POSTS

do not excuse a breach of Agnico Eagle's Social Media Policy.



## YOUR FACEBOOK, LINKEDIN, TWITTER, INSTAGRAM, SNAPCHAT

and any personal blogs should be consistent with your professional image.



## BE AWARE

of the Terms of Service and Privacy for each social media site on which you participate.



## AVOID POSTING OUT OF FRUSTRATION

commenting on controversial topics and joining negative conversations.



**DON'T POST CONTENT THAT COULD EASILY BE VIEWED AS OBSCENE**, threatening, intimidating, harassing or bullying.



## DON'T RESPOND TO QUESTIONS OR NEGATIVE COMMENTS

on official company social media pages. Only the delegated social media spokesperson is permitted to respond.



## DON'T POST INCORRECT, CONFIDENTIAL, NON-PUBLIC, PERSONAL OR EMPLOYMENT INFORMATION

about the company, or our employees, business partners and contractors; including documents, maps, survey data, operational or performance information and statistics.



**DON'T POST PHOTOS OR VIDEOS THAT INCLUDE IMAGES OF THE COMPANY'S SITES**, facilities, security or equipment that show sensitive or non-public information.



## DON'T POST PHOTOS OR VIDEOS OF COMPANY EVENTS OR YOUR COLLEAGUES

without obtaining prior permission from both management and the individuals in the photo or video.



**DON'T POST PHOTOS OR VIDEOS THAT ARE CREATED IN AN UNSAFE OR IRRESPONSIBLE WAY** or which violate the company's health and safety or environmental regulations.



## AGNICO EAGLE'S LOGO AND TRADEMARKS

may not be used without explicit permission in writing from the Company.

Please forward all media, investor or analyst requests received via your social media to the Communications and Public Affairs team (Toronto).

Information posted to social media by a Company employee or other representative that is in violation of this Policy should also be referred to the Communications and Public Affairs team in Toronto:  
[socialmedia@agnicoeagle.com](mailto:socialmedia@agnicoeagle.com) or 1-647-260-3760.




September

Site service Day Shift 2019-05-09 Randy Schwardt

AGNICO EAGLE  
MELIADINE

Safety Meeting Topic:

Caribou migration protocol

Name (Print)	Signature
David Lussier	David Lussier
MARINE DENIS	
Chris Kingan	
Alain Boudry	
CHRISTIAN BÉLOMIEUX	Christian Belomieux
Daniel Bouché	Daniel Bouché
<del>Alain Bouché</del> Alex Lavoie	Alex Lavoie
MARCO CAPRIO	Marco Caprio
Patrick Leduc	Patrick Leduc
Olivier Hamel	Olivier Hamel
EMMANUELLE KEOGH	Em. K.
Luke Issaluk	Luke Issaluk
David Bergeron	David Bergeron
Carl Paquette	Carl Paquette
Alex Chevalier-Martin	Alex Chevalier-Martin
Steve Boudry	Steve Boudry
Mathieu Cossette	Mathieu Cossette
Cassandra DeForge	Cassandra DeForge
Johnny Leduc	Johnny Leduc
Bradley IpKamette	Bradley IpKamette
Luciel Dupont	Luciel Dupont
FRANCIS MARLEAU	Francis Marleau
Karen Audebert	Karen Audebert
Melanie Harris-Lowe	Melanie H.
David Yergeau	David Yergeau

5/8/2019

"No Repeats" - Our Stepping Stone to ZERO HARM





## Toolbox Presentation

LOCATION: Portal / ORBIT  
Lunch Room DATE: 2019-06-21

**MEETING (DÉTAILS) :**

# Caribou Migration Protocol

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## ENVIRONMENTAL TOPIC

Fill out this form, attach the minutes and handouts

**Department: E&I**

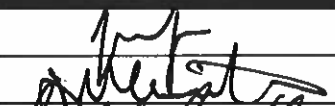
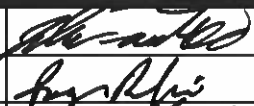
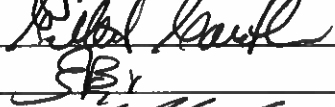
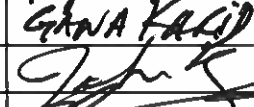

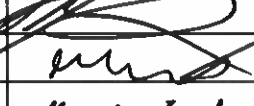
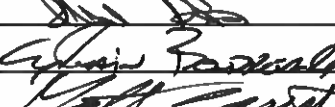
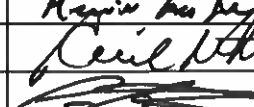
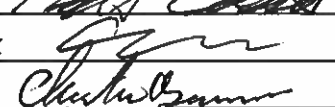
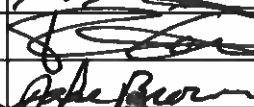
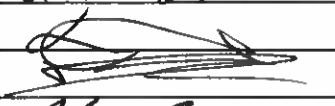

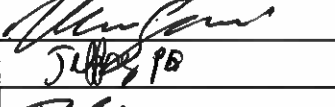
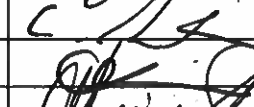
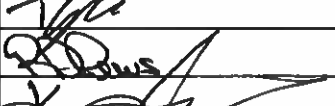

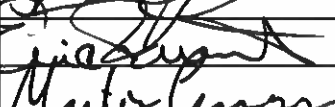
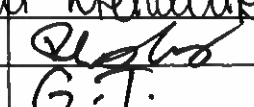
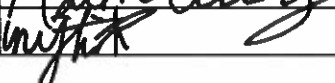
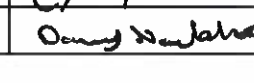


**DATE: June 25, 2019**

**Supervisor: Eric Parent, Jeffrey Pratt, Josh Bazar**

**MEETING (DÉTAILS) :**

**Topic: Monthly Environment awareness topic**

**Environmental Discussions/Concerns: Caribou**

NAMES (PRINT)	SIGNATURE	NAMES (PRINT)	SIGNATURE
JOSH BAZAR		John Viebe	
Jeff Bazar		Ken Phuc	
Kelley Haukei		KARIM GANA	
Rim Kamir Bouaouina		John Lapana	
Veronica Martynovsk		Timmy Maro	
Danish Bergson		MICHEL POUPAUD	
Stéphane Boko		Kevin Lavelle	
Sylvain Boudreau		Cecil White	
Mathieu Cossette		Philippe Labrecque	
DANIEL BÉLAK		FRANK COOPER	
CHRISTIAN BEAUMIER		JACK BROWN	
Kim Champagne		Jean Dumas	
DEJUDA DOMIN		DANIEL DUBÉLAK	
MARCO CAPRIO		ERIC DEFEU	
Jeffrey Park Bellera		Cedrick Dubois	
Troy Pine		Maxime Laiselle	
Danish Bergson		Keith Smith	
Jay Camphong		Melanie Boudreau	
ERIC PARENT		Philippe Tanley	
Mathieu Gervais		Gabriel TikTak	
Nipi Uguik		DAVEY PAULAKKIC	





## Toolbox Presentation: Caribou Migration Protocol

LOCATION: Reoan office

DATE: 2-19-06-27

**MEETING (DÉTAILS) :**

## Caribou migration protocol (Day/Night)

[illegible]