

Appendix 25: 2021 Toolbox Presentations

Table 1 - 2021 Toolbox Presentation Totals

Toolbox Topic	Presentation Total
Mandatory Use of a Spotter	43
Spill Mitigation	6
Waste Segregation	38
Caribou Migration	42
Raptor Nesting	4
Foxes	18

ENVIRONMENTAL TOPIC – MANDATORY SPOTTER TRANSPORT OF TOTES, DRUMS, AND CHEMICAL BAGS

Spills Overview

- Some spills must be reported within 24hrs to the Government of Nunavut. In the Environment Department, we refer to these as “reportable spills”.
- Environment must be notified of any spill, regardless of quantity or material, so we can determine if it is “reportable”.

	2019	2020	2021
Reportable Spills	24	24	1
Fork-related Spills	5 (21%)	7 (29%)	?

The goal is to reduce the number of reportable, fork related spills in 2021.



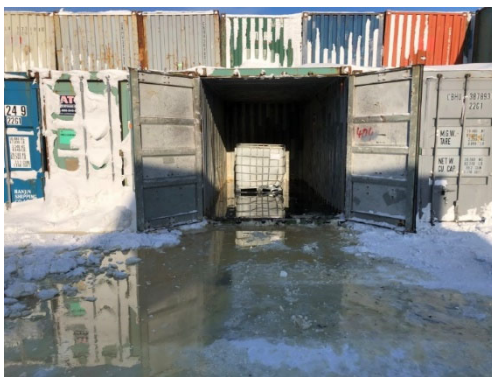
We need your help to work towards reducing fork related spills in 2021



AGNICO EAGLE
MELIADINE

- Procedure has been updated to include the **mandatory use of a spotter** when using forked equipment to transport totes, drums, chemical bags, etc.
- Forklift training has been adjusted to put more focus on spill prevention
- Toolbox meetings will be held to review the procedure, and discuss other solutions/ideas with operators and supervisors.

**DON'T LET IT HAPPEN TO YOU. USE A SPOTTER. INSPECT YOUR WORK AREA.
TAKE YOUR TIME.**

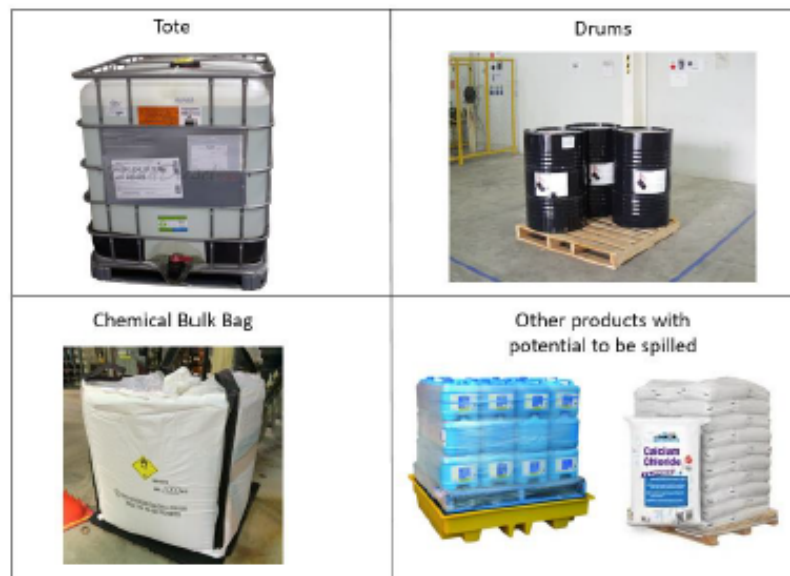


Procedure Review

Handling Totes & Barrels With Forked Equipment

General Information

A spotter is **MANDATORY** for the movement of all totes, drums, chemical bulk bags, or any product transported by forked equipment, which has the potential to be spilled, when the transport is occurring outside of a building or secondary containment area.



[I:\Environment Department\01 - Meliadine Environmental Protocols\Spill Prevention\Mandatory Use Of A Spotter](#)



Procedure Review Summary



AGNICO EAGLE
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- ➔ Ask yourself “Is it a spillable substance? (liquid, powder, hazardous)”
 - If yes, call for a spotter to assist – This could be someone from your department, someone nearby or your supervisor.
- ➔ Use appropriate forks
 - If forks extend past the back of the load, either change to 42” forks, or ensure you do not puncture material behind the load.



- ➔ Inspect surroundings
 - Look for obstacles, snow drifts, know your route from Point A to Point B.
- ➔ Secure the load
 - Use straps to secure drums on a pallet before transport.
- ➔ Take your time
 - Don't rush to pick up a tote. Make sure you are properly aligned.



Spill Action Plan

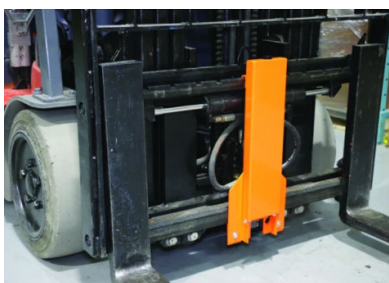


AGNICO EAGLE
MELIADINE

Developing ideas and conducting trials for different methods to reduce fork related spills.

We want worker input for ideas on reducing these spills! Has anyone used other methods/products at other work sites?

Fork Cameras



Rubber Covers?



Laser Alignment?



Send your ideas, suggestions, comments to meli.environment@agnicoeagle.com, or come chat on the 3rd floor MSB!



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

Stop the spill (if safe)

- ▶ If a spill is occurring, check for danger to yourself and others first. (e.g. potential ignition sources, chemical exposure)
- ▶ If safe to do so, stop the activity causing the spill (e.g.. shut down the equipment, close the valve, locating leaks, plugging leaks, etc.).
- ▶ If you cannot stop a leak with the materials you have on hand, use a Leak Control Kit



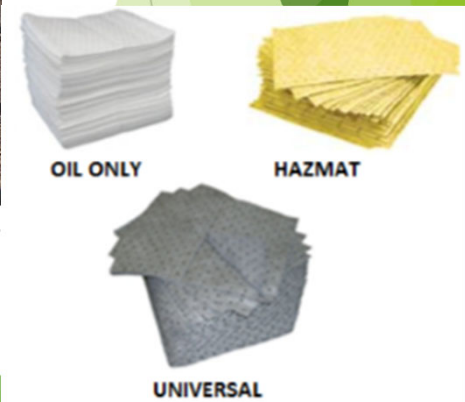
Contain the spill

- 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..).



Spill Kits

- ▶ **Vehicle Spill Kits** - Need to be present in all pieces of mobile equipment
 - Contents that should be included:
 - Absorbent matting/pads
 - Absorbent socks/booms
 - Gloves
 - HAZMAT bag



Spill Kits

► **Fuel Station Spill Kits** - Need to be staged at all fueling stations

○ Contents that should be included:

- Absorbent matting/pads
- Absorbent socks/booms
- Gloves
- Goggles
- Zip ties
- HAZMAT bag



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 intelx.
- ▶ 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.

All Spills need to be reported to
the Environment Department

Meliadine Gold Project
Spill Report Form

Everyone is responsible for
cleaning their spill

	Type of Incident		Spill			
	Date of spill					
	Time of Spill					
	Date of Spill Report					
	Department					
Employee Involved						
Supervisor Involved						
Contractor Involved						
Probability of Incident		Very Low	Low	Medium	High	Very High
General Location						
Exact Location		Easting:		Northing:		
Equipment Type						
Material Spilled						
Concentration (if applicable)						
Estimated Quantity						
Duration of Spill						
Area Contaminated (m2)						
Description of the Incident						
Description of Immediate Corrective Action						
Spill Kit Used		Yes	No			
Spill Kit Refilled (if applicable)		Yes	No			
Environmental Personnel Contacted/ Employees Involved in Cleanup:						
Date at the End of Cleanup						
Disposal Location of Contaminated Material						
Estimated Quantity of Contaminated Material						
Probable Root Cause:		Equipment Malfunction		Human Error		
Maintenance		Improper Storage		Work Procedure Not Followed		
Equipment Failure		Natural Event		Other:		
Action to be Taken to Reduce Risk of Similar Event in the Future						

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, landfarms, hazmat shipping, lost time).
- ▶ Spills are reportable, regardless of quantity, if they discharge to a waterbody.



Canada

NT-NU SPILL REPORT

OIL, GASOLINE, CHEMICALS AND OTHER HAZARDOUS MATERIALS

NT-NU 24-HOUR SPILL REPORT LINE

TEL: (867) 920-8130

FAX: (867) 873-6924

EMAIL: spills@gov.nt.ca

REPORT LINE USE ONLY

A	REPORT DATE: MONTH - DAY - YEAR		REPORT TIME		<input checked="" type="checkbox"/> ORIGINAL SPILL REPORT, OR <input type="checkbox"/> UPDATE # TO THE ORIGINAL SPILL REPORT	REPORT NUMBER
	OCCURRENCE DATE: MONTH - DAY - YEAR		OCCURRENCE TIME			
B	LAND USE PERMIT NUMBER (IF APPLICABLE)		WATER LICENCE NUMBER (IF APPLICABLE)			
C	GEOGRAPHIC PLACE NAME OR DISTANCE AND DIRECTION FROM NAMED LOCATION					REGION
D						<input type="checkbox"/> NWT <input type="checkbox"/> NUNAVUT <input type="checkbox"/> ADJACENT JURISDICTION OR OCEAN
E	LATITUDE		LONGITUDE			
	DEGREES	MINUTES	SECONDS	DEGREES	MINUTES	SECONDS
F	RESPONSIBLE PARTY OR VESSEL NAME		RESPONSIBLE PARTY ADDRESS OR OFFICE LOCATION			
G	ANY CONTRACTOR INVOLVED		CONTRACTOR ADDRESS OR OFFICE LOCATION			
H	PRODUCT SPILLED		QUANTITY IN LITRES, KILOGRAMS OR CUBIC METRES		U.N. NUMBER	
	SECOND PRODUCT SPILLED (IF APPLICABLE)		QUANTITY IN LITRES, KILOGRAMS OR CUBIC METRES		U.N. NUMBER	
I	SPILL SOURCE		SPILL CAUSE		AREA OF CONTAMINATION IN SQUARE METRES	
J	FACTORS AFFECTING SPILL OR RECOVERY		DESCRIBE ANY ASSISTANCE REQUIRED		HAZARDS TO PERSONS, PROPERTY OR EQUIPMENT	
K	ADDITIONAL INFORMATION, COMMENTS, ACTIONS PROPOSED OR TAKEN TO CONTAIN, RECOVER OR DISPOSE OF SPILLED PRODUCT AND CONTAMINATED MATERIALS					
L	REPORTED TO SPILL LINE BY	POSITION	EMPLOYER	LOCATION CALLING FROM	TELEPHONE	
	ANY ALTERNATE CONTACT	POSITION	EMPLOYER	ALTERNATE CONTACT	ALTERNATE TELEPHONE	
M			LOCATION			
REPORT LINE USE ONLY						
N	RECEIVED AT SPILL LINE BY	POSITION	EMPLOYER	LOCATION CALLED	REPORT LINE NUMBER	
	STATION OPERATOR		YELLOWKNIFE, NT	(867) 920-8130		
LEAD AGENCY <input type="checkbox"/> EC <input type="checkbox"/> DCG <input type="checkbox"/> NWT <input type="checkbox"/> GN <input type="checkbox"/> LA <input type="checkbox"/> NAC <input type="checkbox"/> NEB <input type="checkbox"/> TC			SIGNIFICANCE <input type="checkbox"/> MINOR <input type="checkbox"/> MAJOR <input type="checkbox"/> UNKNOWN		FILE STATUS <input type="checkbox"/> OPEN <input type="checkbox"/> CLOSED	
AGENCY		CONTACT NAME		CONTACT TIME		REMARKS
LEAD AGENCY						
FIRST SUPPORT AGENCY						
SECOND SUPPORT AGENCY						
THIRD SUPPORT AGENCY						

Reportable spill quantity - examples

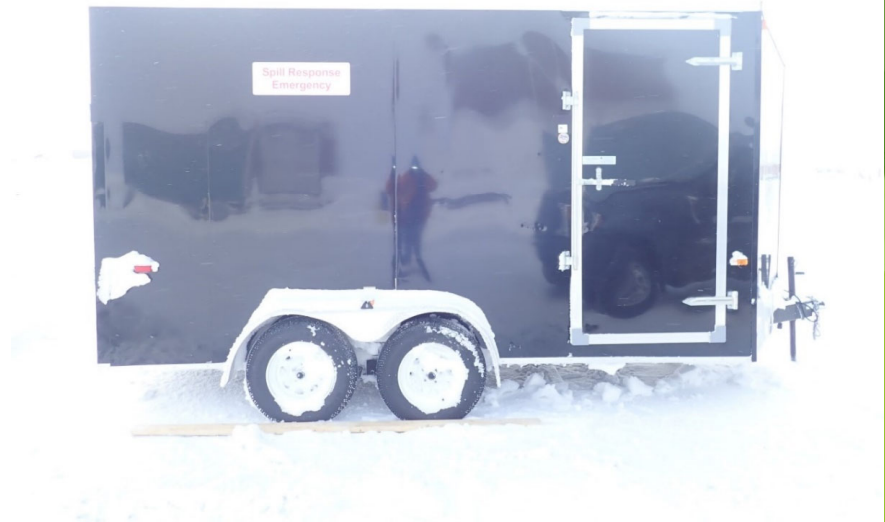
TDG Class	Substance	Compulsory Report Qty
1	Explosives	Any amount from 100L tank
2.3	Compressed gas	Any amount from 100L tank
3	Hydrocarbons (diesel, petrol)	100L
6.1	Poisons	5L or 5kg
8	Corrosives (acids)	5L or 5kg
Other	Saline Discharge Water	100 L

Major Spills at Meliadine



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

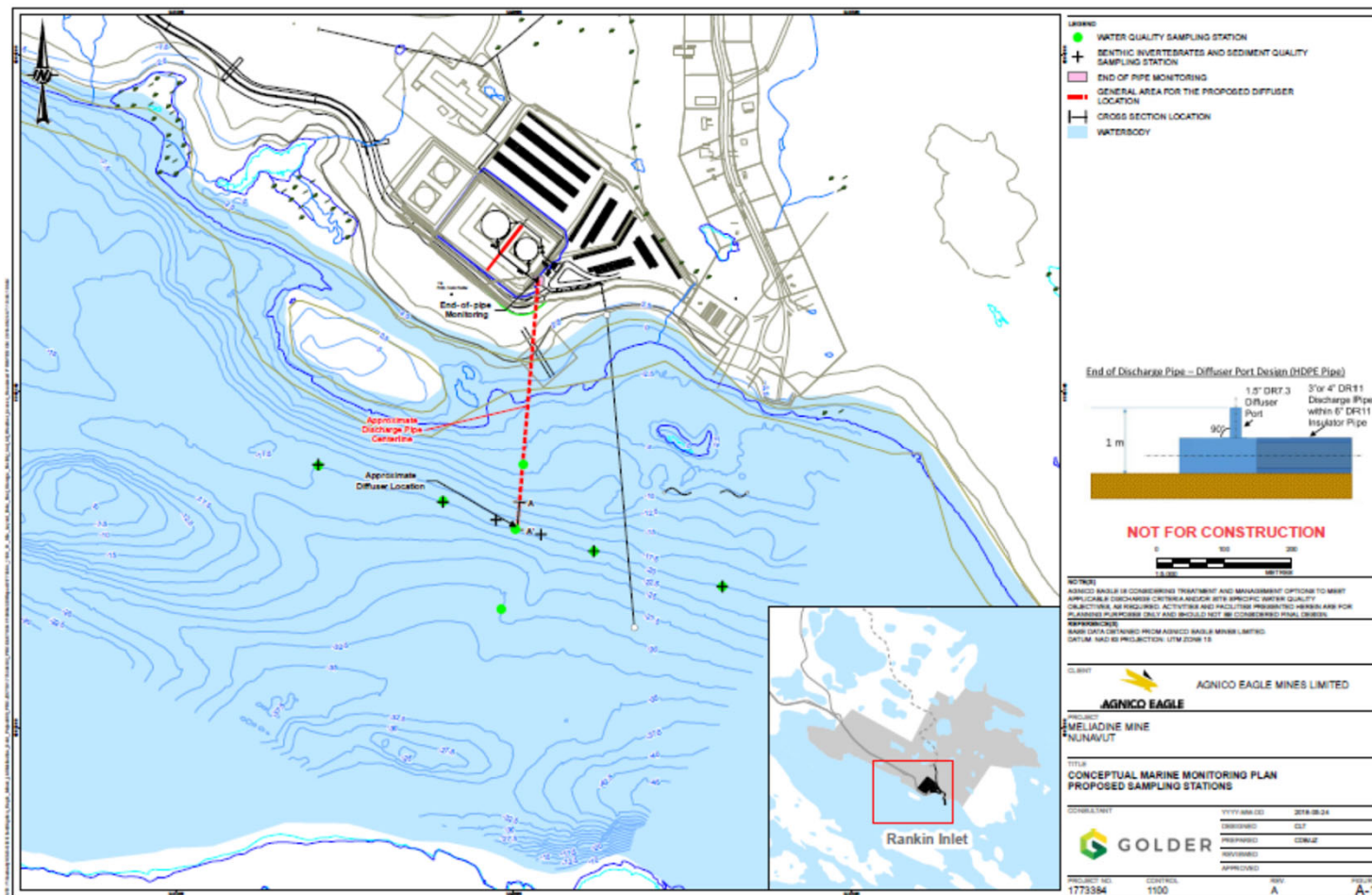
- ▶ In the event of a saline spill notify the environmental department. There are three general locations of spills.
- ▶ Spills at Meliadine mine
 - ▶ Evaluate the quantity and location of the spill. If possible spilled water should be picked up and discharged to saline pond if reasonable.
 - ▶ Each 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

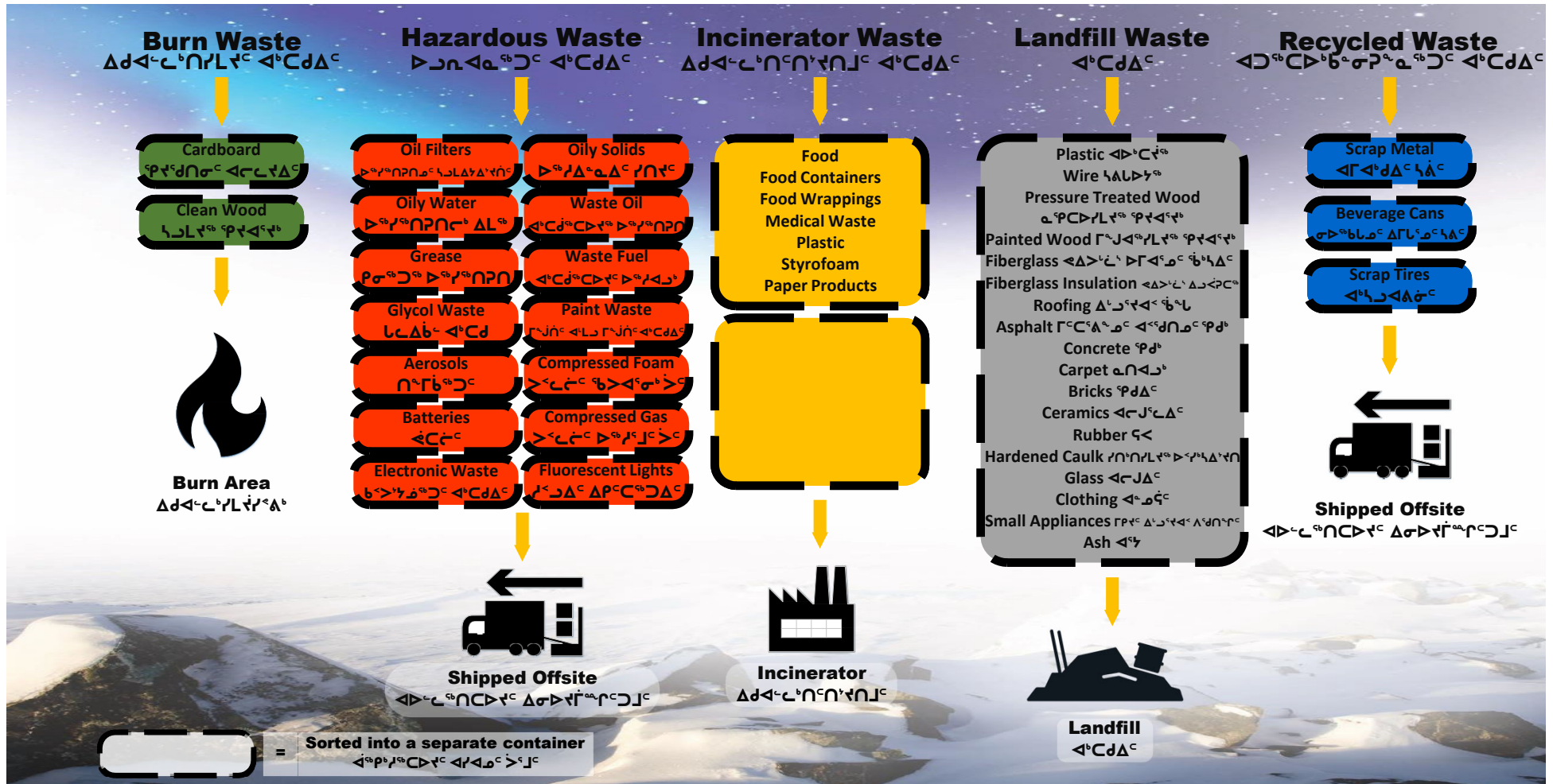


Questions



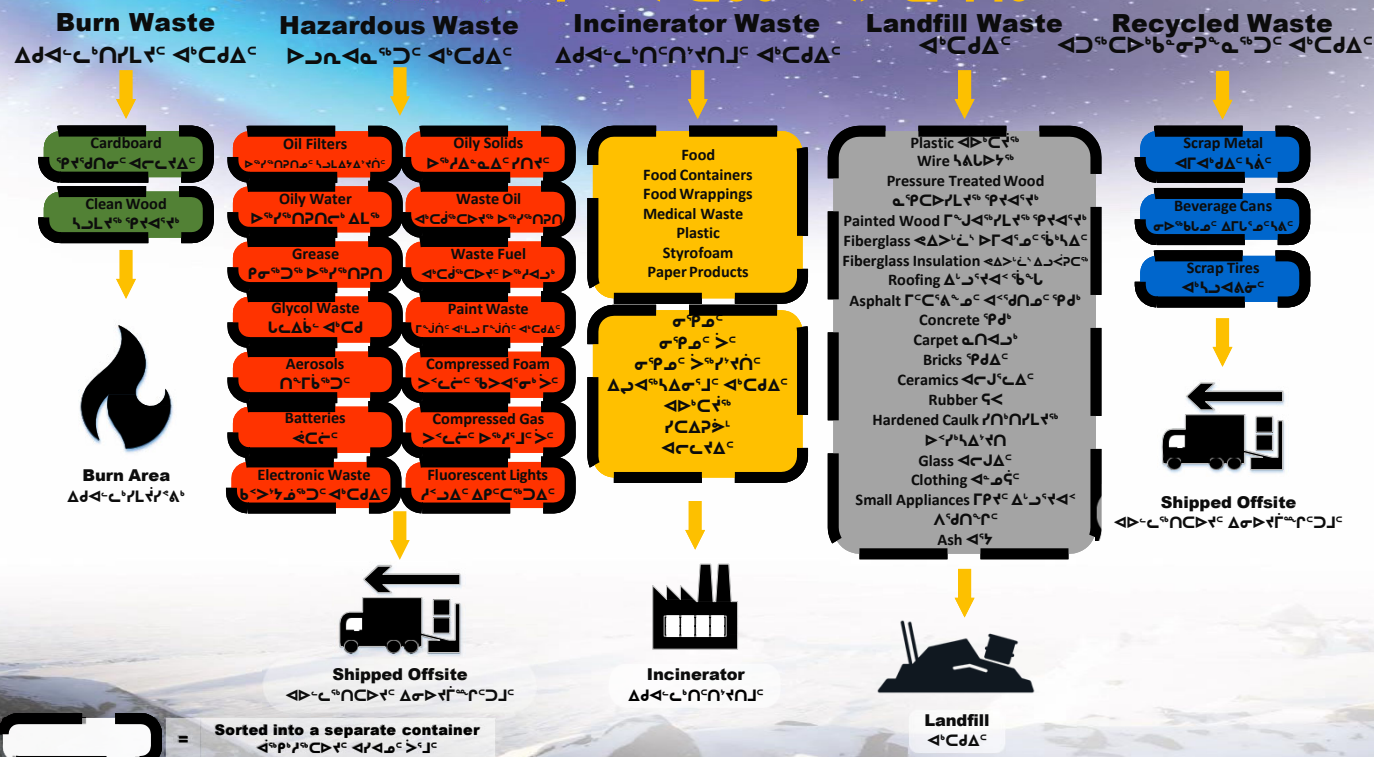
Meliadine Waste Management

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Meliadine Waste Management

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 $\Delta^{\alpha} C^{\alpha} \sigma^{\alpha} \Delta^{\alpha} \Delta^{\alpha} C^{\alpha} \eta^{\alpha} \sigma^{\alpha}$





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Landfill
 $\triangleleft^b C d \Delta^c$

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

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$$\Delta \Gamma \Delta^b \partial \Delta^c \zeta \dot{\Delta}^c$$


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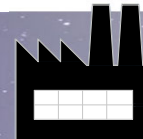
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Shipped Offsite

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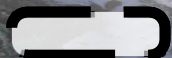
Sorted into a separate container



$\sigma^c \rho^c$
 $\sigma^c \rho^c \rightarrow^c$
 $\sigma^c \rho^c \rightarrow^{c_b} \rho^c \rightarrow^c$
 $\Delta \rho^{c_b} \Delta \sigma^c \rightarrow^c \Delta^b C d \Delta^c$
 $\Delta \Delta^b C \rightarrow^{c_b}$
 $\rho^c \Delta \rho^c \rightarrow^c$
 $\Delta^c \rho^c \Delta^c$



Incinerator



Sorted into a separate container

 $\Delta^a P^b \gamma^c C \Delta^d \gamma^e C^f \Delta^g \gamma^h C^i \Delta^j \gamma^k C^l$

[illegible]

= Sorted into a separate container
 $\langle \alpha_0^{\text{pr}}, \beta^{\text{CD}} \rangle^c \prec^c \langle \gamma^{\text{CD}}, \delta_0^{\text{C}} \rangle^c \succ^c \beta^c$

‘ပုဒ်ပုဂ္ဂိုလ်’ ခြေလှမ်း



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Burn Area

Sorted into a separate container

ΔΓΛΔΡΨΔΨΔΨ

σ▷ΨΒΛΨΔΓΛΨΨΔΨ
Beverage Cans

‘Pop Cans’

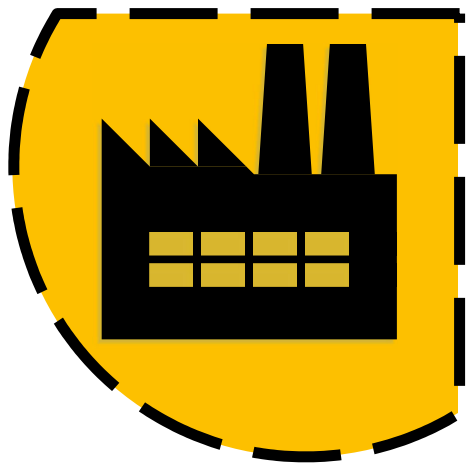




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ፖሎፕስቴር ሽፍፍፍ ለፖሎፕስቴር Incinerator Waste

- Food
- Food Containers
- Food Wrappings
- Medical Waste
- Plastic
- Styrofoam
- Paper Products



σ^cρσ^b Δ^bCd^cΔ▷₇Δ^cΔ^bρ^c▷^cΔ^b

Γ^cC^aΔ^a⊂^cΔ^cdN^c⊂^cp^b a^cpC▷/L^ab^c⊂^cp^cΔ^cΔ^b

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Landfill Waste



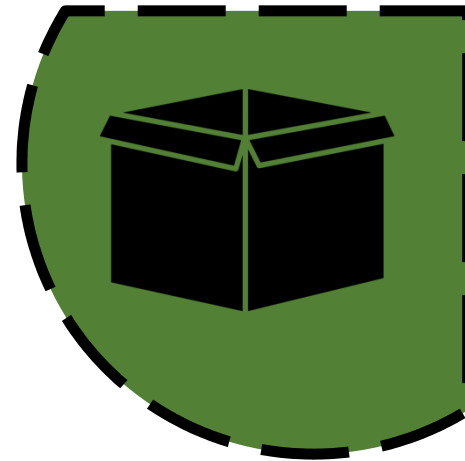
Plastic Wire Fiberglass Roofing
Asphalt Concrete Carpet Rubber
Glass Clothing

Hardened Caulk Empty Caulking Tubes Small
Appliances Fiberglass Insulation
Pressure Treated Wood Painted Wood
Incandescent Bulbs
LED Bulbs Ash Bricks Ceramics

NO FOOD GARBAGE

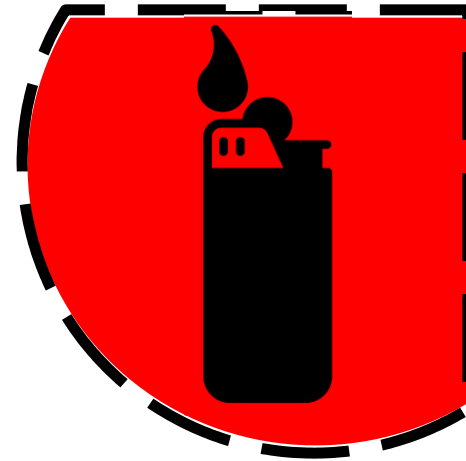


የጥጥረው ምርት Cardboard





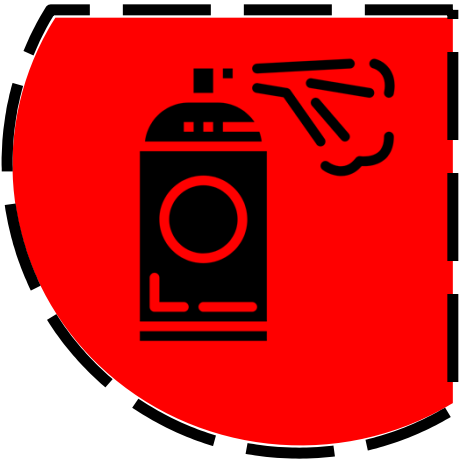
$\Delta^{\circ}\sigma^{\circ}$
Lighters



גלילי - רגלי ארבעים, פלסטק-גלילי

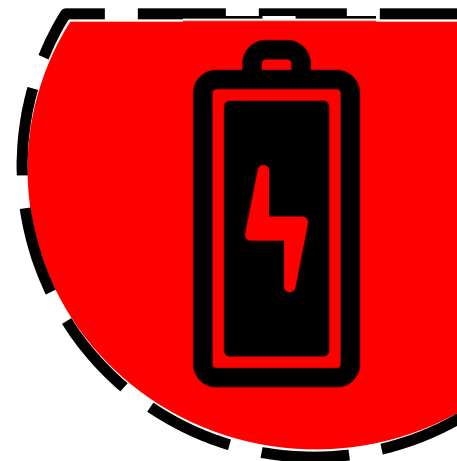
אֶרֶסוֹל
Aerosols

Examples – Paint Spray Can, Bug Spray



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Lithium Batteries

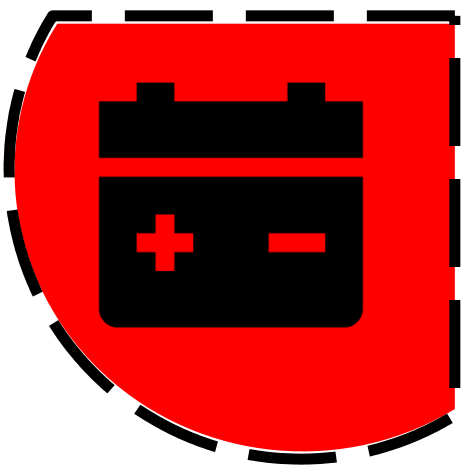


MOST rechargeable
batteries are lithium
(CHECK the label)



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ፖሊሽን ምርት Lead Batteries



‘Vehicle Batteries’
Small batteries can
contain lead
(CHECK the label)

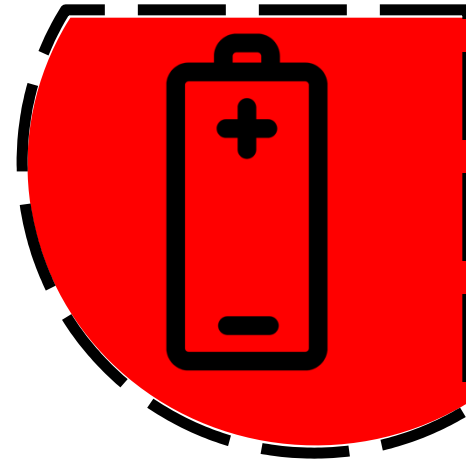


AA, AAA, C, D ድረስ 9V
አንድምልክቶች ለመቆጣጠር የሚያስፈልጉት
ተጠቃሚዎች ለመቆጣጠር
(በጠቅላላ ለሚገኙት የድረስ 9V)
ለመቆጣጠር AA, AAA, C, D ለሚገኙት 9V

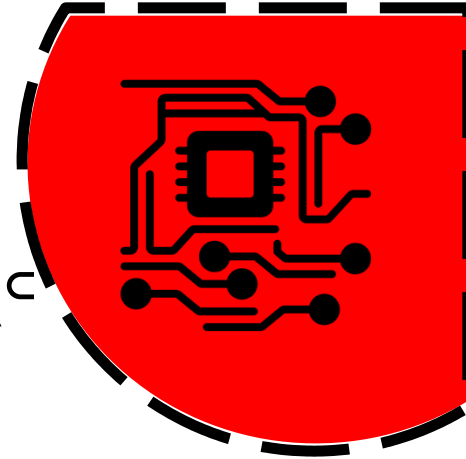
አልካላይን Alkaline Batteries

Disposable AA, AAA, C, D and 9V

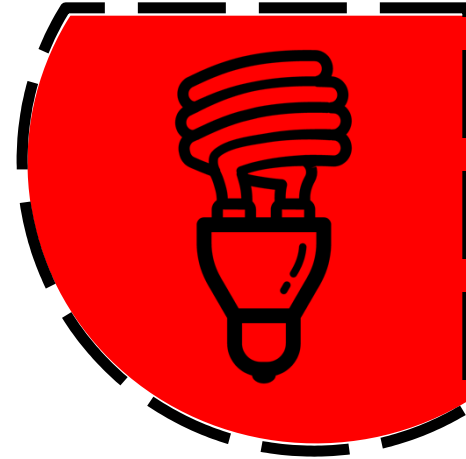
If you have AA, AAA, C, D or
9V batteries that are
rechargeable they are most
likely lithium batteries
(CHECK the label)



إلكترونيات مهتر Electronic Waste



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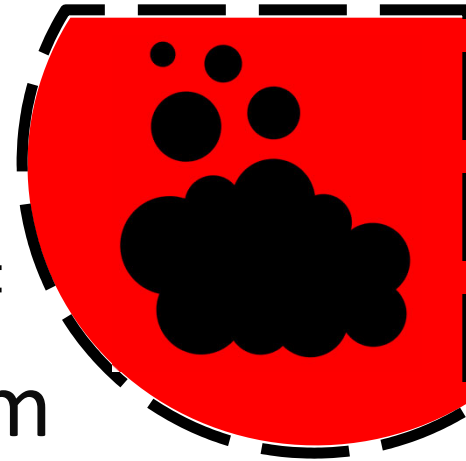


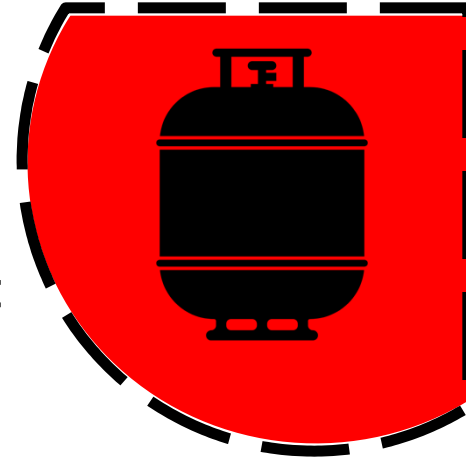
FLUORESCENT
Lights

LED and incandescent bulbs are non-hazardous and can be disposed of as Landfill Waste



Compressed Foam
Cylinders




$$\dot{\Delta}^b \dot{\Delta}^n - >^c \dot{\Delta}^e (> \dot{\Delta}^a)$$


COMPRESSED GAS CYLINDERS

Example - Propane



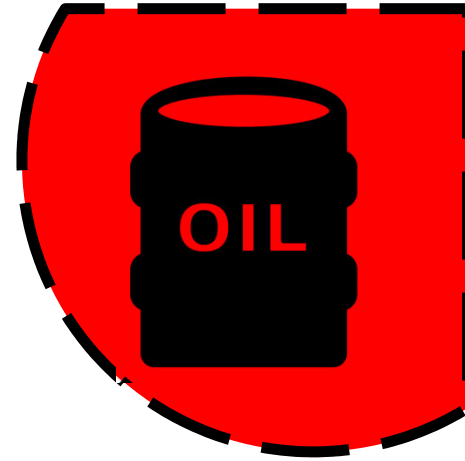


PAINT AND PAINT WASTE



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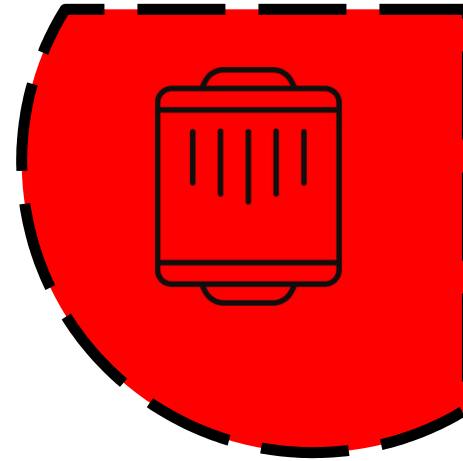
WASTE OIL



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OIL FILTERS





▷^{9b} ∫ Δ^a ∫ Δ^c ∫ ∩ ∫^c

Any material that has come in contact with diesel, petrol or oil:

Oily rags
Spill cleanup material Empty oil
containers Oily gloves
Used hydraulic hoses





MELIADINE CARIBOU MIGRATION PROTOCOL

Meliadine



AGNICO EAGLE



INTRODUCTION

➤ Migration period

- End of June to early July

➤ Migration Scale

- Groups of 1000 to 5000 animals (or greater) can cross Meliadine mine, and remain in the area for a period of approx. 3 to 10 days.

➤ Priority number 1

- Wildlife has the “right-of-way” on all roads
- Prevent human activities that could disturb the herd.
- Caribou will not be blocked or deterred from going through the Project

➤ Protocol – Migration Management

- Alert Levels (Level 1, Level 2, Level 3)
- Work/traffic suspension protocols



“CARIBOU MIGRATION ALERT” NOTIFICATION



Sean Arruda

Randy Schwandt;
 Meliadine Contractors;
 Meliadine;
 Jeff Tulugak;
 Jeff Hart;
 JCoutu;
 Kaludjak, Daniel;
 Luis Manzo;
 Clayton Tartak;
 Dale Coffin;
 David Kritterdik

FW: 2019-07-07-18h00 Caribou Survey

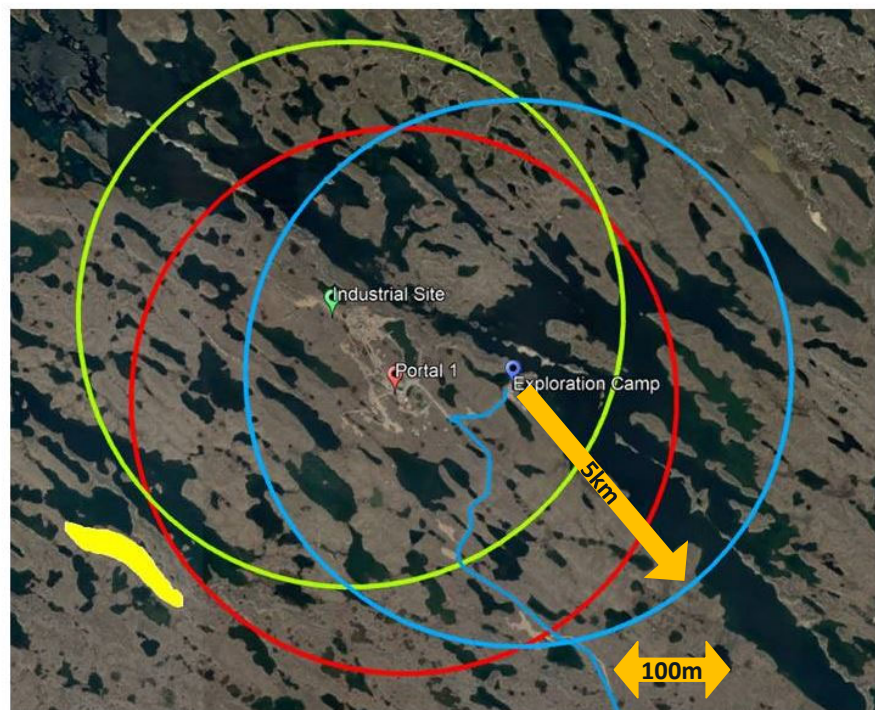
Good evening,

Industrial Site, Portal 1, Exploration Camp are open; the AWAR is open with a speed restriction of 30km/hr.

The environment department is working closely with regulatory agencies to manage the migration. Please respect the migration protocol. An update will be provided at 6:00am tomorrow morning.


Please be advised if 50+ caribou move within our footprint a level 3 may be initiated with short notice. Please be prepared for this possibility.

If you have any questions or concerns please don't hesitate to contact the environment team.



3x/day during level 3

Information you may find

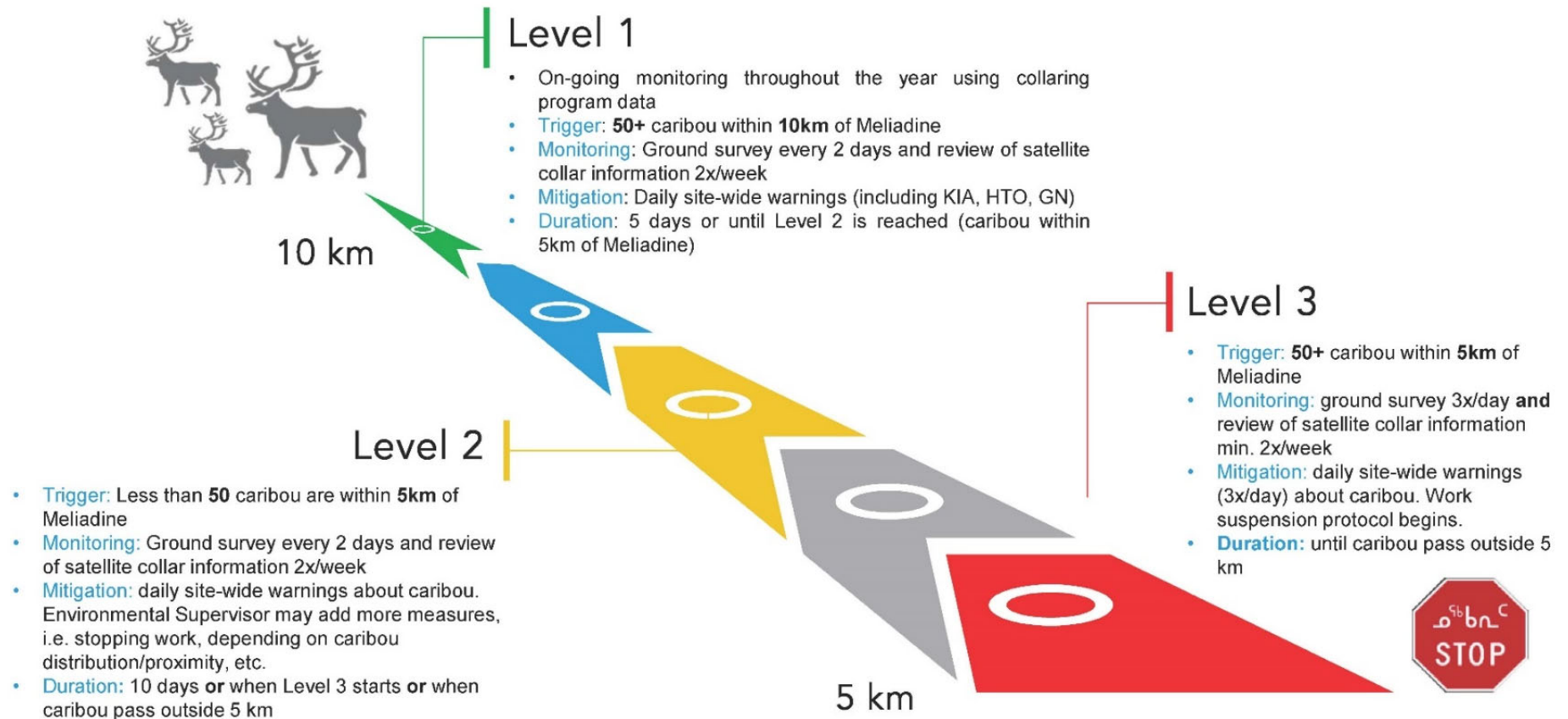
- Map – herd(s) location
- Estimated number of 
- Work suspension area
- Activities resuming
- Road restrictions
- Additional restrictions

To : Site wide, HTO, GN, CIRNAC and KIA

ALERT LEVELS– MELIADINE SITE



CARIBOU MONITORING



LEVEL 3 PROTOCOL: WORK SUSPENSION

WORK SUSPENSION MAY INCLUDE...



- Helicopter flights
- Drill operations off site (*when herd is within 5 km of their locations*).
- Underground Activities
 - Blasting
 - Hauling ore/muck to surface
 - Crew changes
- Surface mining/operations activities
 - Blasting
 - Transportation to mining areas
 - Hauling of material
 - Surface stockpiling of ore or waste with heavy equipment
 - Non-essential refueling of equipment.
 - Non-essential light vehicle traffic
- Surface construction activities
 - Outdoor construction development
 - Earthworks
 - Road construction
 - Structural work
 - Non-essential waste deposition
 - Refueling
 - Transportation of equipment.
- All outdoor work unless approved by environment
- Use of evaporators.



ESSENTIAL ACTIVITIES

➤ Essential activities allowed for site function and health and safety

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

All activities, not previously approved by the Environment Department, during a Level 3 migration alert will require approval by the Mine Manager or Acting Manager.

LIGHT DUTY WORK EXCEPTIONS

Some light duty work may continue during Level 3 if >50 caribou within the 5 km radius, but not within visual contact of the work area

➔ Example of Light Duties Approved in Previous Years

- No visual of caribou from the portals
 - waste and ore can be placed in the immediate vicinity of Portal 2, but no transport to Ore or Waste Stockpiles.
- Surface activities
 - Man lift, scissor lift, sucker truck, fuel truck
 - Manual power tools can be used outside building (ex. Carpentry, welding, painting, etc...)
 - Concrete pouring
 - Moving one piece of heavy equipment to a garage for maintenance purposes ONLY
 - Maximizing storage of dry tailings in the church, using a loader with the church doors closed
 - Feeding mill through buggy bin with Seacan Wall barrier

**Contact the Environment Department prior
to proceeding with any light-duty work!**

AWAR TRAFFIC SUSPENSION



According with IIBA/TEMMP, traffic will be suspended or stopped on the AWAR, when ≥ 50 caribou are within 100 m from the road
















- All vehicle traffic for transport will be suspended (road closure) 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, unless exception by KIA is provided).

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; a trailer will be following the convoy with toilets and tents are set in Itivia in case the road condition change during a crew change



✓	✗
 <p>YOU ARE RESPONSIBLE FOR YOUR ACTIONS AND POSTS Every post is a permanent record. Don't expect privacy.</p>	 <p>AVOID POSTING OUT OF FRUSTRATION commenting on controversial topics and joining negative conversations.</p>
 <p>CHOOSE DISCUSSIONS WISELY Use common sense and exercise good judgement in what you disclose or post.</p>	 <p>DON'T POST CONTENT THAT COULD EASILY BE VIEWED AS OBSCENE, threatening, intimidating, harassing or bullying.</p>
 <p>USE DISCLAIMERS Clearly state personal opinions posted via your personal social media accounts as your own and not attributable to Agnico Eagle - <i>"The views expressed here are my own and do not reflect the views of my employer."</i></p>	 <p>DON'T RESPOND TO QUESTIONS OR NEGATIVE COMMENTS on official company social media pages. Only the delegated social media spokesperson is permitted to respond.</p>
 <p>CHECK YOUR FACTS Be accurate. Fix mistakes immediately.</p>	 <p>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.</p>
 <p>ANONYMOUS POSTS do not excuse a breach of Agnico Eagle's Social Media Policy.</p>	 <p>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.</p>
 <p>YOUR FACEBOOK, LINKEDIN, TWITTER, INSTAGRAM, SNAPCHAT and any personal blogs should be consistent with your professional image.</p>	 <p>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.</p>
 <p>BE AWARE of the Terms of Service and Privacy for each social media site on which you participate.</p>	 <p>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.</p>
	 <p>AGNICO EAGLE'S LOGO AND TRADEMARKS may not be used without explicit permission in writing from the Company.</p>

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 or 1-647-260-3760.

September 2014

TAKE-AWAY

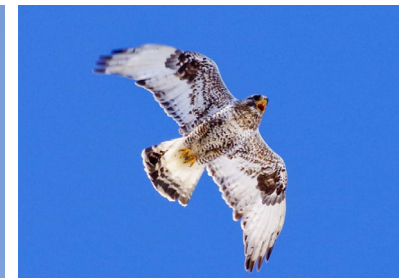


- Wildlife has the right of way
- Your supervisor will inform you of the migration alert level along with permitted activities on a day-to-day basis
- If you come across caribou within 100m from a road, you need to **STOP**, turn off your beacon light and wait until caribou move away. Do not back up as the back up alarm would disturb them (bring extra food/water with if you need to go on the road)
- Avoid posting photos on social medias and don't send pictures to your friends; protect yourself
- You'll have an update on the migration three times a day during critical time and restriction will be announced accordingly to the migration situation
- In doubt, call environment at any time to ask for information

**The environment department can be reached on the
'WATER MANAGEMENT' channel or at 4603202, 4603903,
4603925, 4603996**

Raptors of Nunavut

- What are 'Raptors'?
 - Not the dinosaurs or basketball team
 - **Raptor** is the term used to refer to **birds of prey**
 - Raptors include eagles, hawks, falcons, and owls
 - Please report any raptor sighting to the Environment Department right away



Raptor nesting and breeding period

- In the Meliadine region, raptors typically begin nesting in late April/early May

Table 13. Critical breeding period for RLHAs in NWT level III ecoregions. The egg incubation period is designated with E's while the nestling period is indicated by N's.

Ecoregion	May			June			July			August			September		
High Arctic (ESTIMATED)					E	E	E	E	N	N	N	N	N		
Mid-Arctic (ESTIMATED)					E	E	E	E	N	N	N	N	N		
Low Arctic North (ESTIMATED)					E	E	E	E	N	N	N	N	N		
Low Arctic South (ESTIMATED)					E	E	E	E	N	N	N	N	N		
High Subarctic (ESTIMATED)				E	E	E	E	N	N	N	N	N	N		
Low Subarctic (ESTIMATED)				E	E	E	E	N	N	N	N	N	N		
High Boreal (ESTIMATED)			E	E	E	E	N	N	N	N	N	N	N		
Mid-Boreal (ESTIMATED)			E	E	E	E	N	N	N	N	N	N	N		

Table 21. Critical breeding period for PERAS in NWT level III ecoregions. The egg incubation period is designated with E's while the nestling period is indicated by N's.

Ecoregion	April			May			June			July			August			September		
High Arctic (ESTIMATED)							E	E	E	E	E	N	N	N	N	N		
Mid-Arctic							E	E	E	E	E	N	N	N	N	N		
Low Arctic North							E	E	E	E	E	N	N	N	N	N		
Low Arctic South							E	E	E	E	E	N	N	N	N	N		
High Subarctic							E	E	E	E	E	N	N	N	N	N		
Low Subarctic							E	E	E	E	E	N	N	N	N	N		
High Boreal (ESTIMATED)						E	E	E	E	E	E	N	N	N	N	N		
Mid-Boreal						E	E	E	E	E	E	N	N	N	N	N		

If you think you have seen these birds in the area, please inform the Environment Department on the 'CAMP' radio channel

Reporting Raptor Sightings

- We want to prevent nesting within our active pits and ponds
- Steeps walls/ledges are ideal nesting locations
- If eggs are laid we will need to avoid disturbing the nest, and this could affect mine production and surface activities
- The Environment Department should be notified if there are any potential sightings of raptors, so we can act now to prevent nesting



Types of deterrent methods

Noise Deterrents

Propane Noise Cannons



Electronic Sirens



Pen Launcher 'Bangers'

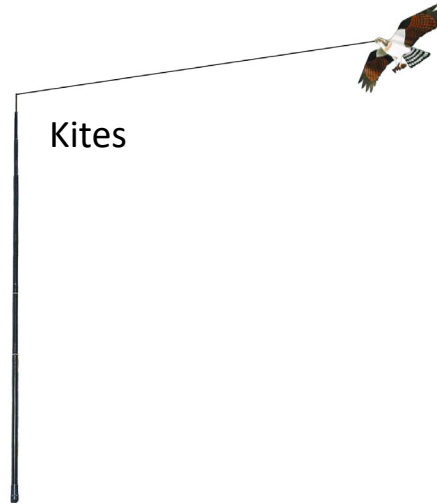


Visual Deterrents

Bright 'Large Eye' Balloons



Kites



Reflectors



Predator Decoys



Common Raptors of Nunavut

Peregrine Falcon



Rough-legged Hawk



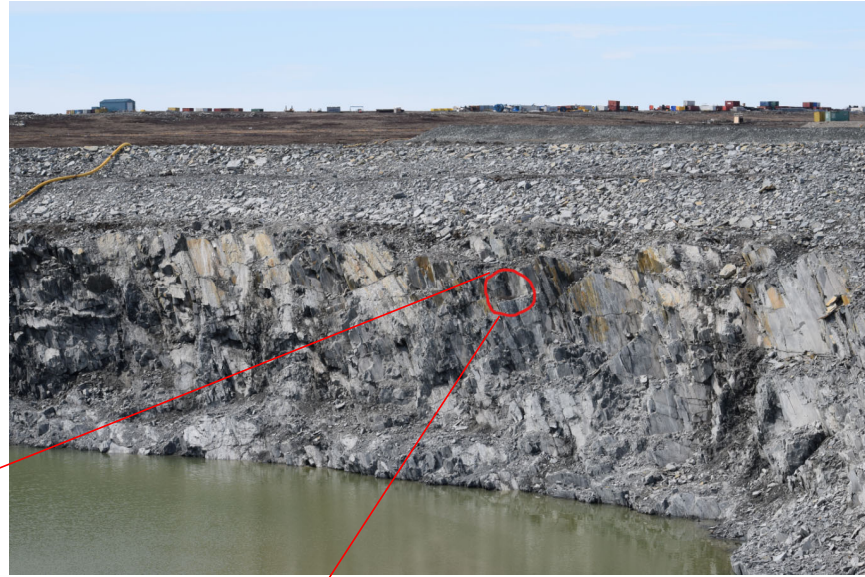
Gyre Falcon



Snowy Owl



Can you spot the nest in SP2?



Protecting the Artic Fox and Yourself

Fast Facts:

1. You are most likely to encounter foxes during breeding season (Feb-Mar)
2. During this period they are looking for food and partners
3. Foxes are keen hunters, but they will eat human food if available
4. Human food is deadly to foxes because they become dependent on it
5. The local fox population can carry Rabies
6. Rabies is fatal to humans if left untreated
7. Leaving food waste outside is bad for foxes and you

Wildlife Observation:

- If you see a fox, note the location and behavior and record it on the wildlife observation sheet.
- This data is used to monitor our impact on the local fox population and the effectiveness of wildlife management.

Safety:

- Be aware of your surroundings and do not approach foxes.
- If you see someone leaving food waste outside, report it to your supervisor.
- If the fox is acting aggressively, notify the environment department, or security if during night-shift.

How to help:

- Tell your supervisor if you need garbage bins in your work area
 - Keep food waste indoors (lunch rooms and buildings)
- Close building doors so foxes don't enter to find food
- Close seacan doors so foxes don't shelter in them
 - Using the wrong bin means food goes outside
- Use correct garbage bins to segregate waste
 - Do not pour coffee on the ground
 - Do not feed wildlife



Procedure: MEL-ENV-Problem Wildlife