



### Our Responsibility

We develop our projects and operate our mines in a manner that respects Indigenous rights and brings long-term benefits to their communities. We approach everything we do with an attitude of respect for the people, laws and cultures where we do business. In our activities on the land, we follow best practices to avoid or minimize negative impacts on the rights and interests of Indigenous communities.

### Our Commitment

Our [Safety and Sustainability Policy](#) articulates our commitment to Indigenous Peoples as part of respect for internationally recognized human rights. As a member of the World Gold Council, we commit to the **World Gold Council’s Responsible Gold Mining Principles – Principle 7**, which includes specific commitments to Indigenous Peoples in sub-principle 7.6, as follows:

- Respecting the unique histories, languages, cultures, knowledge, traditions and values of Indigenous Peoples and their contribution to the cultural and social diversity of the countries where we have a presence
- Recognizing the cultural importance of connections with the natural environment, including land, water, wildlife, and plants
- Recognizing the distinct nature and importance of Indigenous institutions in realizing the aspirations of Indigenous Peoples for their own development
- Seeking to obtain Free, Prior, and Informed Consent (FPIC) from Indigenous communities regarding activities at all stages of the project life cycle that may affect them

Responsible Gold Mining Principles	
	7.6 Indigenous Peoples

### Our Approach

Our Social Performance Management System (SPMS), together with other corporate standards, outlines the best practices that we undertake to engage with Indigenous Peoples. These include:

- Understanding the laws regarding the rights of Indigenous peoples in the countries where we operate.
- Identifying the Indigenous Peoples who exercise rights in our area of activity, and understanding how our activities may affect their lands, rights or interests.
- Designing our projects to avoid any physical relocation of Indigenous Peoples from their customary lands, and following international standards, such as [International Finance Corporation \(IFC\) Performance Standard Five](#), for relocation when it cannot be reasonably avoided.
- Fulfilling our role to engage with affected Indigenous communities early in the planning of activities to explain our plans, understand their interests, and seek their free, prior and informed consent.
- We approach engagement as a process of consensus-building that begins at the planning stage and seeks to establish a positive relationship, identify interests, resolve concerns and optimize mutual benefits. Our approach is flexible since the depth and scope of consultation will vary according to nature of the rights involved and how those rights might be affected by our proposed activities.
- Ongoing engagement with Indigenous communities near our operations to understand their traditional knowledge and values as well as economic, social and development aspirations of those communities and to contribute to their realization.
- Encouraging opportunities for training and local business development that enhance Indigenous people’s participation in our activities, either as employees or as suppliers.
- Providing training to employees and contractors interacting with Indigenous Peoples to promote cross-cultural understanding and respect for traditional languages, customs and practices.
- Protecting and helping preserve cultural heritage from adverse impacts of local activities.
- Local, community-level grievance mechanism.

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## Leadership

Indigenous community relations is a shared responsibility at all levels of our organization whose actions may contribute to positive outcomes, from the site to senior corporate leadership:

Our General Managers, Project Managers and Exploration team leaders have responsibility for working with Indigenous communities since their interaction is often an initial point of engagement.

Our Community Relations teams are responsible for designing and implementing the engagement plans and programs, and supporting the leaders involved with the activities on-site.

At the corporate level, functional responsibility resides with our Senior Vice-President, External Relations and management responsibility rests with the President.

Our Corporate Responsibility and Technical Committee (CRTC) of the Board of Directors has overall governance and oversight responsibility and receives updates on a quarterly basis.

We provide detailed annual disclosure of our engagement with Indigenous Peoples in our annual Sustainability report.



To learn more about our ongoing work with indigenous communities at our sites in Alaska, Chile, and Nevada, see our most recent [Sustainability Report](#).