

# BIODIVERSITY AND LAND USE

## OUR MANAGEMENT APPROACH

We undertake efforts to promote biodiversity conservation and rehabilitation in the areas where we operate. Our Environmental Policy establishes our commitment not to explore or develop mines in internationally designated protected areas.<sup>(1)</sup> We design, construct, and operate with the intention of minimizing our impacts on biodiversity throughout the mine lifecycle in order to preserve biodiversity and surrounding ecosystems for future generations. We employ a biodiversity conservation system, as part of a site-wide environmental management system, rooted in the mitigation hierarchy framework that first seeks to avoid all potential impacts on biodiversity, and then seeks to minimize, restore, or offset unavoidable impacts.

### Policy

- [Environmental Policy](#)

### Standards and Guidelines

- Biodiversity and Mine Closure Corporate Environmental Standard sets out minimum best practice requirements for the biodiversity conservation management system at each operation.
- Corporate Environmental Incident Management Standard contributes to highlighting necessary mitigation measures for species present in or around our mine sites according to conservation status.

### Plans, Programs and Initiatives

- We aim to generate a net neutral or positive impact on habitat and biodiversity over the mine-life cycle at each of our sites.
- Biodiversity management systems help sites manage biodiversity impacts during construction, operation, and closure. This includes species identification and monitoring activities, and may include relocation programs for certain flora and fauna species.
- Biodiversity baseline studies are conducted prior to the construction of new projects or significant changes in operations to identify critical or sensitive habitats and species.
- Biodiversity and community impact assessments are conducted prior to construction in new areas or developing new projects in order to identify threats to biodiversity from our operations.
- Engagement with Communities of Interest (COIs) on issues related to biodiversity conservation helps us manage our impacts and tailor our programs to include community interests and local knowledge.
- Training is provided to relevant employees, contractors, and community members regarding the biodiversity management plans and conservation objectives.

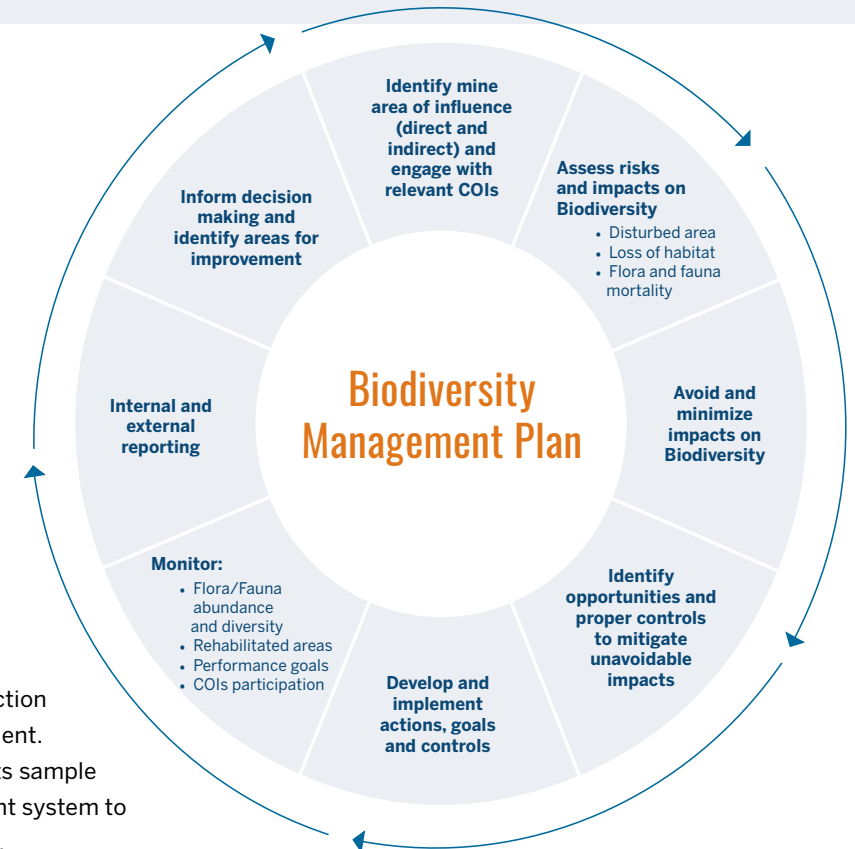
- Progressive reclamation restores biodiversity by rehabilitating disturbed areas no longer required for mining activities.

### Monitoring and Evaluation

- The Mining Association of Canada's Towards Sustainable Mining Biodiversity Conservation Management Protocol is used by operations to self-assess performance and implement action plans for continuous improvement.
- Corporate Environmental Audits sample and review the site management system to identify areas for improvement.
- Site inspections and biodiversity monitoring are conducted regularly to track the performance of the management system.

### Accountability

- The General Manager at each operation is responsible for implementing the Biodiversity and Mine Closure Corporate Environmental Standard.



- The Vice President of Environment oversees and is responsible for biodiversity management for the Company.
- The Board Health, Safety and Environment, and Communities and Sustainable Development committees have oversight of matters related to biodiversity practices.

(1) Defined as areas listed on the UNESCO World Heritage List, the International Union for Conservation of Nature (IUCN) Green List, and/or other officially protected areas.