



SUSTAINABLE DEVELOPMENT CHARTER OF MINING COMPANIES WORKING IN QUÉBEC

The Sustainable Development Charter of Québec's mining sector is an initiative of the Québec Mining Association (QMA) and its members. It covers all activities in the mining life cycle.

The Charter reflects the QMA's mission to promote, support and proactively develop a responsible, committed and innovative mining industry. It is based on the values of respect, transparency, responsibility and teamwork with which QMA members are required to comply.

Based on their status as an important driving force for socio-economic development in Québec and in light of the progress made in recent years in the field of sustainable development, the QMA wishes to ensure that mining companies working in Québec adopt the best practices in the field of corporate social responsibility in order to maintain an innovative and competitive mining industry.

The development of the Charter is part of a comprehensive process of ongoing improvement and reflects the decision by the QMA and its members to commit to the Towards Sustainable Mining (TSM) initiative. The main objective of the initiative is to ensure that the mining industry meets society's need for minerals and metals in a way that is socially, economically and environmentally responsible

COMMITMENTS

Aware of the impacts and benefits of its activities in Québec—from the exploration to the site rehabilitation stage—the mining industry strives to act in a way that is respectful of workers, communities and the environment. In keeping with this approach, the QMA and its members undertake to:

- 1. Adopt and implement ethical business practices**, based on the introduction of rigorous governance processes and the adoption of policies or codes governing the conduct of the mining industry and its employees.
- 2. Be accountable for their activities and potential impacts** by proactively managing risks and potential incidents inherent in the mining industry, and by planning and implementing diligent responses to mitigate the consequences or remedy the situation.
- 3. Maintain open and ongoing relations with other stakeholders** in a transparent and proactive way, by communicating clear, relevant and sufficient information on mining industry activities and establishing inclusive mechanisms for dialogue.
- 4. Contribute actively to environmental protection and biodiversity conservatio**, in accordance with the regulations in force, by promoting the establishment of practices that go beyond the legal requirements and reduce the industry's environmental footprint.
- 5. Cohabit harmoniously with communities** by respecting their culture and customs, and by adopting measures to optimize local benefits while minimizing the disturbance and constraints created by the mining industry's activities and facilities.
- 6. Ensure the wellbeing of employees** by providing a safe working environment, competitive conditions of employment, and a fair and respectful workplace offering opportunities for professional development.

French version adopted by the Board of Directors, June 6, 2015.