

Golden Rules


The Golden Rules are quite similar amongst the operations and projects with minor differences between open-pits, underground mines and projects. More differences are noticeable for exploration.

Table 3: IAMGOLD Golden Rules

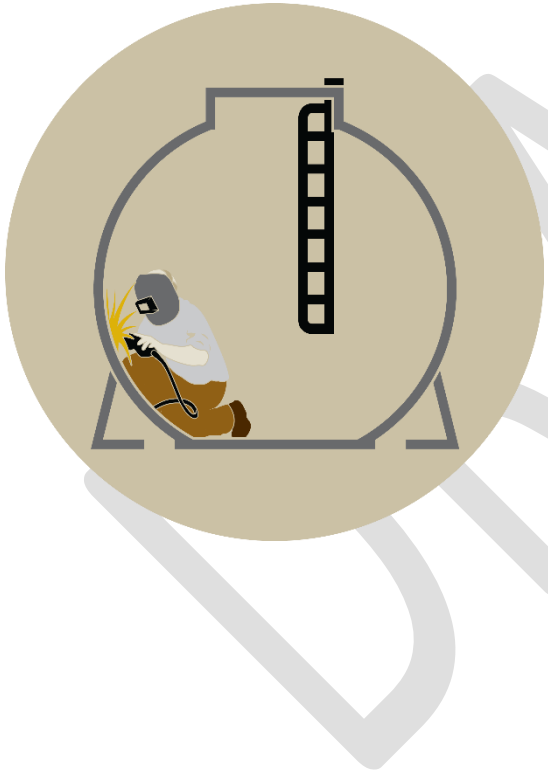
	Operation	Project/Construction	Exploration
1. Mobile Equipment	✓	✓	✓
2. Confined Spaces	✓	✓	
3. Working at Heights	✓	✓	
4. Energy Control	✓	✓	✓
5. Lifting and Rigging	✓	✓	✓
6. Chemical and Hazardous Substances	✓	✓	✓
7. Safeguarding of Equipment	✓	✓	✓
8. Excavation and Trenching	✓	✓	
9. Ground Control	✓ (UG)		
10. Remote or Isolated Work	✓	✓	✓
11. Natural Hazards			✓
12. Personal Security			✓
13. Seat Belts & Speed Limits	✓	✓	✓

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Table 4 – IAMGOLD GOLDEN RULES

Icon & Primary Text	Guidance
<p style="text-align: center;">Mobile Equipment</p> <p style="text-align: center;">Obtain authorization prior to entering a controlled area. Maintain awareness when working in proximity to mobile equipment</p> 	<p>Entering a controlled area – or working in proximity to mobile equipment – is an at-risk situation with the potential for a significant incident.</p> <p>Controlled area – an area designated exclusively for mobile equipment that requires authorized access for pedestrians, and may include signs, markings or barriers.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • never place themselves in the pathway of mobile equipment, • confirm the precautions and controls prior to entering a ‘controlled area’ – or working in proximity to mobile equipment, • only enter a ‘controlled area’ with proper authorization, • used approved signaling methods and communication, • follow the instructions of the flagman or the person-in-charge, and • Maintain ‘line of sight’ with mobile equipment operators. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • define the ‘controlled area’, • ensure that no person enters and work in the ‘controlled area’ without authorization, and • Confirm that signaling methods and communications are agreed on and understood.

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Icon & Primary Text	Guidance
<p style="text-align: center;">Confined Spaces</p> <p style="text-align: center;">Obtain authorization prior to entering a confined space</p> 	<p>Confined Space – An enclosed or partially enclosed space that is at atmospheric pressure during occupancy and is not intended or designed for human occupancy primarily as a place of work or repeated entry, and is liable at any time to:</p> <ul style="list-style-type: none"> • have an atmosphere, which may contain potentially harmful levels of a contaminant; • have an oxygen deficiency or excess; • cause engulfment or entrapment; and • Could have restricted means for entry and exit. <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • be authorized to enter a confined space, • confirm with the supervisor or person-in-charge the entry and work permit requirements, and • Follow the requirements of the work permit. <p>Attendants must:</p> <ul style="list-style-type: none"> • approve and control access to a confined space, • establish and maintain communication with employees and contractors while in the confined space, and • Know and activate the rescue plan in a case of emergency. <p>Supervisors or Persons-in-Charge must confirm that:</p> <ul style="list-style-type: none"> • the requirements of the work permit are in place, • a qualified attendant is always present when employees or contractors are in a confined space, • must confirm the existence of a rescue plan and available rescue resources, • appropriate testing is carried out pursuant to the work permit, • when the activities or conditions change, reassess and amend the work permit if necessary, and • Risks are identified and controlled prior to entry and during the work.

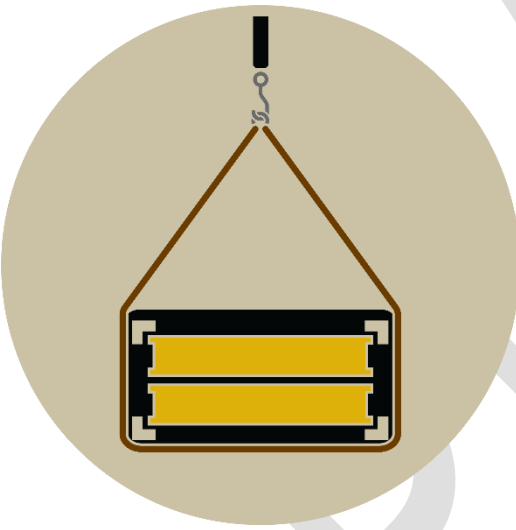
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Icon & Primary Text	Guidance
<p style="text-align: center;">Working at Heights</p> <p style="text-align: center;">Obtain authorization prior to working at heights outside of a 'protective environment'</p>  <p style="text-align: right; font-size: small;">Working at Heights</p>	<p>Working at heights – Any work done at a height of over 1.8 meters or more above a surface. This distance is measured from the floor or the ground to the point where the worker resides.</p> <p>It includes:</p> <ul style="list-style-type: none"> Any work having access to an open side of a raised floor, mezzanine, balcony, gallery, landing, platform, walkway, stile, ramp or other surface and is exposed to the hazard of falling 1.8 meters or more; or Any work from various forms of portable and moveable elevated work platforms, ladders, and cages and is exposed to the hazard of falling 1.8 meters or more. <p>It excludes:</p> <ul style="list-style-type: none"> Work on flat roofs or other flat and fixed surface are not considered as aerial work, unless the employees are located at 1.8 m (6 ft.) of the roof edge; or 3.1 m (10 ft.) or less with a roof opening when using mechanical devices. <p>Protective environment – includes approved scaffolding, a permanent platform or stairs, or portable man-lifts. Must be equipped with approved guardrails.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> have authorization to work at heights outside a protective environment, use approved fall protection equipment – and be trained in its use, check and inspect the fall protection equipment prior to its use, and Use approved and rated 'tie-off points' for connecting fall protection lanyards. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> confirm that requirements are met and authorize work to proceed, must confirm the existence of a rescue plan and available rescue resources, and Confirm that fall protection equipment is appropriate and employees/ contractors are trained in its use.

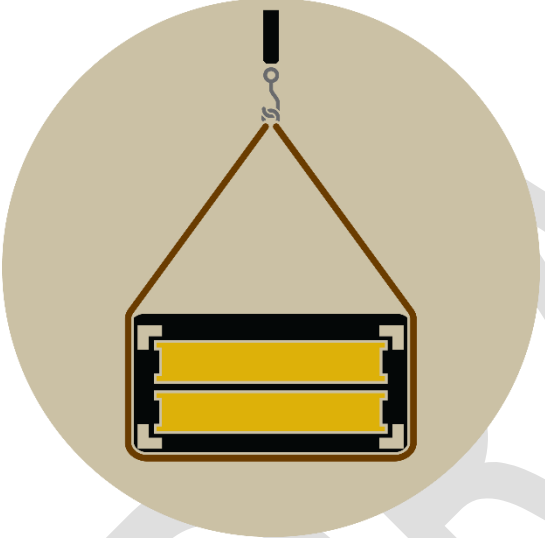
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Icon & Primary Text	Guidance
<p style="text-align: center;">Energy Control</p> <p>Verify isolation of energized systems before any work begins and use the specified 'energy-isolation devices'</p> 	<p>Isolation of energy from a system (machine, equipment, or process) physically locks the system in a safe mode. An energized system means it is connected to an energy source or contains residual or stored energy. Energies may include: electricity, pressure, chemical, physical, gravity, hazardous materials, substances or agents.</p> <p>Testing and troubleshooting on live energized systems <u>shall only</u> carried out under authorization, risk assessment, work permit and by competent person using approved tools and equipment.</p> <p><u>Energy-isolating devices</u> – mechanical devices that physically prevent the transmission or release of energy, including but not limited to: a manually operated electrical circuit breaker, a disconnect switch, a manually operated switch by which the conductors of a circuit can be disconnected from all ungrounded supply conductors, a line valve, or any similar device used to block or isolate energy.</p> <p>Note: Push buttons, selector switches and other control circuit type devices <u>are not</u> energy isolating devices.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • understand and know how to apply and verify the energy isolation requirements specific to the system and work activity, • confirm with the Supervisor or the Person-in-Charge that energy has been isolated with approved devices and is effective, • confirm all required personal protective equipment is available and being used and worn, and • Confirm with the Supervisor or the Person-in-Charge that isolation requirements have been met and the work is authorized to proceed. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • confirm energy isolation has been achieved and is effective, • confirm no stored or residual energy is present in the system, and • confirm all required energy-isolation devices and personal protective equipment is in use, • Confirm isolation requirements have been met and work is authorized to proceed.


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Icon & Primary Text	Guidance
<p style="text-align: center;">Lifting and Rigging</p> <p>Obtain authorization prior to making a lift greater than 7,260 kilograms. Maintain awareness of, and do not work under a suspended load.</p> 	<p>Operations involving lifting and rigging require training and competency to safely complete the task and to ensure knowledge and understanding of the capabilities and limitations of the equipment involved. Working in proximity to, or immediately under a suspended load is an at-risk situation.</p> <p>A suspended load is a material, article or thing that is temporary lifted and hangs above the ground.</p> <p><u>Lift plan</u> – describes how a planned lift will be carried out, and with the proper precautions and controls. A lift plan is required when a lifting device is used to raise or lower any load with a weight greater than 7,260 kilograms.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • never cross a barrier controlling an area where a lift is underway, or with a suspended load without authorization, and • Follow the instructions of the flagman or the person-in-charge. <p>Lifting Device Operators must:</p> <ul style="list-style-type: none"> • operated by a competent person (training, knowledge, experience), • be authorized to make any lift greater than 7,260 kilograms, • review and understand the ‘lift plan’ and comply with the requirements, • confirm that the load does not exceed the rated capacity of the lifting device, • confirm that the lifting device has been operated, maintained and inspected in accordance with the manufacturer’s specifications, • confirm that the lifting device is only operated within its design requirements, • document the pre-use inspection of the lifting device, • verify that all installed safety devices on the lifting device are operational, • confirm that all requirements of the lift plan have been met, know and understand the signaling methods and communications to be used during the lift, and • Confirm signaling methods and communications to be used during the lift.

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Icon & Primary Text	Guidance
<p style="text-align: center;">Lifting and Rigging</p> <p>Obtain authorization prior to making a lift greater than 7,260 kilograms. Maintain awareness of, and do not work under a suspended load.</p> 	<p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> confirm that 'controlled areas' have the necessary markings, signage or barriers in place, ensure that no person walks under a suspended load, confirm that a 'lift plan' is in place and includes all appropriate precautions and controls, when the activities or conditions change, reassess and amend the lift plan if necessary, and Confirm that the lifting device operator is a competent person and understands the lift plan requirements.


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Icon & Primary Text	Guidance
<p>Chemical and Hazardous Substances</p> <p>Follow prescribed requirements for the handling, storage and use of hazardous substances, materials and agents</p> 	<p>Hazardous substances, materials and agents may affect the health and safety of employees and contractors. Information for the safe handling, storage and use of hazardous substances, materials and agents must be provided through proper labelling, safety data sheets, personal protective equipment and instruction.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • know the risks associated with the hazardous substances, materials or agents, • read and understand the relevant Safety Data Sheets (SDS), • receive sufficient information and instruction in the handling, storage and use of the hazardous substances, materials and agents, • understand safe handling, storage, use and emergency first-aid requirements, • wear and use all required personal protective equipment, and • Report to the supervisor or the person-in-charge any improperly labelled or stored hazardous substances, materials or agents. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • confirm that hazardous substances, materials and agents are properly handled, stored and used in accordance with requirements, and • ensure that personal protective equipment is used and worn as per requirements


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Icon & Primary Text	Guidance
<p style="text-align: center;">Safeguarding of Equipment</p> <p>Follow prescribed requirements for working on, or in proximity to the exposed moving parts of machinery and equipment</p> 	<p>Working in proximity to the exposed moving parts of machinery and equipment is an at-risk situation. Inadvertent contact with moving parts due to inadequate, ineffective or the absence of safeguarding has the potential for a significant incident.</p> <p>Safeguarding – means any device or barrier designed to prevent access to the moving parts of equipment or machinery that may pose a hazard or danger. Includes but is not limited to fixed barrier guards, interlock systems, optical and electrical sensors, and electronic safety systems.</p> <p>Machinery and equipment – means any device or system that uses energy to perform an activity including, but not limited to, mining equipment, drilling equipment, processing equipment, maintenance equipment and vehicles.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • never place any part of their body in or near the exposed moving parts of machinery and equipment, • Never wear loose clothing, jewelry or anything that may become entangled with the moving parts of machinery or equipment. • never modify, bypass or make ineffective any safeguarding device without interim protective measures and authorizations, • be authorized to remove a safeguarding device, • replace all safeguarding devices immediately after any maintenance or repair work activity, and • Report the lack of or inadequate safeguarding to a supervisor or person-in-charge. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • provide instruction, supervision and information to employees and contractors regarding the precautions to be taken when working on or near the exposed moving parts of machinery and equipment, • obtain the proper authorizations and approvals prior to any modification, bypass or removal of a safeguarding device, • confirm the use of interim protective measures, • confirm replacement of all safeguarding devices following any maintenance or repair work activity, and • confirm the integrity of the safeguarding devices

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<p style="text-align: center;">Excavation and Trenching</p> <p style="text-align: center;">Obtain authorization before starting excavation and trenching activities</p> 	<p>Excavation and trenching activities pose an at-risk situation and may result in significant incidents. Risks include but are not limited to: falls into trenches or excavations; tripping over equipment, debris and spoil; excavated material or other objects falling; exposure to underground services or overhead electrical cables; unstable adjacent structures; and mishandled or poorly placed materials.</p> <p>Excavation – the process of moving earth, rock or other materials with tools, equipment or explosives. It includes earthwork, trenching, wall shafts, tunneling and underground.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • only undertake ‘excavation’ with proper authorization, • confirm with the Supervisor or Person-in-Charge all necessary precautions and controls prior to undertaking any excavation activities, • follow applicable work permit requirements, • stop work and notify the Supervisor or Person-in-Charge of any changes, and • That may affect the safety of any person. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • confirm work permit requirements are in place, • barriers and signs are in place to restrict access to excavation sites, • confirm all necessary precautions and controls are in place, • confirm ground stability is inspected before work and after adverse weather conditions, • when the activities or conditions change, reassess and amend the work permit if necessary, and • Confirm an emergency plan is in place with suitable and available rescue components.


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<p style="text-align: center;">Ground Control</p> <p>Follow prescribed requirements for ‘scaling’ and ground support plans and instructions.</p> 	<p>Ground control is the methodology applied to manage and control the risks associated with various forms of ground movement. The exposure of employees and contractors to ‘falls of ground’ have the potential to result in significant incidents, including multiple fatalities. The level of risk will be substantially mitigated when ground conditions and ‘workplace ground control’ requirements are well understood.</p> <p><u>Falls of ground</u> – are the unexpected movement of rock mass and the uncontrolled release of debris and rock as a result of gravity, pressure, strain burst or rock burst.</p> <p><u>Ground support</u> – control structures, systems, plans and activities for the stabilization of rock faces and geological structures.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • maintain awareness of ground conditions, • ensure proper stope housekeeping maintenance, • immediately report to a supervisor or person-in-charge if they are in doubt about the risk of fall of ground, • know, understand and carry out ground support plans and instructions, • know, understand and carry out assigned manual and mechanized scaling procedures, and • Use required devices, equipment and tools including personal protective equipment. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • confirm and communicate ground conditions, • enforce stope housekeeping maintenance, • act on employee or contractor reports related to potential risks of ground control activities or conditions, • provide information, instruction and supervision regarding manual and mechanized scaling procedures, • ensure compliance to ground support plans and instructions, • ensure compliance to manual and mechanized scaling procedures, and • Ensure the provision and use of the required devices, equipment and tools including personal protective equipment.


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Icon & Primary Text	Guidance
<p data-bbox="233 730 542 758">Remote or Isolated Work</p> <p data-bbox="180 804 594 932">Obtain authorization and follow prescribed requirements before travelling and undertaking remote or isolated work</p> 	<p data-bbox="626 369 1430 459">Remote or isolated work – means to work in circumstances where assistance would not be readily available to an employee or contractor in case of an emergency, safety or security incident and includes restricted areas.</p> <p data-bbox="626 470 1398 527">Restricted areas – means limited access defined by IAMGOLD security and requires proper authorizations to access those areas.</p> <p data-bbox="626 537 980 564">Employees and Contractors must:</p> <ul data-bbox="626 569 1438 1167" style="list-style-type: none"> • be authorized to travel to, and undertake remote or isolated work, • confirm with the supervisor or person-in-charge the travel, communication and work requirements, • know and understand the travel management plan and follow the route and requirements specified in the plan, • inform the supervisor or person-in-charge immediately of any changes related to the authorized work or travel, • know, understand local security risks, instructions, and follow all security instructions and contingency plan requirements, • know and understand all required equipment, supplies and resources needed for camp mobilization, including: fuel, water and food quality management, land and waste management, communication and emergency management, • maintain and regularly check vehicles and machinery (e.g., pre-start), and confirm as fit-for-purpose before leaving, • know, understand and use the required devices, equipment, tools including personal protective equipment, and • Know, understand, use and maintain communications as required. <p data-bbox="626 1192 1037 1220">Supervisors or Persons-in-Charge must:</p> <ul data-bbox="626 1224 1430 1755" style="list-style-type: none"> • ensure to obtain proper authorizations prior to any travel, and remote or isolated work, • ensure communication of, and employees and contractors knowledge and understanding of local security risks, instructions, and follow all security instructions and contingency plans requirements, • confirm that a travel management plan is in place and requirements are understood by the affected employees and contractors, • confirm the provision of all required equipment, supplies and resources needed for camp mobilization, including: fuel, water and food quality management, land and waste management, communication and emergency management, • confirm the maintenance and checking of vehicles and machinery (e.g., pre-start), and that they are fit-for-purpose, • confirm the provision of required devices, equipment and tools including personal protective equipment, and • Confirm an effective means of communications and its use.

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Icon & Primary Text	Guidance
<p style="text-align: center;">Natural Hazards</p> <p style="text-align: center;">Obtain authorization and know, understand and follow prescribed preparation requirements and instructions</p> 	<p>Natural hazards in the physical environment can present harsh conditions and include extremes in temperature, violent storms, rain, flooding, hail or snow, high winds and/or lightning. The presence of animals, insects and poisonous plants pose the potential for infections, and exotic and infectious diseases and pandemic that present risks to human health. These can all affect working and living conditions, road and emergency access, and, ultimately, the viability of travelling through or operating in the area.</p> <p><u>Natural hazards</u> – those elements of the physical environment, harmful to humans and caused by natural external forces. Includes all atmospheric, hydrologic, geologic (especially seismic and volcanic), wildfire, animal, insect and vegetation phenomena that have the potential to affect humans, their structures, or their activities adversely.</p> <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • know, understand and follow local requirements for camp management, first aid, health, housekeeping and contingency plans, • know and understand weather forecasts, and follow all weather advisories and required actions, • obtain authorization for travel, and remote or isolated work as required, • maintain and utilize personal communication as required, and • Understand and comply with contingency plans. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • confirm employee and contractor knowledge, understanding and compliance with requirements for camp management, first aid, health, housekeeping and contingency plans, • confirm employee and contractor knowledge and understanding of weather forecasts, and compliance with weather advisories and required actions, • provide authorization for travel and remote or isolated work as required, • confirm an effective means of personal communication and its use, and • Ensure employees and contractors understanding of contingency plans and participation in drills.

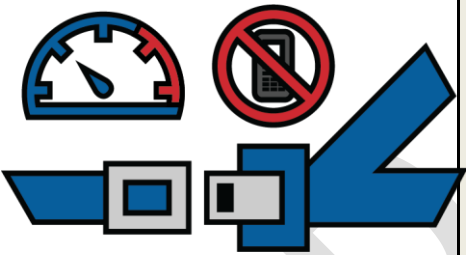
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<p style="text-align: center;">Personal Security</p> <p style="text-align: center;">Know, understand and follow prescribed security measures, requirements and instructions</p> 	<p>There are many factors which can create and influence personal security risks. These factors can include operation, facility and building design and layout, money and precious metal security and handling, civil unrest, staff working patterns, transportation patterns, terrorism and crime.</p> <p>Security threats can impact negatively on employees, contractors and business operations, including but not limited to:</p> <ul style="list-style-type: none"> - confrontations and harassment, - burglary, - armed robbery, - theft of assets, or - Internal/ external security issues. <p>Employees and Contractors must:</p> <ul style="list-style-type: none"> • comply with the Remote or Isolated Work Golden Rule, • attend and participate in security briefings and drills as required, • maintain safe and secure working and living areas as required, and • Immediately report potential security threats and incidents. <p>Supervisors or Persons-in-Charge must:</p> <ul style="list-style-type: none"> • ensure compliance with the Remote or Isolated Work Golden Rule, • confirm that employees and contractors attend and participate in security briefings and drills as required, • confirm safe and secure working and living areas, • Respond to and act on reported security threats and incidents.

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Seat Belts & Speed Limits

Know, understand and follow prescribed safety measures and requirements while in a moving motor vehicle. Operators must obey posted speed limits and traffic signs,



Motor vehicle incidents are a leading cause of fatalities – resulting in approximately 1.24 million people a year worldwide. Comparisons to the commercial aviation industry are interesting. Air traffic has tripled since the 1980s and the number of incidents continues to decrease.

2015 – 16 fatal airliner incidents and 560 fatalities.

2016 – 19 fatal airliner incidents and 325 fatalities.

How much thought, preparation and training is put into operating a motor vehicle compared to flying an aircraft? Pre-journey checks, training, and rigorous compliance with rules and regulations is of the utmost importance

Seat belt use is one of the most effective ways to save lives and reduce injuries in motor vehicle crashes. Yet millions do not buckle up on every trip.

Vehicle Operators and Occupants must:

- wear and use vehicle seat belts,
- check that the seat belt works properly, and
- Keep the seat belt fastened while in a moving vehicle.

Vehicle operators must:

- confirm that vehicle occupants are wearing seat belts prior to moving the vehicle,
- only use personal communication devices in “hands-free” mode,
- obey all posted driving instructions, requirements and speed limits, and
- Adapt operating and driving to the weather and road conditions.

Exceptions: Motor vehicles or mobile equipment where only lap seatbelts are provided, public transport vehicles with no seat belts, or vehicles where seat belts/safety restraints are not provided.

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