



# **DIVERSITY POLICY**

### **About this Policy**

The purpose of this diversity policy (“the Policy”) is to promote an environment within which IAMGOLD Corporation (the “Company”) can call upon a broad range of knowledge, skills and experience by promoting diversity among our employees, management team and the Board of Directors (“the Board”).

Each of us is personally responsible for maintaining a work environment that is free from discrimination and harassment. We respect the rights and differences of others and each of us plays a critical role in creating a fair and diverse workforce.

### **Policy Statement**

As a Company with operations around the world, we encourage the ideas, perspectives, skills, knowledge and cultures of our employees. The Company strives to provide equal employment and advancement opportunities to all individuals. Although the primary focus of employment decisions are merit, qualifications and abilities, diversity is also a key focus as a diversity of perspective may contribute to the further success of the Company.

### **Diversity Commitment to all Employees**

Our global diversity framework (“the Framework”) is the foundation for our long-term, career-oriented approach to employment. This Framework has three interrelated objectives: (1) attract, develop and retain a high performance workforce; (2) actively foster a productive work environment where individual and cultural differences are respected and valued; and (3) identify and develop leadership capabilities to excel in a global environment.

Within this Framework, the Company is committed to equal employment opportunities and prohibits harassment and discrimination in the workplace as well other unacceptable behaviours and actions as set out in the Code of Business Conduct and Ethics. The Company complies with applicable laws and regulations in the countries where we operate and strictly prohibits any form of discrimination.

### **Management Diversity**

The Board recognizes and embraces the potential benefits of having a diverse leadership team, and sees increasing diversity at the executive management level, particularly with respect to gender, given the under-representation of women, as important in maintaining a competitive advantage at a global level. To achieve this, in assessing and developing high performers in our existing talent pool as well as strategic hires to succeed executive leadership, the identification, inclusion and selection of qualified, diverse candidates, including women, is a priority of the Board. The executive leadership team reviews and discusses this talent pool regularly and takes into consideration industry experience, background, qualifications, race, gender and other diversity factors before approving management appointments, below the executive management level.

### **The Board of Directors**

It is not only recognized that a Board composed of appropriately qualified people with a broad range of experience relevant to the business is important to the effective corporate governance and sustained commercial success of the Company, but that diversity, including gender diversity, may also contribute to this success.

In the context of the knowledge, skills, competencies and experiences required by the Company, and recognizing the potential benefits of diversity and fresh perspective, where Board renewal or expansion is being considered, the Board, through its Nominating and Corporate Governance Committee (the "Committee"), will prioritize the identification, recruitment and nomination of qualified women candidates. Currently, with respect to the representation of women on the Board, the Board has set a minimum target of the greater of: (i) two female directors; and (ii) a Board comprised of thirty percent (30%) female directors.

### **Monitoring, Reporting and Accountability**

As part of the Company's commitment to diversity, the Company will regularly measure and monitor the effectiveness of its efforts to create and promote a fair and diverse workforce. On an annual basis, the Human Resources department will review the diversity of the Company's workforce and leadership structure and provide a report to the Senior Vice President, Corporate Affairs, HSS & People. The report will then be reviewed with the President and Chief Executive Officer.

Board diversity will be monitored by the Committee. The Committee will assess the level of diversity on the Board and will report to the Board on an annual basis. In addition, in undertaking its responsibility for identifying and recommending new Board candidates, the Committee will, as part of its annual report to the Board, identify and disclose the diversity factors, including those factors described in this policy, that it considered in evaluating candidates.