

# **IAMGOLD CORPORATION**

## **HEALTH AND SAFETY AND SUSTAINABILITY COMMITTEE MANDATE**

### **OBJECTIVES**

The objective of the Health and Safety and Sustainability Committee (the “Committee”) of the Board of Directors (the “Board”) is to assist the Board in fulfilling its responsibilities in respect of health, safety, environment and community (“HSS”) matters at all projects and properties of IAMGOLD Corporation (the Company”). The mandate of the Committee is to oversee the development and implementation of policies and best practices of the Company relating to HSS matters and compliance with applicable laws and regulations in different jurisdictions around the world.

### **COMPOSITION**

The Board shall appoint, annually, the members of the Committee and its Chair. The Committee shall consist of at least three members, the majority of which shall be independent directors.

### **DUTIES AND RESPONSIBILITIES**

In order to meet the objective of operating at a best practices level and meeting all legal requirements, the Committee reports and, where considered appropriate, makes recommendations to the Board with respect to the following:

- 1) Review, periodically, HSS policies;
- 2) Review, periodically, health and safety and environmental compliance and compliance systems, plans or programs;
- 3) Review and monitor the HSS performance of the Company;
- 4) Review reports from management on HSS matters of the Company;
- 5) Review HSS audit results and action plans ;
- 6) Review benchmarking reports of the Company’s HSS policies, systems and performance against industry best practices and performance;
- 7) Assess the effectiveness of the HSS programs;
- 8) Where the Company holds a joint venture interest in a property operated by a partner, periodically review pertinent HSS policies and the performance of the operator; and

- 9) Review such other related matters and issues which may be determined, from time to time, by the Board or submitted to the Committee's attention by management.

The role, responsibility, authority and power of the Committee shall also include, but is not be limited to:

- 1) The Committee will demonstrate their commitment to the Health and Safety and Sustainability policies and assist the Board in their committment
- 2) Retaining, at the expense of the Company, an independent advisor, and setting and approving the terms and conditions of any such retainer, as it deems appropriate, without seeking approval of the Board or management,
- 3) performing an annual evaluation of the performance of the Committee, the results of which shall be submitted to the Board for review,
- 4) reviewing and assessing annually the adequacy of this mandate and recommending any proposed changes to the Board for approval.

## **MEETINGS**

The Committee shall meet at times necessary to perform the duties described above in a timely manner but not less than two times per year.