

Our Core Values

The Core Values are the fundamental requirements that must be established and complied with to ensure the effective implementation of the Golden Rules.

All employees, contractors, supervisor and managers should keep in mind that:

Every task, however important must be achieved safely.

Figure 2 - IAMGOLD HEALTH & SAFETY CORE VALUES



Table 1 - IAMGOLD Safety Culture

CORE VALUE	OVERVIEW OF THE CORE VALUE
RISK ASSESSMENT & WORK PERMIT	Ensuring effective identification, analysis and control of risks has been completed and proper authorization has been received prior to carry out assigned duties in the work environment.
FIT TO WORK	Ensuring that employees and contractors are not using or consuming alcohol or illegal drugs, and are free from the adverse effects of legally prescribed medications during work. Being assessed as physically and medically fit to carry out assigned duties in the work environment.
PERSONAL PROTECTIVE EQUIPMENT	Ensuring the provision and use of personal protective equipment to employees and contractors that is appropriate in the circumstances and to carry out assigned duties in the work environment.
AUTHORITY TO STOP WORK	Ensuring employees and contractors are empowered with the authority to stop work if they are in doubt about the risk of an activity or condition. Encouraging employees and contractors to use proactive intervention regarding compliance with the IAMGOLD Golden Rules.
POSITIVE PROACTIVE INTERVENTION	Ensuring management, employees and contractors use and apply positive proactive interventions when at-risk situations – including actions and behaviors – and non-compliance with the IAMGOLD Golden Rules are observed.
TRAINING & COMPETENCY	Ensuring employees and contractors are trained and competent to carry out assigned duties in the work environment.



Risk Assessment & Work Permit

Ensuring effective identification, analysis and control of risks has been completed and proper authorization has been received prior to carrying out assigned duties in the work environment.

Risk Assessment

Intended to ensure that the hazards in the work are assessed and controls are verified.

Work Permit

a document which specifies the work to be done and the precautions to be taken. It is used to control specific activities and conditions that pose significant risk of injury, and the necessary authorizations, people, training, equipment and resources are available and provided.



Exemption: Risk assessment and work permit are not necessary for routine jobs and tasks.

Employees and Contractors must:

- understand and comply with the pre-job risk assessment process and work permit requirements,
- not conduct the work without a pre-job risk assessment and work permit authorization, and
- confirm with the Supervisor or the Person-in-Charge that the work in the permit is authorized and may proceed.

Supervisors or Persons-in-Charge must:

- confirm if a work permit is required for the work,
- confirm that the risks associated with the work have been identified, analyzed and controlled,
- confirm the requirements of the work permit are communicated to employees and contractors,
- only allow the work to proceed following authorization,
- when the activities or conditions change, reassess and amend the work permit if necessary,
- validate that the work activity has been completed, and
- ensure work is not started without a safety discussion to employees and contractors, appropriate to the level of risk of the work.



Fit to Work

Ensuring that employees and contractors are assessed as physically, medically and mentally fit to carry out assigned duties in the work environment.

Legally prescribed medications

medications that are available as 'over the counter', or prescribed by a medical or healthcare professional for an identified medical condition or symptom.

Health fitness assessments

include functional capabilities of employees and contractors. These assessments are carried out by suitably competent healthcare professionals. The assessments determine the fitness of employees and contractors to carry out assigned duties within the work environment.

Employees and Contractors must:

- be aware of and comply with site/ camp/ guest house policies and requirements on the use and consumption of alcohol, illegal drugs, recreational drugs or prescribed medication while on IAMGOLD property or carrying out the business of IAMGOLD.
- immediately inform their supervisor or the person-in-charge if they are taking any legally prescribed medication that may affect the health and safety of themselves or others,
- be assessed as fit, or fit with limitations, to carry out assigned duties within the work environment, and
- submit, when justified, to any appropriate alcohol or drug tests as determined by IAMGOLD.

Supervisors or Persons-in-Charge must:

- only assign work to employees and contractors who are 'fit to work'.



Personal Protective Equipment

Ensuring the provision and use of personal protective equipment to employees and contractors that is appropriate in the circumstances and to the work.

Personal protective equipment – includes but is not limited to: head, eye, foot, hearing, face, respiratory, fall arrest and protective clothing such as electrical arc flash protection or chemical resistant suits.

Personal protective equipment must be used, worn, stored, maintained and inspected in accordance with the manufacturers' recommendations and specifications. All employees and contractors provided with personal protective equipment must be trained in its use, care and limitations.

Employees and Contractors must:

- use and wear personal protective equipment as required and provided by IAMGOLD,
- not alter or modify personal protective equipment,
- maintain personal protective equipment in good condition, and
- immediately inform their supervisor or the person-in-charge of any defects in personal protective equipment they are required to use or wear

Supervisors or Persons-in-Charge must:

- only provide personal protective equipment to an employee or contractor who is trained in its use, care and limitations.



Authority to Stop Work

Ensuring employees and contractors are empowered with the authority to stop work if they are in doubt about the risk of an activity or condition. Encouraging employees and contractors to use proactive intervention regarding compliance with the IAMGOLD Golden Rules.

Employees and Contractors must:

- comply with Golden Rule requirements,
- intervene and stop work activity where:
 - they have doubt about the risk of an activity or condition, or
 - they determine there is non-compliance with a Golden Rule requirement.

Supervisors or Persons-in-Charge must:

- provide employees and contractors with clear expectations and boundaries regarding the 'authority to stop work' regarding compliance with the Golden Rules.



Positive Proactive Intervention

Ensuring management, employees and contractors encourage and apply positive proactive interventions when at-risk situations – including actions and behaviors – and non-compliance with the IAMGOLD Golden Rules is observed.

Employees and Contractors must:

- comply with Golden Rules requirements,
- intervene where they observe any person exposed to an at-risk situation,
- intervene where they observe any person engaged in at-risk actions and behaviors,
- Intervene where they observe non-compliance with a Golden Rule requirement.

Supervisors or Persons-in-Charge must:

- Provide employees and contractors with clear expectations and boundaries regarding the use and application of ‘positive proactive interventions’ regarding the Golden Rules.



Training and competency

Ensuring employees and contractors are trained and competent for carrying out assigned duties in the work environment.

Employees and Contractors must:

- attend health and safety induction and other training as required,
- work in a manner and with the required protective devices, equipment and training so as not to endanger themselves or the health and safety of another employee or contractor,
- only perform a duty or task for which they have been authorized and received appropriate training, and
- only use and wear personal protective equipment for which they have received training in its use, care and limitations.

Supervisors or Persons-in-Charge must:

- confirm employees and contractors attend health and safety induction and other training as required, and
- validate competencies prior to assigning a task to an employees or contractor,
- ensure employees and contractors work in a manner and with the required protective devices and equipment so as not to endanger themselves or the health and safety of another employee or contractor, and
- only provide personal protective equipment to an employee or contractor who is trained in its use, care and limitations