



Employment Q&A sheet

July 2020

How many people work at the Côté Gold Project now?

The Côté Gold Project currently employs approximately 40 people throughout IAMGOLD offices. They are based at site, Sudbury, Toronto and Montreal. As construction will soon start, some staff will relocate to Sudbury where the project has an office. Many others will be based at site and travelling from the surrounding area. As the project progresses, we will be looking to hire outstanding people who share our aspirations and recognize our commitment to Zero Harm. IAMGOLD will make Indigenous and local employment a priority.

Construction phase (2020-2023)

Can I get a job on the construction project?

EPCM contractor Wood is managing the construction of the Côté Gold mine. Several contracts have been awarded for the three-year construction phase and these are being managed by Wood. A list of contractors currently tied to the project is at the end of this sheet and in our latest project Newsletter.

What is the roster going to be for workers during the construction phase?

Within the three-year construction period there are several phases of work. The roster for workers in each of these phases may vary, depending on the needs at the time.

Where will the construction workers stay?

Workers on the construction project will stay at the Côté Gold site. A 264 person camp is in place, and more rooms will be added in stages as the number of workers increases over time.

An additional 1,124 rooms will be added to accommodate peak construction requirements.

What are the features of the construction camp?

The camp will feature a dining room, recreation room, laundry facilities, high quality WIFI internet, common rooms and private rooms.

Quality dining and recreation facilities are a high priority for Côté Gold and Wood.

Can I go to town between shifts if I want to?

Workers must remain on site for the duration of their rotation. There are strict COVID-19 protocols in place to limit interaction between site workers and the surrounding towns.

While we remain under strict COVID-19 protocols, no private vehicles will be allowed on site.

Will there be a bus to Timmins and Sudbury?

During the initial construction phase contractors will be responsible for transporting their crews to site. When the major earthworks and plant construction phase begins, workers will be bussed to site from Timmins and Sudbury.

There will be secure parking facilities at the bus depots in Sudbury and Timmins.

There will be no parking facilities for private vehicles on site.

Will I be able to fly in and out?

During construction there will be various arrangements to fly in specialist workers as needed. Generally, and more long term, all workers are expected to be bussed to site from Timmins and Sudbury.

Mine operations 2023-post 2040

The Côté Gold Project will need workers to fill a wide range of positions that support mining operations, including mining and mineral processing, administration, finance, communications, human resources, and information technology. There will be a gradual process of employing people for these roles.

How do I get a job at the mine?

Positions at Côté Gold will be advertised during the construction period. To see what is available visit www.iamgold.com/careers.

Are there going to be traineeships, internships or training programs?

Yes. We are working closely with local colleges, universities and other learning institutions to develop partnerships.

We have already established a learning partnership with Laurentian University and the Bharti School of Engineering. In 2013 IAMGOLD invested \$1.25 million to create The IAMGOLD Research Chair in Open-Pit Mining. In 2018, IAMGOLD announced a further \$2 million investment in Laurentian University over a period of 5 years. We are looking forward to broadening our ties with local educational institutions.

What types of jobs will become available and when?

For the next few months the hiring focus for the Côté Project team will be on the operational leadership team and some support and service functions. Job descriptions for these roles and applicant instructions are available on www.iamgold.com/careers.

By fall of 2021 mining operations roles will start being advertised. These include drilling, haulage, electricians and technicians.

In spring 2022 processing plant roles will be advertised.

By fall 2023 we are expecting to have completed most, if not all, hiring. The total headcount for full production will be approximately 450.

Hiring ramp-up: major milestones



Where will the workers stay while they are on rotation?

A permanent camp facility and other infrastructure will be built during construction. The permanent camp capacity will be above 500, with multiple spare rooms to accommodate shut down workers and other events that require more people on site.

What facilities will the permanent camp have?

The camp will feature a dining room, recreation room, gym, laundry facilities, high quality WIFI internet, common areas and private rooms.

No workers will be sharing a room, however the majority of the rooms will be Jack and Jill style. These are two rooms that share a common toilet and shower.

Can I go to town between shifts if I want to?

No. It is in the long-term plan for the mine to remain a bus in and out operation. While on rotation workers will not be permitted to travel to nearby communities.

For the health and safety of all employees working at the site, we believe the distance and weather factors to Sudbury and Timmins, combined with shift durations, pose a risk we are not willing to accept.

Will there be a bus to Timmins and Sudbury?

Yes, there will be a regularly scheduled buses between site, Timmins and Sudbury. There will also be secure parking facilities at the bus depots in those towns.

What are the schedules going to be?

The rosters for the mine have not been determined yet. The first step is to get the operations leadership team in place. Once established, this team will decide on appropriate terms and conditions of employment to balance business needs with employee's needs.

OTHER QUESTIONS

Have you selected all suppliers?

Local contracts are in place for services such as hauling, brush clearing, road construction, pipe fusing, core box construction, and carpentry.

The following contractors are currently tied to the project:

Caron Equipment INC.
Flying Post
Valard Construction LP
Scott Steel Erectors Inc.
Canadian Shield Consultants Agency INC.
G4S Secure Solutions
Bell Canada

Where can I get information about Côté Gold procurement and business opportunities?

Wood Canada is the EPCM contractor and is responsible for managing the bid process for contracts.

Wood identifies potential contractors and issues expression of interests for a specific package, along with prequalification documents required. IAMGOLD is not publicly communicating business opportunities in the market. We rely on the invited contractors to contact their subcontractors and suppliers accordingly.