

Safe.
Productive.
Responsible.



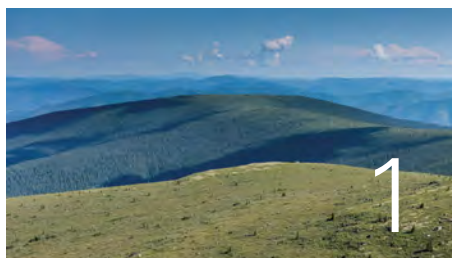
2018 SUSTAINABILITY REPORT

Disclaimer

Newmont Goldcorp is pleased to publish Goldcorp's 2018 Sustainability Report. This annual report provides information on Goldcorp's 2018 management structure and environmental, social and governance performance. Goldcorp's public filings such as the Annual Information Form (AIF) and Management's Discussion and Analysis (MD&A,) mentioned in this report are available on SEDAR at www.sedar.com and on EDGAR at www.sec.gov. Because the report's scope is for the 2018 calendar year, data, performance and information for Newmont, which combined with Goldcorp on April 18, 2019, is not included in the report. Information on Newmont's 2018 environmental, social and governance performance can be found in the Beyond the Mine report.

We welcome questions, comments or requests for information on the report and its content or on Goldcorp's 2018 sustainability performance, feedback can be sent to: feedback@newmont.com.

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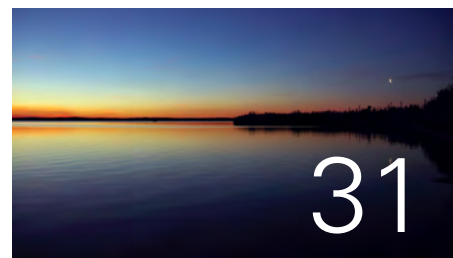
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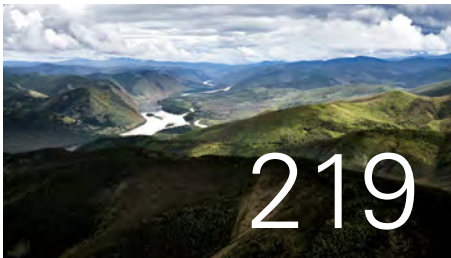
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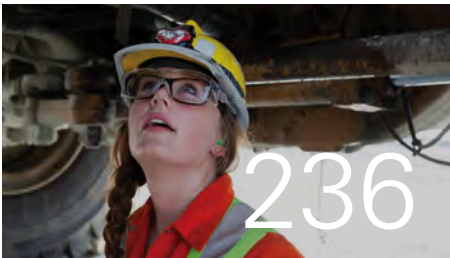
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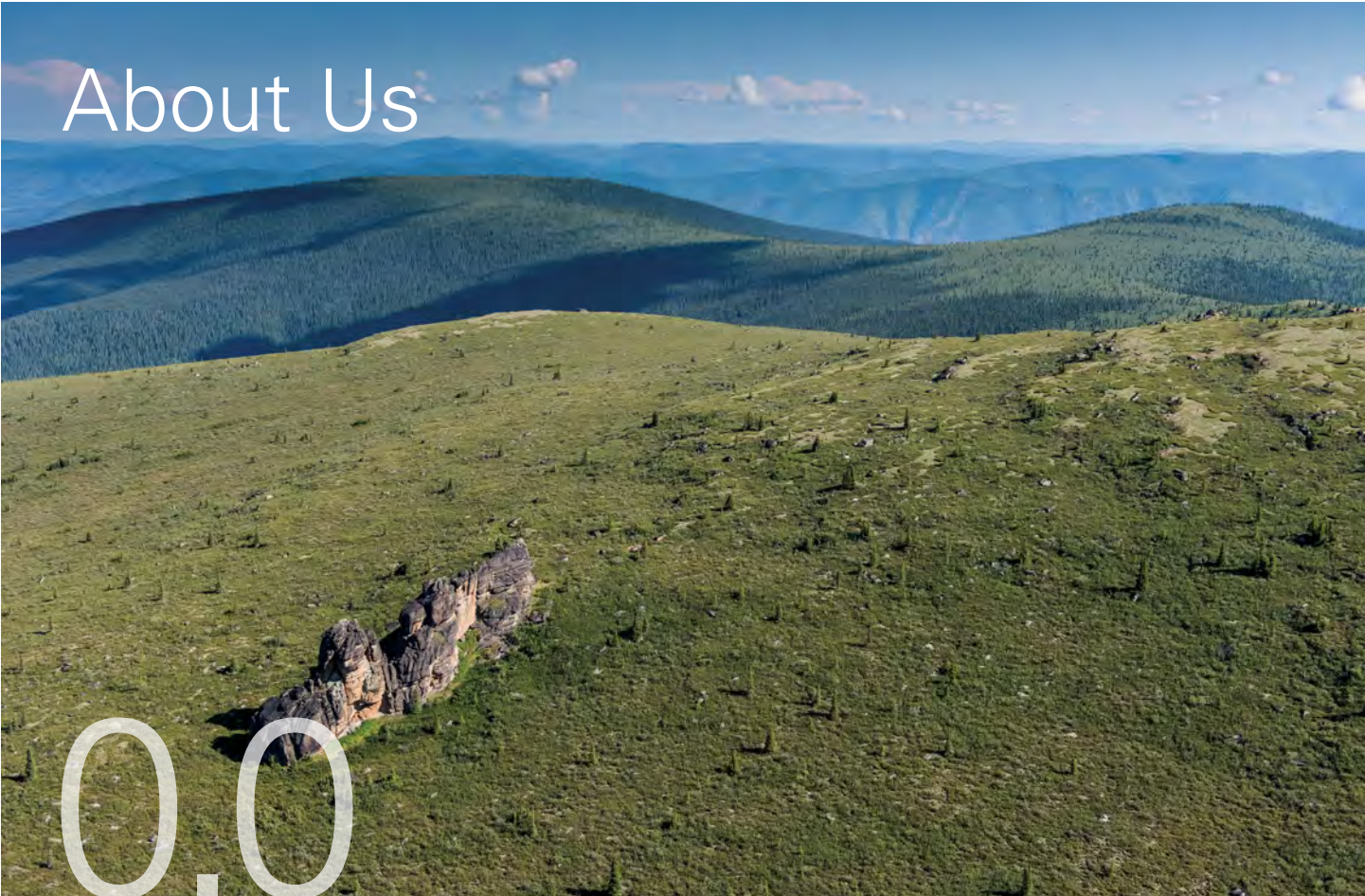
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We are a senior gold producer focused on responsible mining practices with safe, low-cost production from a high-quality portfolio of mines.

Being a world-class gold producer means collaborating with our partners to achieve our vision of **Together, Creating Sustainable Value**. We’re constantly looking for ways to innovate – to be safer, more productive and responsible in the ways we conduct our operations. We believe that our business should create economic and social benefits for all of our stakeholders and partners. It is important to us that the places where we mine should be in a more advantageous position because of our presence in those communities.

Our values are simple.

- Be Safe.** Make sure every one of our people goes home safe at the end of every shift, and that our mines are Safe Enough For Our Families.
- Be Productive.** Deliver consistent and reliable financial and operational performance by ensuring our asset portfolio is world-class, sustainably developed and operating to the highest standards of excellence.
- Be Responsible.** Do the right thing and honour our commitments. Be respectful and ethical, and invest in the well-being of our people, our communities and our planet.

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Message from the CEO

[GRI 102-14]



DAVID GAROFALO

President and Chief Executive Officer
Goldcorp Inc.

We are pleased to present Goldcorp's 2018 Sustainability Report detailing our commitment and approach to, as well as our progress in, fulfilling our vision of **Together, Creating Sustainable Value.**

2018 was a pivotal year for Goldcorp, in which many of our sustainable goals came to fruition. It was the first full year we incorporated our Sustainability Performance Index (SPI) into our day-to-day operations, providing us with quantifiable performance measures in key sustainability areas such as safety and health, environment and community relations, among others. All our operating sites reached their targets of increasing their overall SPI score by at least 5% from the previous year, helping us deliver on our commitments.

The SPI was designed in line with our Sustainability Excellence Management System (SEMS), our integrated management system for safety and health, environment, corporate social responsibility and security. SEMS provides us with a structured framework of standards and guidelines. It also ensures we have an efficient measure of the performance and effectiveness of our sustainability programs. As part of our ongoing efforts to raise the bar, in 2018 we completed SEMS audits at Red Lake and Peñasquito, documenting significant performance improvements at both sites.

Safety is our foremost priority and is firmly ingrained in the fabric of our corporate culture. We strive each and every day to create a workplace that's Safe Enough For Our Families. We are extremely proud to have achieved Zero Fatalities in 2018. Our injury frequency rate also dropped notably – by 10% – in 2018 as a result of the continuous and ongoing focus of our dedicated workforce. However, we're acutely aware that more needs to be done to make our operations safer for everyone who works at or visits our locations, and we will continue to take all necessary steps to reduce risks and improve our safety record.

We recognize that the success of our operations go hand-in-hand with the prosperity of the communities where we operate. Our sustainability strategy involves forging strong relationships with host communities so we can provide social and economic benefits that make a meaningful difference in peoples' lives. This includes prioritizing local hiring and procurement initiatives where possible, including training, educational programs, internships, apprenticeships and small business support – all in tandem with community investments. In 2018, for example, we contributed approximately US\$10.93 million in cash and in-kind donations, community investments, sponsorships and infrastructure improvements in and around our operating areas.

Water stewardship continues to be a prominent community concern. Our Towards Zero Water strategy is driving a dramatic reduction in the use of fresh water at all our operations. To achieve our Zero Water goal, we've defined targets and milestones for – and assigned unit costs to – all our water activities through our Water Accounting Framework. We also issued our first annual Corporate Water Summary in 2018, outlining our progress in water stewardship. Overall, we met or exceeded our 2018 recycling target of 50% at five of our six sites, reaching a company average of 65%. Total water withdrawal from the environment decreased by 3.6% from 2017 to 2018.

We've also made steady progress in our efforts to reduce our carbon footprint. Notable energy savings initiatives undertaken in 2018 included ensuring propane optimization at Éléonore, initiating an energy management program at Red Lake Gold Mines and putting used oil to work as an alternative fuel in the blasting process at Peñasquito. Most importantly in 2018, we began purchasing approximately 20% of Cerro Negro's power from renewable energy generated by a wind farm.

At Goldcorp, we firmly believe that leading through innovation is integral to achieving our goals of reducing water consumption, lowering greenhouse gas (GHG) emissions and energy use and helping secure stronger stakeholder support for our projects. Our Borden Mine in Ontario, Canada's first all-electric underground mine, is expected to reduce greenhouse gas emissions by more than 700 tonnes – a 70% reduction over a similar baseline mine. Borden is a testament to the ingenuity of our people and to the resourcefulness of our suppliers who developed customized electric equipment. It is also a testament to the support of local First Nation communities, among other local communities, as well as to the support of the Ontario and federal governments. All these groups and individuals helped transform our vision of the mine of the future into a reality.

Innovation, consultation and partnerships are key business drivers supporting our commitment to help the mining industry improve performance and reduce its environmental impact. Goldcorp's collaboration with IBM Canada to develop the "IBM Exploration with Watson" platform at Red Lake, harnessing artificial intelligence to improve predictability of exploration, has the potential to accelerate the pace of value growth in the industry. And, our sponsorship of #DisruptMining, the mining industry's innovation accelerator challenge, has generated new ideas and spawned cutting-edge technologies that have addressed some of the industry's biggest challenges, including safety, productivity and the use of energy and water.

We are honoured to play a leading role as a catalyst for positive change in the global mining industry.

In closing, I want to express my gratitude to the people of Goldcorp and the Board for delivering on our sustainability vision. I invite you to explore our Sustainability Report, and on behalf of the entire Goldcorp family, I thank you for your interest.

A handwritten signature in black ink, appearing to read 'David Garofalo', with a stylized flourish at the end.

David Garofalo

President and Chief Executive Officer
Goldcorp Inc.

Our Company

Map of Projects and Operations

[GRI 102-2, GRI 102-4, GRI 102-6, GRI 102-7, GRI 102-45]

All production for the fiscal year ended December 31, 2018



- Operations
- Development Projects
- Joint Venture Operations
- Joint Venture Development Projects
- Offices

Coffee, Yukon, Canada

Exploration project as at December 31, 2018
Ownership: 100%

Musselwhite, Ontario, Canada

Minerals produced: Gold
Gold production (thousands of ounces): 205
Ownership: 100%

Éléonore, Quebec, Canada

Minerals produced: Gold
Gold production (thousands of ounces): 342
Ownership: 100%

Cochénour, Ontario, Canada

Exploration project as at December 31, 2018
Ownership: 100%

Red Lake, Ontario, Canada

Minerals produced: Gold
Gold production (thousands of ounces): 276
Ownership: 100%

Borden, Ontario, Canada

Exploration project as at December 31, 2018
Ownership: 100%

Porcupine, Ontario, Canada

Minerals produced: Gold
Gold production (thousands of ounces): 259
Ownership: 100%

Peñasquito, Mexico

Minerals produced: Gold/Silver/Zinc/Lead
Gold production (thousands of ounces): 272
Ownership: 100%

Pueblo Viejo, Dominican Republic

Minerals produced: Gold/Silver/Copper
Gold production (thousands of ounces)
(our share): 388
Ownership: 40%

NuevaUnión, Chile

Exploration project as at December 31, 2018
Ownership: 50%

Alumbrera, Argentina¹

Minerals produced: Gold/Copper
Gold production (thousands of ounces): 45
Ownership: 37.5%

Norte Abierto, Chile

Exploration project as at December 31, 2018
Ownership: 50%

Cerro Negro, Argentina

Minerals produced: Gold/Silver
Gold production (thousands of ounces): 489
Ownership: 100%

1. 2019 updates to percentage ownership interests in Alumbrera can be found at:
<https://www.newswire.ca/news-releases/yamana-gold-glencore-and-goldcorp-enter-into-an-agreement-for-the-integration-of-agua-rica-and-alumbrera-817536783.html>

Our Company

[GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-6,
GRI 102-7, GRI 102-10, GRI 102-45]

Goldcorp is a leading gold producer. We are focused on responsible mining practices with safe, low-cost production throughout the Americas. Our operating cash flows are from the sale of gold and by-products, such as silver, copper, lead and zinc. In 2018, our operations, projects and offices engaged in gold mining and related activities, including exploration, extraction, processing and reclamation.

Our principal producing mining properties are: the Éléonore, Musselwhite, Porcupine and Red Lake Mines in Canada; the Peñasquito Mine in Mexico; the Cerro Negro Mine in Argentina; and the Pueblo Viejo Mine (40% interest) in the Dominican Republic. Our principal product is gold doré with the refined gold bullion sold primarily in the London spot market. In addition to gold, we produce silver, copper, lead and zinc primarily from concentrate produced at the Peñasquito Mine. These are sold to third-party smelters and refineries.

Headquartered in Vancouver, British Columbia, we employ and contract over 15,000 people throughout the Americas.

Our vision at Goldcorp is to create sustainable value for all our stakeholders. With a portfolio of large, long-life assets that provide economies of scale, coupled with low cash costs and underpinned by a strong balance sheet, we continue to optimize our portfolio of assets and reinvest in the pipeline of organic opportunities to drive increasing net asset value (NAV) per share.

In 2018, we achieved gold production of 2.3 million ounces. A full review of our 2018 financial performance, can be found in our audited consolidated financial statements and our Management's Discussion and Analysis (MD&A) for the year ended December 31, 2018.

Operational Structure

We are a leading gold producer engaged in gold mining and related activities, including exploration, extraction, processing and reclamation. At December 31, 2018, our principal producing mining properties were the following:

PRINCIPAL PRODUCING MINING PROPERTIES

	GOLD	BY-PRODUCTS			
		SILVER	ZINC	LEAD	COPPER
Canada					
Red Lake	•				
Porcupine	•				
Musselwhite	•				
Éléonore	•				
Latin America					
Peñasquito	•	•	•	•	
Alumbrera ²	•				•
Pueblo Viejo	•	•			•
Cerro Negro	•	•			

Significant Changes during 2018

A discussion of the significant events that we experienced in 2018, was published in our Annual Information Form (AIF) and Management's Discussion and Analysis (MD&A) for the year ended December 31, 2018.

2. 2019 updates to percentage ownership interests in Alumbrera can be found at :
<https://www.newswire.ca/news-releases/yamana-gold-glencore-and-goldcorp-enter-into-an-agreement-for-the-integration-of-agua-rica-and-alumbrera-817536783.html>

Our Corporate Governance

[GRI 102-16, GRI 103-3]

Key Corporate Policies

Our policies define Goldcorp's intentions and what we believe in. The following table describes our key policies.

OUR CORPORATE POLICIES

Our **Anti-Bribery and Anti-Corruption Policy** elaborates on our zero tolerance for bribery and corruption by outlining the specific prohibition of bribery as well as facilitation payments. The policy, together with its applicable standards, also includes specific compliance requirements for gifts and entertainment, political and charitable contributions, third-party risk management and transparency of our accounting books and records.

The principles in our **Code of Conduct** summarize what we expect from our workforce and provide valuable advice on how to conduct our work with integrity.

Our **Community Contributions Policy** establishes requirements for donations, sponsorships, sustainability funds and investments – made in and/or with local communities, stakeholder groups and community partners – to help us make a meaningful impact in the areas in which we have a presence.

The **Disclosure, Confidentiality and Insider Trading Policy** is an important component of our securities laws and stock exchange rules compliance process. The policy includes guidelines on disclosure of material information, the confidentiality of undisclosed material information and the preparation and release of communications made on our behalf. It prohibits anyone from trading in our securities when that person is in possession of material, non-public information. It also provides for the imposition of trading blackout periods.

Our **Diversity and Inclusion Policy** commits us to workplace inclusion and sets out the guidelines by which we will endeavour to increase diversity throughout the company, including at the Board level.

The **Goldcorp Investment Framework (GIF)** provides direction on major investment decisions that meet our financial and operational criteria, including sustainability considerations. It helps guide our investment decisions to allocate capital to projects with the highest, risk-adjusted rates of return. The GIF ensures investments are aligned with our vision, pillars and values, and guarantees that they achieve optimal shareholder value based on a consistent and sustainable decision-making framework.

The **Human Rights Policy** commits us to integrating human rights best practices into all of our business and decision-making processes. International humanitarian laws were consulted in developing the policy. The policy mandates that we operate in a way that respects the human rights of employees and the communities in which we operate, and that we respect the rights, interests, perspectives and traditions of Indigenous Peoples. It includes our commitment to seek to establish constructive dialogues and partnerships with a variety of stakeholders on our human rights performance.

The **Occupational Health and Safety Policy** ensures that we develop and implement effective management systems to: identify, minimize and manage health and safety risks; promote and enhance employee commitment and accountability; provide training and information; strive for continuous improvement by setting targets and measuring results; and supply the resources to achieve a safe and healthy work environment. In 2017, we developed an overarching Sustainability Policy combining our health, safety, environment and social performance, which was rolled out at the beginning of 2018.

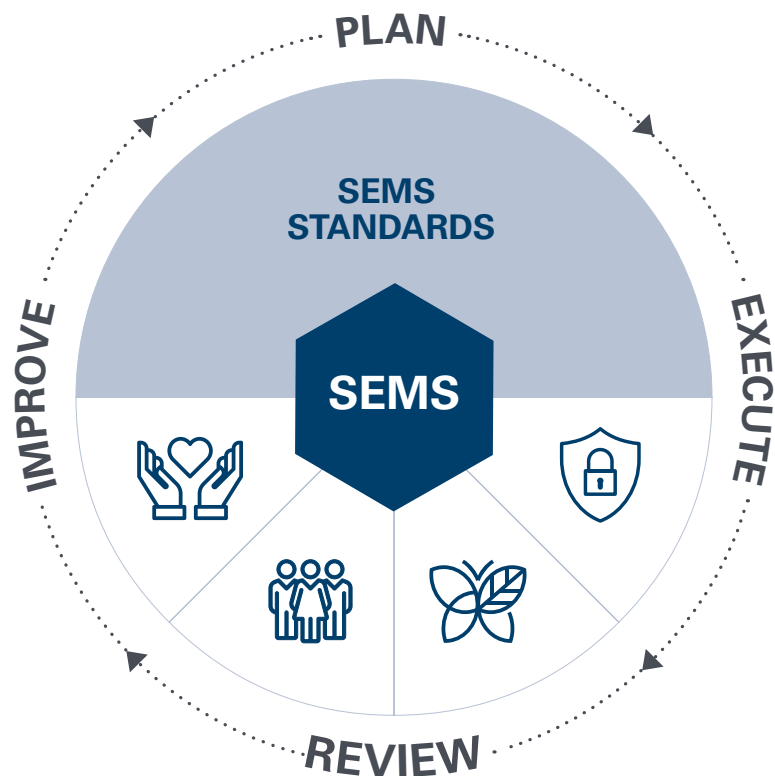
The **Security Policy** commits us to respecting human rights and promoting the Voluntary Principles on Security and Human Rights. In 2018, we updated our Security Policy.

The **Sustainability Policy** states our commitment to the safety and health of our workers and communities, the protection of the environment, and the rights, culture and development of local and Indigenous communities. The policy guides Goldcorp's SEMS.

Sustainability Excellence Management System (SEMS)

SEMS is our integrated management system for Safety and Health, Environment, Corporate Social Responsibility (CSR) and Security. The SEMS provides policy, company standards and guidelines, monitoring, and review for sustainability performance. It applies to all stages of the mining life cycle. Through its implementation and continuous improvement, we can effectively deliver on our commitments, measure and monitor our impacts, and achieve our vision of **Together, Creating Sustainable Value**.

As part of the SEMS Sustainability Compliance Assurance Standard, corporate personnel periodically lead an audit at sites every three years and sites conduct a SEMS compliance self-assessment at least once between each audit. After the audits, each site prepares a corrective action plan to address the findings. The tasks within the plan are prioritized based on the severity of the findings and are approved by each of the audit team. As determined by our multi-year planning cycle, in 2018, Éléonore, Porcupine and Cerro Negro completed compliance self-assessments. In addition, Red Lake and Peñasquito received a SEMS compliance audit.



Commitment to External Initiatives

[GRI 102-12, GRI 102-13]

As a multinational company with responsibilities to our people, the communities where we operate, our industry and the environment in the areas in which we operate, we have been steadily increasing our presence on national, international and industry-specific boards and organizations.³

In keeping with our commitment to social responsibility, we have adopted a number of voluntary codes and other external instruments that we consider particularly relevant to our business. We will continue to monitor the advancement of sustainable development initiatives in civil society to ensure we remain a responsible company wherever we do business. The table below summarizes our external commitments and initiatives:

EXTERNAL COMMITMENTS AND INITIATIVES

EXTERNAL STANDARDS AND COMMITMENTS	INDUSTRY ASSOCIATIONS	MEMBERSHIP ORGANIZATIONS
<ul style="list-style-type: none"> • Catalyst: Workplaces That Work for Women • Extractive Industries Transparencies Initiative • International Cyanide Management Code • World Gold Council's Conflict-Free Gold Standard • United Nations Global Compact • United Nations Declaration of Human Rights • United Nations Guiding Principles on Business and Human Rights • Voluntary Principles on Security and Human Rights • The Minerva Foundation • The 30% Club • United Nations Women's Empowerment Principles 	<ul style="list-style-type: none"> • Association for Mineral Exploration BC • International Council on Mining & Metals • Mining Association of Canada • Mining Industry Roundtable on Safety • Ontario Mining Association • Quebec Mining Association • Prospectors and Developers Association of Canada • World Gold Council • Camara Minera de Mexico (CAMIMEX) • Camara Argentina de Empresarios Mineros (CAEM) • Fédération des chambres de commerce du Québec (FCCQ) • Gremial de Industrias Extractivas (GREMIEXT) • Northwest Mining Association • Yukon Chamber of Mines • Yukon Chamber of Commerce • Yukon Gold Mining Alliance • Centre for Northern Innovation in Mining (CNIM) • American Exploration & Mining Association • Ontario Chamber of Commerce • North American Mine Closure Working Group 	<ul style="list-style-type: none"> • Business for Social Responsibility • Devonshire Initiative • World Economic Forum • Voluntary Principles Association • Global Compact Network Canada (Canadian signatory organization)

3. We disclose our participation in organizations that meet the definition and thresholds outlined here. These organizations are memberships of associations (such as industry associations) and national or international advocacy organizations in which we: hold a position on the governance body; participate in projects or committees; provide substantive funding beyond routine membership dues; view membership as strategic; and receive more than US\$25,000 financial support.

Key Performance Goals

[GRI 102-15]

The following tables provide some of our key performance goals and milestones. Throughout the report, we share information on six categories: Strategy and Governance; Communities; Our People; Safety and Health; Environmental Stewardship; and Mine Closure. We conclude the report with a reflection on some of the challenges we faced in 2018 and how we addressed them.



Strategy and Governance

2018 GOAL	PROGRESS	UPDATE
Execute Ethics and Compliance training strategy for both online and offline populations.	Goal met. 	All sites and employees with access to computers received annual training. All sites had varying degrees of in-person training
Strengthen our Workplace Respect program to further support our commitment to diversity and inclusion.	Goal met. 	Training to senior management completed. Also, all HR teams received specialized training to manage workplace investigations. All corporate staff (all corporate locations) also received in-person training on respect in the workplace. Finally, all locations except for Cerro Negro and Coffee (site personnel) delivered in-person training on this topic during 2018. All this was complemented by a new global policy on this topic.
Review, update and rationalize our Ethics and Compliance policies.	Goal not met. 	The process was due to begin in Q4 2018. Project will be reviewed and re-evaluated in 2019.
Implement automated detection/audit data analytic procedures.	Goal met. 	Data analytics automation project completed in Q4 2018.
Successfully comply with added ESTMA reporting requirements respecting Canadian Indigenous governments.	Goal met. 	First Nations government reporting included with no issues.
Update our Anti-Bribery and Anti-Corruption risk assessment.	Goal met. 	Anti-Corruption risk assessment updated in Q4 2018.
Support visibility of management's "tone from the top" throughout the organization.	Goal met. 	Leadership video produced, highlighting "tone from the top" as regards Respect in the Workplace (topic for year 2018). Also, Respect in the Workplace featured twice during town hall meetings and through several Conveyor posts.
Drive efforts to further potentiate "tone at the middle" through ethical leadership coaching sessions.	Goal partially met. 	Visits were performed in 2018 (2 out of 4 planned).

2018 GOAL	PROGRESS	UPDATE
Continue our internal assurance process to steadily improve SEMS across all sites, tracking corrective action plans as part of the SPI, and evolving SEMS to the next level to match the company's maturation process. Additionally, the SPI results are now a component of the corporate scorecard, formalizing the link between employee compensation and sustainability practices and performance. Each site's objective will be to improve its overall score by at least 5%.	Goal met.	We continued our internal assurance process and tracked corrective actions in the SPI. We did a critical review of SEMS standards in collaboration with the sites and subsequently made improvements to the standards, which are now at the next level of maturity. Each site met the SPI objective in 2018 of improving its overall score by at least 5%. ✓
Improve integration of risk management through: i) Enhanced collaboration between functions regarding respective oversight efforts (audit, assurance, compliance). ii) The clarification of risk tolerance to strengthen decision-making and enhance our capacity to achieve operational plans and objectives.	Goal met.	i) Initial risk mapping by oversight Sub-Committee of the Board completed and socialized with Senior Management. ii) Risk Matrix enhanced to differentiate risk impact on Goldcorp vs. impact on stakeholder/receiving environment. ✓



Communities

2018 GOAL	PROGRESS	UPDATE
Employ community contribution strategy approach to strengthen reporting on community contribution impacts.	Goal partially met.	Updated proposal submittal process to address proposed impacts of the initiative and identification of beneficiary groups. This update allows for sites to focus on initiatives that better align with the defined needs in the communities where we operate. —
Monitor risks in the regions in which we operate and enhance partnerships with stakeholders.	Goal met.	Quarterly risk calls conducted at all sites include the identification and management of risks. ✓
Track the implementation of commitments made in our community agreements.	Goal met.	Finalized an internal diagnosis of the elements in place at our Canadian locations to track commitments with our First Nations partners. ✓



Indigenous Peoples

2018 GOAL	PROGRESS	UPDATE
Integrate additional training of Indigenous Peoples as part of the human rights training activities throughout the company.	Goal met.	Corporate CSR joined the Ethics department for its online corporate training program on human rights. In 2018, the objective of the module was to enhance the knowledge and understanding of Indigenous Peoples cultures and rights.






Our People

2018 GOAL	PROGRESS	UPDATE
Facilitate the growth of our people and focus on employee engagement. Support employees and managers in the development planning process.	Goal met.	The employee performance management process and strategy now fully integrate both development planning and our StepUP Behaviours.
Continue annual talent reviews to identify successors for officers, senior management and other key critical roles.	Goal met.	Annually, sites nominate individuals for the Future Leaders program who they believe have the potential to assume mission critical leadership roles in the future. Annual selection (in April) is based on criteria that aligns with long-term company strategy and vision.
Identify new cohort groups for the Future Leaders program in order to build our talent pipeline.	Goal met.	Identified a second cohort group for the Future Leaders program, executing a diversity and inclusion approach to group selection, with employees represented from both Sites and Corporate.
Continue running the Creating Choices suite of programs across Goldcorp. In addition to sessions for women, in 2018, we aimed to establish gender-inclusive sessions of Creating Choices, allowing all employees to gain the benefits of these courses.	Goal met.	We continue to offer the Creating Choices suite of programs, and to date we have over 2,000 graduates from these programs. In keeping with our Diversity and Inclusion Policy, in 2018, we launched a gender-inclusive offering of the Creating Choices program so that employees of all genders could participate in and learn from this program. In addition, we will continue running the women's Creating Choices, Growing Choices and Future Choices programs.
Engage all sites on the implementation of the Diversity and Inclusion Strategy and increase understanding of diversity and inclusion across the organization.	Goal met.	In 2018, we launched our Diversity and Inclusion Strategy across all sites and offices. To engage sites, we established a Diversity and Inclusion Champions network, composed of Managers (including Mine General Managers) from across all mine sites, to ensure our diversity and inclusion goals were integrated company-wide, and to facilitate the sharing of best practices across the organization.





Safety and Health

2018 GOAL	PROGRESS	UPDATE
Continue achieving Zero Fatalities.	Goal met. 	We finished the year with Zero Fatalities.
Set individual commitments across our operations to help us achieve an All Injury Frequency Rate (AIFR) of 0.64 (10% improvement over 2017).	Goal met. 	We finished the year with a consolidated AIFR of 0.64.
Shift focus to exposure control (building on Industrial Hygiene characterizations in 2017). A 10% reduction in exposure to three key priority hazardous substances will be established as a goal for 2018. Goal update: The Occupational Health and Hygiene focus in 2018 was shifted from exposure characterization to exposure control. A 10% exposure reduction target to three key priority hazardous substances was implemented across the organization.	Goal partially met. 	Characterization of targeted reductions was hampered by personnel changes at a number of sites.





Environmental Stewardship

2018 GOAL	PROGRESS	UPDATE
Plan and execute water-saving projects in 2018 and make progress towards the performance milestones established in our H ₂ Zero Water Accounting Framework.	Goal met.	<p>Recycle Rate: A variety of projects contributed to significant recycle rate improvement at several sites, including the Red Lake Water Recycling Project, which reduced surface water consumption from Balmer Lake by 80%. Five of six sites were able to meet or exceed the reuse/recycle efficiency target of 50%. The company achieved an overall average of 65%.</p> <p>Withdrawals Intensity: Improved water management across the operating sites reduced our average total water withdrawals intensity by 15% from 2017.</p>
The SEMS standard for water stewardship will undergo an update to further improve clarity, internal compliance and support conformance with updated external drivers from the International Council on Mining & Metals (ICMM) and the Mining Association of Canada (MAC).	Goal met.	<p>Water Stewardship Standard: A fully-revised version of our SEMS water stewardship standard was finalized, as were guidance documents on water management plans and water balance models.</p> <p>Industry Collaboration: Supported the development of a water protocol for MAC's Towards Sustainable Mining (TSM) program and served as co-chair of ICMM's water working group.</p>
Establish an annual target for greenhouse gas (GHG) emissions for 2018 at each operating site. Achievement of this target is an indicator in our Sustainability Performance Index (SPI).	Goal met.	<p>We are committed to managing energy consumption and related GHG emissions. Each site considered the business plan and established an applicable GHG target, which was evaluated monthly in the SPI.</p> <p>In 2019, an analysis of science-based targets⁴ will be undertaken.</p>
<p>Further consider the feasibility of the Cerro Negro wind farm.</p> <p>Goal updated to: Determine and execute the most appropriate action with respect to the results of the Cerro Negro wind farm feasibility study.</p>	Goal met.	<p>We decided the best option for Cerro Negro was to purchase renewable energy from a third party renewable energy supplier. The contractual details were finalized in 2018, and Cerro Negro began receiving wind power from an existing wind farm in the adjacent province of Chubut. The purchase of this wind power ensures Cerro Negro is compliant with the Argentinian renewable energy supply regulatory requirements. Implementation of this project also helps Goldcorp support the international climate change agenda.</p> <p>In 2019, we will continue the purchase of this renewable energy for a significant portion of Cerro Negro's power supply.</p>


4. More information on science-based targets[®] can be found at: <https://sciencebasedtargets.org/>



Reclamation and Closure

2018 GOAL	PROGRESS	UPDATE
Advance Marlin reclamation	Goal met.	Significant progress was made at the Marlin reclamation project in 2018. Key aspects completed or moved forward included filling the Marlin Pit and revegetating, covering the waste rock pile and revegetating, starting the tailings facility dry cover, backfilling and capping or plugging mine workings. 
Improve closure cost estimation process.	Goal met.	All sites spent time establishing proper Life of Mine closure cost estimates, including any potential long-term monitoring and treatment of seepage from tailings facilities and waste rock piles. Each site will continue to improve on updating closure costs, with a focus on concurrent reclamation opportunities. 





Milestones

Strategy and Governance		
		
SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE
<p>Implement in-person training at Cerro Negro, primarily focused on Respect in the Workplace.</p> <p>Complete 2018/2019 online training process, with completion target of 95%.</p> <p>Conduct Anti-Corruption in-person training at higher-risk jurisdictions by the end of 2019.</p>	<p>Goal is progressing on track.</p> <p>✓</p>	<p>A study has been conducted for Cerro Negro to support the effective deployment of ethics contents. Printed media is being produced as of Q1 2019, and site visits are planned for 2019 to conduct in-person training at this location.</p> <p>Online training completion for 2018/2019 is currently at 80%.</p> <p>Anti-Corruption in person training visits are planned for 2019.</p>
Test data analytics automation and implement.	<p>Goal is progressing on track.</p> <p>✓</p>	
Complete ESTMA reporting for period 2018.	<p>Goal is progressing on track.</p> <p>✓</p>	ESTMA reporting for 2018 is progressing according to plan. ⁵
Drive Anti-Bribery and Anti-Corruption compliance program in accordance with risk assessment results.	<p>Goal is progressing on track.</p> <p>✓</p>	

5. ESTMA report was submitted on May 27, 2019 and is available at http://www.newmontgoldcorp.com/files/doc_downloads/estma/2019/Goldcorp-Inc-Consolidated-ESTMA-2018-052919.pdf




Communities



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Site disclosure of social performance metrics, including human rights performance and value creation in host communities.	Goal is progressing on track. 	Tracking of impact data in the area of community contributions will start in 2019. Sites will also start to detail formal Community Contributions Strategy in which they identify the focus areas that are high priority.	Set individual commitments at each site to be a catalyst of positive change in the communities in which we operate.	Goal is progressing with potential risks to staying on track. 	Goal will be reviewed and updated as necessary in 2019.	Demonstrate the value of our operations through improving socio-economic outcomes and empowering host communities to thrive long after mine closure.	Goal is progressing with potential risks to staying on track. 	Goal will be reviewed and updated as necessary in 2019.
			Use SDG targets to measure impacts of strategic community contributions.	Goal is progressing on track. 	Community contributions mapped to SDGs.			

Indigenous Peoples



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Definition of meaningful participation through participatory engagement.	Goal is progressing on track. 	Improved cross-functional sharing of best practices of participatory engagement by incorporating lessons learned from the Coffee project.	Publish targets and key performance indicators (KPIs) to deliver increased participation.	Goal is progressing with potential risks to staying on track. 	Goal will be reviewed and updated as necessary in 2019.	Meaningful participation of Indigenous Peoples in development of Goldcorp's mining projects.	Goal is progressing with potential risks to staying on track. 	Goal will be reviewed and updated as necessary in 2019.

Our People



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Increase understanding of diversity and inclusion across the organization.	Goal is progressing on track. 	In 2018, we launched our Diversity and Inclusion Strategy across all sites and offices. The Strategy was supported by internal employee communications and engagement activities and led at sites by members of our Diversity and Inclusion Champions Network.	Recognition of Goldcorp as a "Progressive Organization," as defined by the Global Diversity and Inclusion Benchmarks. ⁶	Goal is progressing on track. 	In 2018, we were proud to make positive progress along the Global Diversity and Inclusion Benchmarks, from a "Reactive" (level 2) to an average level of 2.9 – almost a "Proactive" level (level 3) and halfway to our "Progressive" goal (level 4).	Cultivate a pipeline of engaged leaders who can help perpetuate Goldcorp's culture and values.		Moved to medium-term milestone.

6. O'Mara, Julie, and Richter, Alan, Global Diversity & Inclusion Benchmarks (www.diversitycollegium.org, 2016), PDF.

SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Continue investment in leadership development, focusing on culture, collaboration and communication.	Goal is progressing on track.	In 2019, participants of the Future Leaders Program will be completing an Essentials of Management course through the Schulich School of Business (York University).	Recruiting, retaining and developing a high-performance workforce, through leadership training, succession planning, career development, fair remuneration and working conditions.	Goal is progressing on track.	<p>All regular salaried employees in the organization fully supported with an employee development plan.</p> <p>We are continuing to measure the impact of StepUP, especially as it relates to business indicators and results, through surveys, assessment data and HR and business metrics.</p>	Build an inclusive workforce that reflects the population of the communities where we operate.	Goal is progressing on track.	<p>In 2018, we launched our Diversity and Inclusion Strategy, which takes a broad view of diversity and outlines actionable steps to improve people policies and practices to build an inclusive workforce that reflects our communities.</p> <p>Our recruitment efforts ensure opportunities are marketed (social media platforms, job boards, local community outreach and networking events) and displayed as broadly as possible so as to attract talent from all industries that may have the desired skill set for the role. This broadens our field of applicants in terms of gender and diversity.</p>

Our People









SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
			Cultivate a pipeline of engaged leaders who can help perpetuate Goldcorp's culture and values.	Goal is progressing on track.	<p>We are continuing our Future Leaders, Technical Growth, Finance Secondment and Graduate Development programs during 2019 and beyond, with intent to identify and cultivate future leaders and talent within our organization.</p> <p>We are continuing to empower employees by supporting their personal objectives and development plans via our Performance Management process.</p>			



Safety and Health



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Achieve Zero Fatalities.	Goal is progressing on track. 	We finished 2018 with Zero Fatalities. We are committed to continuing this trend.	Focus on making our workforce "Fit for Work" by advancing three key elements: – Mental health – Fatigue management – Prevention of drug and alcohol abuse	Goal is progressing on track 	The Standards supporting these Fit for Work elements were reviewed and revised in 2018. Fatigue Management training was provided to sites in 2018 to aid in implementation of the development and implementation of site programs. A global workshop on Opiates and Cannabis was also held in 2018.	Significantly eliminate serious injuries, illnesses and fatalities.	Goal is progressing with potential risks to staying on track. 	We are continuing to advance our ability to investigate and correct incidents leading to serious injuries, illnesses and fatalities through improved usage of our investigation system and SMART (Specific, measurable, actionable, reasonable, time-bound) corrective actions.
Set individual commitments across our operations to help us achieve an improvement in our AIFR.	Goal is progressing on track. 	Each year we set an AIFR target for every Goldcorp-controlled site and will continue to do so.	Implement a predictive analytics tool for early recognition and intervention of Noise-Induced Hearing Loss.	Goal is progressing on track 		Continue our journey towards zero injuries by driving our AIFR to zero.	Goal is progressing on track. 	We are continuing to meet our AIFR reduction targets and will continue to set targets lower each year.


Safety and Health



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
<p>Improve air quality with a focus on diesel particulate matter.</p> <p>Goal updated: Continued development and roll-out of an IT platform for Occupational Health and Industrial Hygiene also continues. This will facilitate the development and tracking of reduction goals and the development of more sophisticated leading indicators for these two disciplines and data trending and reporting</p>	<p>Goal is progressing on track</p> <p>✓</p>							

Environmental Stewardship



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Reuse/recycle efficiency at all operating sites where baseline is <75% improves by at least 10%.	Goal is progressing with potential risks to staying on track. 	Goldcorp's consolidated reuse/recycle rate is 65%.	Reuse/recycle efficiency at those operating sites with a baseline at less than 50% have increased their reuse/recycle efficiency by 20%.	Goal is progressing with potential risks to staying on track. 	Goldcorp's consolidated reuse/recycle rate is at 65%.	Operations achieve the lowest possible mineral processing raw water intensity measured by m ³ per tonne processed.	Goal is progressing with potential risks to staying on track. 	A key risk is the ability to reduce water lost to evaporation and entrainment in tailings impoundments; improved technology may be required, and currently there is an economic challenge.
Disclosure in the annual Sustainability Report of progress on Towards Zero Water (H ₂ Zero) targets.	Goal is progressing on track. 	Sites are working on H ₂ Zero implementation plans	New water input for use outside of mineral processing at operations is significantly reduced from baseline.	Goal is progressing with potential risks to staying on track. 	Increased water use for dust control at Peñasquito is an important aspect of this. Studies are underway to review dust suppression agents that could improve this.	New tailings facilities store only dewatered tailings.	Goal is progressing with potential risks to staying on track. 	Improved technology is required, and there is currently an economic challenge.
The 2018 Sustainability Report, published in 2019, will include the results of this analysis.	Goal is progressing on track. 	The analysis is underway.	Updated target is developed and approved by the Executive Leadership Team.	Goal is progressing with potential risks to staying on track. 	Dependent upon establishment of company-wide priorities as well as where climate change is within those priorities.	Achieve climate change target.	Goal is progressing with potential risks to staying on track. 	Dependent upon establishment of company-wide priorities as well as the economics of climate change projects.
The 2018 Sustainability Report, published in 2019, will include the GHG savings achieved from this project.	Goal is progressing on track. 	This is planned for continuation.	Review potential for renewables, fuel switching or other initiatives that will significantly reduce GHG emissions intensity.	Goal is progressing with potential risks to staying on track. 	Dependent upon finding economical projects meeting the rate of return criteria.	Implement additional projects to support the climate change agenda.	Goal is progressing with potential risks to staying on track. 	Dependent upon establishment of company-wide priorities as well as the economics of climate change projects.

Reclamation and Closure



SHORT-TERM MILESTONE (2019 GOAL)	PROGRESS	UPDATE	MEDIUM-TERM MILESTONE (2021 GOAL)	PROGRESS	UPDATE	LONG-TERM MILESTONE (2027 GOAL)	PROGRESS	UPDATE
Completion of all major reclamation works at Marlin, with a transition to monitoring phase.	Goal is progressing on track. 	Reclamation work will continue through 2019, with major works to be completed in the tailings facility, waste rock pile and site infrastructure.	Development and implementation of a tool that allows for more adequate consideration of closure costs in present-day value.	Goal is progressing on track. 	Looking at opportunities to improve the existing closure cost tool.	All existing closed sites are in a post-closure monitoring state.	Goal is progressing on track. 	Key projects are taking place at closed sites to move them towards a state where only post-closure monitoring is required.
All new projects have updated closure cost estimates in the approved model format.	Goal is progressing on track. 	Project teams have been trained to use the cost estimation software.	All closed sites have limited care and maintenance and monitoring activities required.	Goal is progressing on track. 	Marlin will be transitioning from a full reclamation project during this time period. Projects are taking place at several of our other closed sites with a goal of reaching the post-closure monitoring phase.	Where possible, all closed sites where we retain ownership have been repurposed with a sustainable post-closure land use.	Goal is progressing on track. 	Different options for repurposing mine sites are being compiled, and a business case framework is being contemplated.
All operating sites have identified at least one concurrent reclamation opportunity.	Goal is progressing on track. 	As part of the Sustainability Performance Indicator (SPI) requirements, sites will develop a Concurrent Reclamation Plan.	All new projects have been designed for closure.	Goal is progressing on track. 	All projects involve the Reclamation and Closure team and are in the early stages of site design.	All progressive reclamation opportunities available have been implemented..	Goal is progressing on track. 	Will work with the operating sites, including the mine planning team, to integrate reclamation opportunities into the mine plan.

The goals and milestones listed in the table above detail the stepping stones implemented in 2018 to prepare us to continue our journey towards meeting key sustainability goals. Delivering results in key areas will enable our mines to fulfill the vision expressed in our vision statement, **Together, Creating Sustainable Value**, and to provide a platform to showcase positive contributions to the world we all share.



Open and transparent communication is key to how we at Goldcorp operate. This value is embodied in our Sustainability Report, published annually since 2006. Each report is a milestone on our sustainability journey that not only shows our stakeholders how far we’ve come but also demonstrates the opportunities that lie ahead.

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Scope and Content

[GRI 102-46, GRI 102-49, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-54]

Information in this annual report on our sustainability performance covers the 2018 calendar year, which coincides with our financial year. Our previous Sustainability Report covered the 2017 calendar year and was published in June 2018.

This report follows the requirements of the Global Reporting Initiative (GRI) Standards, and aligns with the principles established by the United Nations Global Compact (UNGC) and the International Council on Mining & Metals (ICMM). This year's report has been prepared in accordance with the GRI Standards: Core option. Under the GRI Standards, companies must focus their reporting on topics that reflect their economic, environmental and social impacts and/or substantively influence the decisions of stakeholders. Following these standards, we have determined a number of topics relevant to Goldcorp in 2018. These can be found in our Materiality Matrix.

This report is accessible as a downloadable PDF. It contains a GRI index to show both the GRI indicators reported on and their location within the report.

Boundary and Limitations

[GRI 102-49, GRI 103-1]

This report focuses on the six Goldcorp-managed sites that were in operation during 2018. These six sites are in three countries: Canada, Mexico and Argentina. Data that are reported in the following sections adhere to the reporting procedures utilized in our Management's Discussion and Analysis (MD&A) for the year ended December 31, 2018: About Us, Our Company, Contributions to and from Government, and Mine Closure. Some data, where noted, are non-GAAP measures on an attributable basis, which include discontinued operations and our share of Alumbrera and Pueblo Viejo.

The table below summarizes our sites as of December 31, 2018. There were no specific limitations on the scope or boundary of this report.

GOLDCORP SITES AS OF DECEMBER 31, 2018

SITE	LOCATION	TYPE OF SITE	OWNERSHIP %	INFORMATION REPORTED
Canadian Operations				
Éléonore	Quebec, Canada	Operation	100%	Fully reported
Musselwhite	Ontario, Canada	Operation	100%	Fully reported
Porcupine Gold Mines	Ontario, Canada	Operation	100%	Fully reported
Red Lake Gold Mines	Ontario, Canada	Operation	100%	Fully reported
Latin American (LATAM) Operations				
Cerro Negro	Santa Cruz, Argentina	Operation	100%	Fully reported
Peñasquito	Zacatecas, Mexico	Operation	100%	Fully reported

SITE	LOCATION	TYPE OF SITE	OWNERSHIP %	INFORMATION REPORTED
Exploration Projects				
Borden	Ontario, Canada	Exploration Project	100%	Select data reported, where noted
Cochenour	Ontario, Canada	Exploration Project	100%	Select data reported, where noted
Coffee	Yukon, Canada	Exploration Project	100%	Select data reported, where noted
Closed				
El Sauzal	Chihuahua, Mexico	Closed	100%	Select data reported, where noted
Equity Silver	British Columbia, Canada	Closed	100%	Select data reported, where noted
San Martin	San Ignacio, Honduras	Closed	100%	Select data reported, where noted
Marlin	Guatemala	Closed	100%	Select data reported, where noted
Operation – Joint Ventures ⁷				
Alumbrera ⁸	Catamarca, Argentina	Operation – Joint Venture	37.5%	Managed by Glencore plc. Select data reported, where noted
Pueblo Viejo	Dominican Republic	Operation – Joint Venture	40%	Managed by Barrick Gold Corporation. Select data reported, where noted
Exploration Project – Joint Venture ⁹				
NuevaUnión	Atacama, Chile	Exploration Project – Joint Venture	50%	50/50 Joint Venture with Teck Resources. Select data reported, where noted
Norte Abierto	Atacama, Chile	Exploration Project – Joint Venture	50%	50/50 Joint Venture with Barrick Gold Corporation. Select data reported, where noted

7. Goldcorp holds interests in a number of companies and joint ventures (JV) that we do not operate directly. As part of our commitment to sustainable business practices, we believe in working with our JV partners and affiliates to help them meet our high standards for sustainability and for creating sustainable value in line with our values of being safe, being productive and being responsible.

8. 2019 updates to percentage ownership interests in Alumbrera can be found at: <https://www.newswire.ca/news-releases/yamana-gold-glencore-and-goldcorp-enter-into-an-agreement-for-the-integration-of-agua-rica-and-alumbrera-817536783.html>.

9. Goldcorp holds interests in a number of companies and joint ventures (JV) that it does not operate directly. As part of our commitment to sustainable business practices, we believe in working with our JV partners and affiliates to help them meet our high standards for sustainability and for creating sustainable value in line with our values of being safe, being productive and being responsible.

Assurance

[GRI 102-56]

We engaged Ernst & Young LLP (“EY”) to provide limited assurance on selected assertions and selected performance information included in our Sustainability Report for the year ended December 31, 2018.

Independent Assurance Statement



To the Management of Goldcorp Inc. (“Goldcorp”):

Scope of Our Engagement

Goldcorp is a member of the International Council on Mining & Metals (“ICMM”) and is therefore committed to obtaining assurance over specified assertions in its Sustainability Report in accordance with ICMM’s Sustainable Development (“SD”) Framework: Assurance Procedure.

We have been engaged to provide limited assurance on the selected assertions and selected performance information below included in Goldcorp’s Sustainability Report for the year ended 31 December 2018 (the “Sustainability Report”). Our limited assurance engagement was performed in accordance with the International Standard on Assurance Engagements 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (“ISAE 3000”), the International Standard on Assurance Engagements 3410 *Assurance Engagements on Greenhouse Gas Statements* (“ISAE 3410”), and the ICMM SD Framework: Assurance Procedure. This engagement was conducted by a multidisciplinary team including assurance and sustainability practitioners.

Selected Assertions

- ICMM Subject Matter 1: Goldcorp’s assertion that it has aligned its sustainability policies and procedures with the 10 ICMM SD Principles and associated mandatory requirements set out in the 8 ICMM Position Statements in effect as at 31 December 2018.
- ICMM Subject Matter 2: Goldcorp’s assertion that its material SD risks and opportunities are based on its own review of the business and the views and expectations of its stakeholders.
- ICMM Subject Matter 3: Goldcorp’s assertion regarding the existence and status of implementation of systems and approaches used to manage the material SD risks and opportunities (or, “topics”) as stated in the Sustainability Report.
- ICMM Subject Matter 4: Goldcorp’s assertion regarding the following Specified Performance Indicators as defined by the *Global Reporting Initiative Standards* (“GRI Standards”):
 1. 303-3: Water withdrawal
 2. 305-1: Direct greenhouse gas (“GHG”) emissions (Scope 1)
 3. 305-2: Energy indirect GHG emissions (Scope 2)
 4. 413-1: Percentage of operations with implemented local community engagement, impact assessments, and development programs.

Criteria

- ICMM Subject Matter 1: ICMM’s 10 SD Principles and the mandatory requirements set out in the 8 ICMM Position Statements.
- ICMM Subject Matter 2: Goldcorp’s material SD risks and opportunities based on its review of the business and the views and expectations of its stakeholders in line with GRI Standards.
- ICMM Subject Matter 3: Goldcorp’s description of systems and approaches used to manage its material SD risks and opportunities and the implementation of these systems and approaches.
- ICMM Subject Matter 4: The GRI Standards reporting criteria for specified disclosures 303-3; 305-1; 305-2; 413-1, as well as *The Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard – Revised Edition (2012)* published by the World Resources Institute and the World Business Council for Sustainable Development (the “GHG Protocol”).

Goldcorp Management’s Responsibilities

The Sustainability Report was prepared by the management of Goldcorp, who is responsible for the integrity of the assertions, statements, and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of the Specified Performance Indicators and the selection of and adherence

to the stated criteria. In addition, Goldcorp management is responsible for the identification of stakeholders and the determination and prioritization of material topics based on its review of the business and the views and expectations of its stakeholders.

Goldcorp management is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that the Sustainability Report is free from material misstatement whether due to fraud or error.

Our Independence and Quality Control

In accordance with International Standards on Quality Control 1, EY maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Limitations

Our scope of work did not include providing conclusions in relation to:

- The appropriateness of the criteria for the purposes described above.
- The completeness or accuracy of information relating to areas other than the subject matters.
- Information reported by Goldcorp other than in its Sustainability Report, such as information contained on its website.
- Any comparisons made by Goldcorp against historical data.
- Management's forward-looking statements.

Assurance Procedures

The procedures performed in a limited level assurance engagement vary in nature and timing from and are less in extent than those in a reasonable level assurance engagement. Consequently, the level of assurance obtained in a limited level assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable level assurance engagement. Accordingly, we do not express a reasonable assurance opinion that specified assertions in Goldcorp's Sustainability Report have been fairly presented, in all material respects, in accordance with the criteria.

Our limited assurance procedures for the subject matters included but were not limited to:

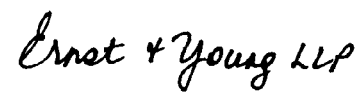
- Interviewing a selection of staff and management, including senior executives, to gain an understanding of (1) the status of implementation of the ICMM SD Principles into Goldcorp's own strategy and policies and (2) Goldcorp's identification of SD risks and opportunities as determined through its review of the business and the views and expectations of its stakeholders.
- Reviewing selected documented policies and procedures and assessing alignment with 10 ICMM SD Principles and other mandatory requirements set out in the 8 ICMM Position Statements.
- Reviewing the Sustainability Report to determine whether (1) the description of the stakeholder engagement process is consistent with our understanding of the process based on the procedures we performed; (2) the material topics identified during our procedures have been adequately disclosed; and, (3) Goldcorp has reported on its systems and approaches utilized to manage selected material SD risks and opportunities and whether their description is consistent with our understanding of those processes based on the procedures we performed.
- Interviewing selected personnel responsible for the Specified Performance Indicators to gain an understanding of the data collection and collation process.
- Undertaking analytical procedures and substantive testing on a limited sample basis over the Specified Performance Indicators.
- Reviewing the Sustainability Report content for the disclosure of performance information around the selected material SD risks and opportunities.

The sites selected for testing are representative of Goldcorp's diverse geographic locations. The sites visited included:

- Porcupine Gold Mine, Ontario, Canada
- Musselwhite, Ontario, Canada

Our Conclusion

Subject to the section on limitations above and on the basis of our procedures for this limited assurance engagement, we conclude that nothing has come to our attention that causes us to believe that the four subject matters are not, in all material respects, fairly presented in accordance with the stated criteria.

The logo for Ernst & Young LLP is written in a black, cursive script font.

Ernst & Young LLP

Chartered Professional Accountants
Vancouver, Canada

14 May 2019

Thank You

We would like to thank everyone who has provided guidance on this process, contributed to this report and participated in the materiality analysis process, including site and corporate staff and management, internal and external stakeholders and the Board of Directors. This report is a product of a great deal of collaboration by and effort from individuals who are passionate about the work we do, as well as dedicated to ensuring our sustainability and increasing our transparency.

Nos gustaría agradecerles a todos los que han brindado orientación sobre este proceso, contribuido a este informe y participado en el proceso de análisis de materialidad, incluyendo al personal y la gerencia corporativo y del sitio, las partes interesadas internas y externas y la Junta Directiva. Este informe es un producto de mucha colaboración y esfuerzo de parte de personas que están entusiasmadas con el trabajo que realizamos, así como dedicadas a garantizar nuestra sostenibilidad e incrementar nuestra transparencia.

Nous tenons à remercier toutes les personnes qui ont apporté leur aide lors de ce processus, qui ont contribué à ce rapport et participé au processus de l'analyse de matérialité, notamment les équipes du site et du siège social, mais aussi la direction, les parties prenantes internes et externes et le conseil d'administration. Ce rapport est le produit d'une collaboration fructueuse et des efforts d'individus qui sont passionnés par le travail qu'ils font, mais aussi dévoués pour garantir notre développement durable et augmenter notre transparence.





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Materiality Analysis

[GRI 102-46]

In order to realize our vision of **Together, Creating Sustainable Value**, we must recognize the economic, environmental and social impacts of our business – and we need to understand the assessments and/or decision-making of our stakeholders.

For the purpose of this report, we use the Global Reporting Initiative’s (GRI) definition of materiality: “Those topics and indicators that reflect the organization’s significant economic, environmental, and social impacts or that would substantively influence the assessments and decisions of stakeholders.” These material topics can have a significant financial impact and are also relevant to stakeholders who focus on our financial results.



Methodology

Our materiality analysis includes a desktop analysis and stakeholder interviews. In 2018, in line with our five-year materiality analysis engagement plan, we reached out to a wide range of external and internal stakeholders.

A look at our five-year materiality analysis engagement plan is shown below:

2015	2016	2017	2018	2019
<ul style="list-style-type: none"> – Corporate executive team – SRIs – NGOs – Government organizations – Industry associations – Aboriginal Groups – Peñasquito – Local Communities 	<ul style="list-style-type: none"> – Mine General Managers – Academics 	<ul style="list-style-type: none"> – Site Management – LATAM Site Trade Unions – LATAM Site Security Providers – Canada Site Trade Unions – Canada Site Security Providers – Added Board of Directors 	<ul style="list-style-type: none"> – All employees and contractors with access to a computer – Stakeholder groups representing all areas 	<ul style="list-style-type: none"> – Senior Executive Team – SRIs – NGOs – Government Organizations – Industry Associations – Indigenous Groups – Academia Groups – Suppliers – Trade Unions – Police/Military

For our 2018 outreach, we used multiple methods to connect with our stakeholders, including email surveys, interviews and roundtables. A further breakdown of the stakeholders that we invited to participate in our 2018 materiality analysis included:

Internal Stakeholders	External Stakeholders
<ul style="list-style-type: none"> – All employees and contractors with access to a computer (corporate, operations, projects, closed sites and JVs) 	<ul style="list-style-type: none"> – Academia – Government – Indigenous groups – Industry associations – Local communities – NGOs – Police/military – Security providers – SRIs – Suppliers – Unions

During these interviews, surveys and roundtables, we asked stakeholders for their insights on:

1. Our Material Topics.
2. The United Nations Sustainability Development Goals (SDGs).
3. Salient Human Rights.

In line with the Global Reporting Initiative (GRI) Standards' guidance on materiality, we determined which topics are material by using the following two dimensions:

1. They reflect Goldcorp's significant economic, environmental and social impacts; or
2. They substantively influence the assessments and decisions of stakeholders.

In an effort to gain a robust data set, we categorized stakeholders into two groups: internal and external. Internal Stakeholders included individuals from Goldcorp's corporate offices, projects, operations, joint ventures and closed sites (Sustainability Managers, Corporate Social Responsibility (CSR) Managers, Senior Leadership and Board of Directors). External stakeholders included community members, industry associations, government and socially responsible investors (SRIs).

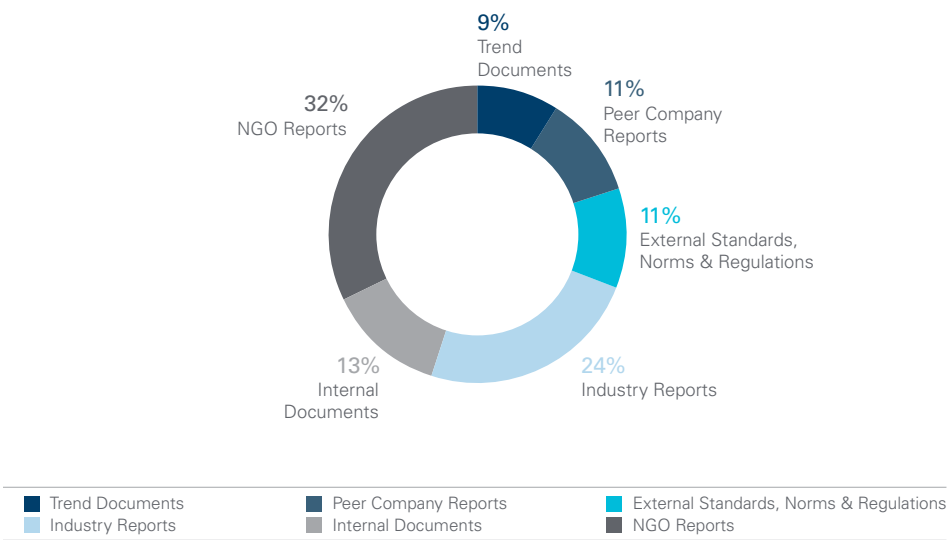
Because internal stakeholders had a broad view of Goldcorp's operations and impacts, as well as of our industry context and our company's place within it, we asked them for their perspective on the first dimension (the x-axis on the Materiality Matrix): "topics that reflect the reporting organization's significant economic, environmental, and social impacts."

For the second dimension (the y-axis on the Materiality Matrix) – “topics that substantively influence the assessments and decisions of stakeholders” – we contacted, through an online survey, a mix of internal and external stakeholders (including all employees and contractors, local community members, suppliers, industry associations, non-governmental organizations, socially responsible investors, and government representatives and staff). Including a mix of internal and external stakeholders is vital to ensuring a balanced view and portraying a range of stakeholders opinions on our most material topics.

To ensure we continue to actively seek feedback from stakeholders, we have implemented a rolling intake of responses to allow stakeholders to respond throughout the year, at a time most convenient for them. Responses will then be included in communication materials over the course of the year. As part of our focus on continual improvement, we will share responses and results internally.

Below is the breakdown of our 2018 Materiality Analysis Desktop Analysis:

DOCUMENTS REVIEWED FOR DESKTOP ANALYSIS



The table below provides a description of our Materiality Analysis methodology:

<p>1. Methodology Design</p> 	<p>We conducted a best practice scan on current processes and recommendations that was in keeping with the materiality principle (a GRI reporting principle in the GRI Standards) in order to implement updates on our materiality analysis methodology. This action was in line with our five-year materiality analysis strategy.</p>
<p>2. Research and Identification of Material Topics</p> 	<p>We conducted desktop research, in which we reviewed: external standards and regulations; global and industry trend reports; peer sustainability reports; voluntary agreements and commitments; media scans; and internal documentation and policies. We also reviewed materiality analyses and feedback from the stakeholders we had consulted in previous years.</p>
<p>3. Material Topic Assessment and Preliminary Prioritization</p> 	<p>We applied a relevance scale, ranging from 0 to 4, to assess the topic's significance to the broader society, our stakeholders and Goldcorp itself.</p>
<p>4. Engagement and Validation</p> 	<p>Building on the results of our desktop research, materiality analyses and feedback from our stakeholders consulted in previous years, we validated topics through interviews with both internal and external stakeholders. In these interviews, we asked stakeholders to rank topics from a scale ranging from 0 (no significance/no importance) to 4 (critical significance/critical importance). We also gave stakeholders the opportunity to provide additional topics that were not covered within the interview, as well as to offer feedback on the process, the report and our company.</p>
<p>5. Review and Final Categorization and Prioritization</p> 	<p>The results of these interviews were aggregated and analyzed, resulting in a final categorization and prioritization of material topics.</p>

Top Material Topics

[GRI 102-47]

The topics identified throughout our materiality analysis process and shown in our Materiality Matrix form the main content of our Sustainability Report.

The Materiality Matrix provides a visual representation of the ranking of topics, which our engagement and validation process uncovered as being of high to critical significance and importance. Our 2018 Sustainability Report provides information on the topics found in our Materiality Matrix, organized into five categories:



Strategy and Governance



Communities



Our People



Safety and Health



Environmental Stewardship

Materiality Matrix

2018 MATERIALITY MATRIX

Importance to stakeholders when making assessments and/or decisions regarding Goldcorp

Critical

High



Significance of economic, environmental and social impacts from Goldcorp

Understanding Our Material Topics



Strategy and Governance



MATERIAL TOPICS

Anti-Corruption	Ensuring the prevention of corruption and bribery throughout all company activities and supply chains.
Business Ethics and Compliance	Ensuring the highest ethical standards are maintained. Ensuring the highest standards of integrity and compliance with all applicable laws, regulations and company policies.
Enterprise Risk Management (ERM)	Managing issues and events that could cause reputational, financial, political, operational and/or strategic impacts. Ensuring we have robust risk management processes at the site, regional and corporate levels to assess both internal and external risks that could impact us. One of the many ways we manage our external risks is through the country risk assessment exercises, which we conduct quarterly in countries in which we operate.
Governance and Accountability	Ensuring senior management is accountable for environmental, social and economic issues. Maintaining the highest ethical standards to prevent human rights violations, corruption and bribery throughout activities and supply chains. Complying with all applicable laws, regulations and company policies.
United Nations Sustainable Development Goals (SDGs) found in Strategy and Governance	5 GENDER EQUALITY

Communities	
	
MATERIAL TOPICS	
Human Rights	Ensuring human rights are upheld through all business activities.
Rights of, and Engagement with, Indigenous Peoples	Engaging early and transparently with Indigenous Peoples to build strong and collaborative relationships.
Stakeholder Engagement	Ensuring stakeholders participate in early and ongoing, meaningful and transparent engagement.
Supply Chain Management	Selecting vendors to partner with by balancing our requirements and priorities, including (but not limited to): ethics; anti-corruption; labour standards; and local procurement. Every vendor relationship must meet our economic, logistical and sustainability standards.
Sustainable Benefits for Communities	Strategically investing to build partnerships and local capacity through community investment, procurement and employment activities.
United Nations Sustainable Development Goals (SDGs) found in Communities	

Our People	
	
MATERIAL TOPICS	
Diversity and Equal Opportunities	Encouraging diversity of genders, ages, cultures, backgrounds and skills throughout the Board of Directors, management team, employees, contractors, business partners and suppliers.
Employee Recruitment, Retention and Development	Recruiting, retaining and developing a high-performance workforce through leadership training, succession planning, career development, fair remuneration and working conditions.
United Nations Sustainable Development Goals (SDGs) found in Our People	

Safety and Health

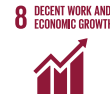


MATERIAL TOPICS

Workforce Safety and Health

Ensuring a safe and healthy work environment for our workforce.

United Nations Sustainable Development Goals (SDGs) found in Safety and Health



Environmental Stewardship



MATERIAL TOPICS

Energy Management and Climate Change

Reducing energy consumption and greenhouse gas (GHG) emissions. Investing in alternative energy sources for operational efficiencies and cost savings (e.g., solar, wind).

Environmental Compliance

Ensuring the highest standards of integrity and compliance with applicable laws, regulations and company policies.

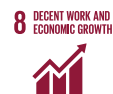
Waste and Hazardous Materials Management

Managing the sourcing, transport, use and disposal of waste, including recycling and tailings management.

Water Management

Optimizing water consumption and discharge while maximizing water quality.

United Nations Sustainable Development Goals (SDGs) found in Environmental Stewardship



Our annual materiality process provides a valuable opportunity to engage regularly with a wide range of stakeholders. This process complements the other forms of engagement that already occur with stakeholders throughout the year. It also provides us with incredible insights. Some of these insights are highlighted below.

During the materiality process, we asked internal and external stakeholders to rank our material topics.

External Stakeholders' (y-axis) Top-Ranked Material Topics were:

1. Workforce Safety and Health
2. Anti-Corruption
3. Business Ethics and Compliance

Internal Stakeholders' (y-axis) Top-Ranked Material Topics were:

1. Workforce Safety and Health
2. Anti-Corruption
3. Human Rights

We asked all respondents – internal and external – to let us know how effectively they feel we are managing our material topics.

The three topics respondents felt we are most effectively managing are:

- Internal and external stakeholders said:
 1. Workforce Safety and Health
 2. Environmental Compliance
 3. Human Rights
- Internal stakeholders said:
 1. Workforce Safety and Health
 2. Environmental Compliance
 3. Human Rights
- External stakeholders said:
 1. Workforce Safety and Health
 2. Human Rights
 3. Environmental Compliance

The three topics respondents felt we are managing least effectively are:

- Internal and external stakeholders said:
 1. Employee Recruitment, Retention & Development
 2. Supply Chain Management
 3. Energy Management and Climate Change
- Internal stakeholders said:
 1. Employee Recruitment, Retention & Development
 2. Energy Management and Climate Change
 3. Supply Chain Management
- External stakeholders said:
 1. Employee Recruitment, Retention & Development
 2. Supply Chain Management
 3. Stakeholder Engagement (tied for 3rd)
 4. Sustainable Benefits for Communities (tied for 3rd)

We asked external stakeholders to let us know what the top three most important topics for them are. We heard:

- 1. Workforce Safety and Health
- 2. Anti-Corruption
- 3. Business Ethics and Compliance

The top material topics by mine lifecycle phase are:

EXPLORATION	ASSESSMENT AND APPROVAL	CONSTRUCTION	OPERATIONS	RECLAMATION AND CLOSURE
Rights of, and Engagement with, Indigenous Peoples	Rights of, and Engagement with, Indigenous Peoples	Workforce Safety and Health	Workforce Safety and Health	Environmental Compliance
Environmental Compliance	Anti-Corruption	Environmental Compliance	Human Rights	Rights of, and Engagement with, Indigenous Peoples
Human Rights	Business Ethics and Compliance	Anti-Corruption	Waste and Hazardous Materials Management	Waste and Hazardous Materials Management

Sustainability Performance Index (SPI)

We developed and implemented the Sustainability Performance Index (SPI) in 2017 to measure the adoption of SEMS practices and gauge our performance in certain key areas of sustainability. The SPI comprises groupings of various indicators that have been developed based on our current level of maturity. Performance is tracked monthly. The SPI includes an indicator measuring our progress on the audit action plan. The SPI score is a portion of the company's overall scorecard, ensuring compensation is linked to sustainability performance.

SPI KEY SUSTAINABILITY AREAS

AREA	METRIC EXAMPLES	METRIC TYPE
Overall Sustainability	<ul style="list-style-type: none"> – High severity events management practices – Corrective action plans practices 	Practices indicator
Safety and Health	<ul style="list-style-type: none"> – Sites' All Injury Frequency Rate (AIFR) target met 	Performance indicator
Environment	<ul style="list-style-type: none"> – Sites established GHG and water performance targets 	Performance indicator
Reclamation and Closure	<ul style="list-style-type: none"> – Sites work to develop concurrent reclamation plans 	Practices indicator
Social	<ul style="list-style-type: none"> – Adequate grievance investigations practices 	Practices Indicator
Security	<ul style="list-style-type: none"> – Security personnel management practices 	Practices Indicator

In 2018, each site's objective was to improve its overall score by at least 5%. Each operating site met this target.

Goldcorp's SPI is a monthly measure of key indicators. The table on the following page shows the monthly and year-end scores for the SPI for the indicators related to systems, environmental, social responsibility and security.

INDICATOR	2018 SCORE												
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	2018
Timely (within 24 hours) submittal of Cat IV & V events	83%	67%	100%	50%	100%	83%	100%	100%	100%	83%	83%	83%	86%
Timely (within 30 days) and adequate investigation of Cat IV & V events	100%	83%	67%	83%	83%	100%	100%	83%	83%	83%	83%	83%	86%
All Cat 1 SEMS findings closed out on time	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
All Cat 2 SEMS findings closed out on time	67%	83%	67%	83%	67%	67%	50%	67%	83%	83%	83%	100%	75%
Timely investigation of grievances	100%	83%	100%	100%	83%	83%	100%	100%	100%	100%	100%	100%	96%
Achieved site-specific water recycling target	100%	83%	100%	83%	100%	83%	83%	83%	83%	67%	67%	67%	83%
Achieved site-specific water withdrawal intensity target	83%	67%	83%	83%	83%	67%	67%	67%	67%	83%	100%	100%	79%
Achieved GHG target	83%	83%	83%	83%	83%	83%	83%	83%	83%	83%	83%	67%	82%
Did the site NOT receive any notices of violation or enforcement actions?	100%	100%	100%	100%	100%	100%	100%	83%	100%	100%	83%	100%	97%
Percentage of all security personnel (Goldcorp and all contractors) whose background check is current and valid for the monthly reporting period	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	99%

Goldcorp and the United Nations Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs), adopted by the United Nations and its member states, are ambitious and will require collaboration between many sectors. This universal set of goals aims to eradicate poverty, protect the planet and advance prosperity by 2030. The private sector and companies like ours have a critical role in meeting these objectives.



The SDGs and the Role of the Private Sector

Businesses like ours have a tremendous impact on communities. We provide local jobs and use local supply chains, which in turn creates jobs and builds human capital. We build physical and institutional infrastructure and support technology transfer. The resulting growth in products and services can have multiplier effects that improve communities' financial sustainability.

We are committed to playing a key role in achieving the SDGs. The table below shows a snapshot of our involvement in 2018 in the areas in which we operate. It also demonstrates how this involvement ties back into the SDGs. In 2018, we included the SDGs in our materiality analysis surveys, interviews and roundtables. Through these, we asked a wide range of stakeholders for their insights on which SDGs they believe we should prioritize. Using "Integrating the SDGs into Corporate Reporting: A Practical Guide" as a guide, we asked respondents to consider the following aspects when prioritizing the SDGs:

Risks to People and the Environment: This includes the contribution every company can make to achieving the SDGs by meeting its responsibility to address potential and actual negative impacts to people and the environment that are linked to its operations and value chains.

Impacts: Thinking through our impacts, both positive and negative, how much focus do you believe we should put on each of the following SDGs?

Contributions: Thinking through our value chain, expertise and experience, do you think we could make a meaningful impact on this SDG by applying our knowledge, skills or other capabilities that will benefit people and the environment?



Initial results from external and internal responses are broken down below:

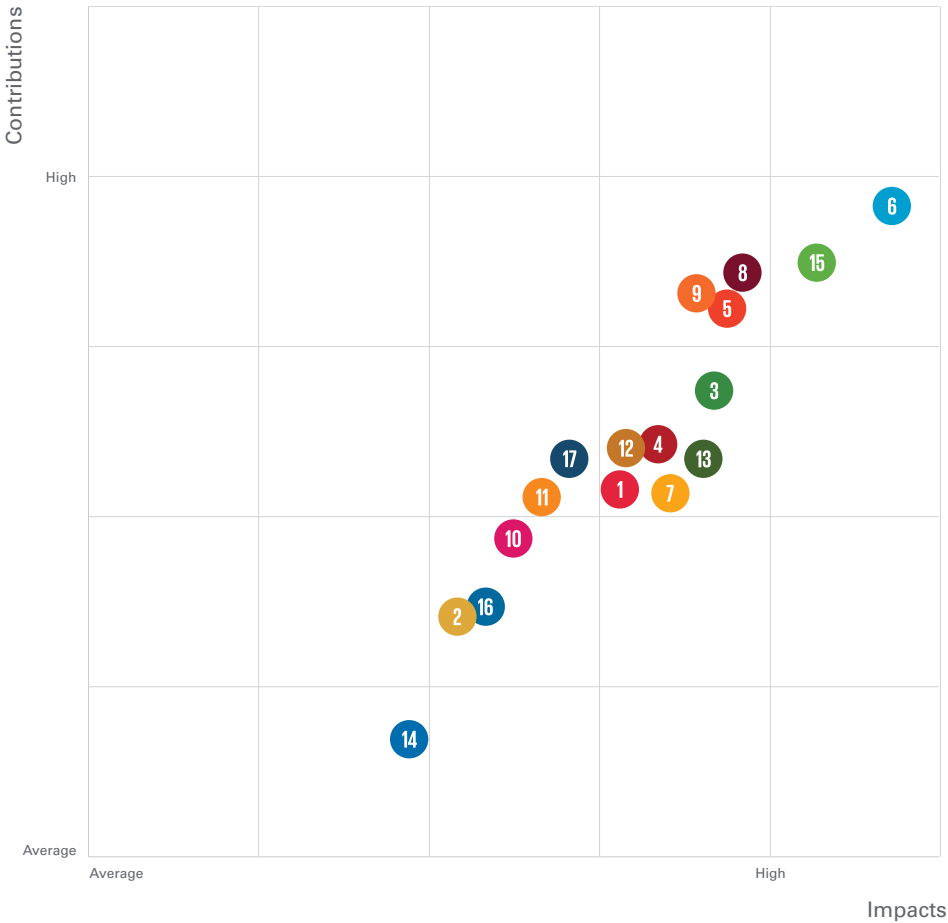
SDG MATRIX USING A WEIGHTED AVERAGE SHOWING EXTERNAL AND INTERNAL RESPONSES



LEGEND

- | | |
|------------------------------------------------------|------------------------------------------------------|
| SDG 1 No Poverty | SDG 10 Reduced Inequalities |
| SDG 2 Zero Hunger | SDG 11 Sustainable Cities and Communities |
| SDG 3 Good Health and Well-being | SDG 12 Responsible Consumption and Production |
| SDG 4 Quality Education | SDG 13 Climate Change |
| SDG 5 Gender Equality | SDG 14 Life Below Water |
| SDG 6 Clean Water and Sanitation | SDG 15 Life on Land |
| SDG 7 Affordable and Clean Energy | SDG 16 Peace, Justice and Strong Institutions |
| SDG 8 Decent Work and Economic Growth | SDG 17 Partnerships for the Goals |
| SDG 9 Industry, Innovation and Infrastructure | |

SDG MATRIX USING A WEIGHTED AVERAGE SHOWING INTERNAL RESPONSES



LEGEND

- SDG 1** No Poverty

SDG 2 Zero Hunger

SDG 3 Good Health and Well-being

SDG 4 Quality Education

SDG 5 Gender Equality

SDG 6 Clean Water and Sanitation

SDG 7 Affordable and Clean Energy

SDG 8 Decent Work and Economic Growth

SDG 9 Industry, Innovation and Infrastructure
- SDG 10** Reduced Inequalities

SDG 11 Sustainable Cities and Communities

SDG 12 Responsible Consumption and Production

SDG 13 Climate Change

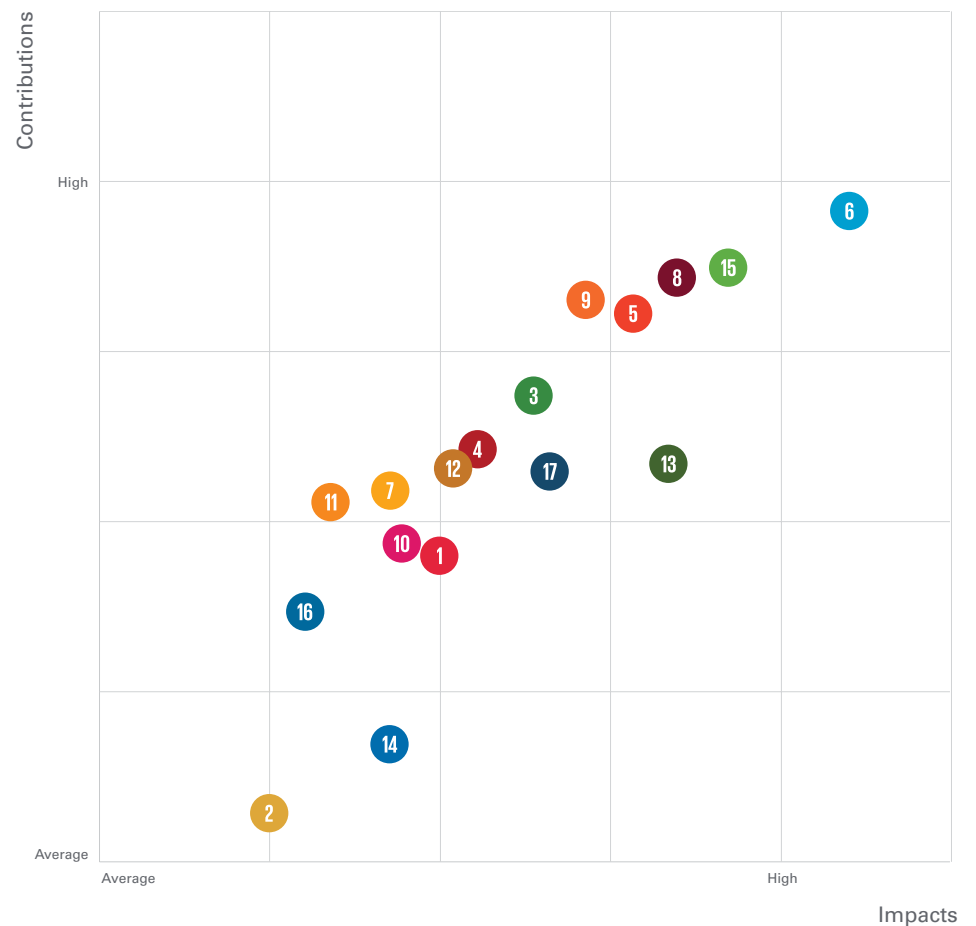
SDG 14 Life Below Water

SDG 15 Life on Land

SDG 16 Peace, Justice and Strong Institutions

SDG 17 Partnerships for the Goals

SDG MATRIX USING A WEIGHTED AVERAGE SHOWING EXTERNAL RESPONSES









LEGEND

SDG 1	No Poverty	SDG 10	Reduced Inequalities
SDG 2	Zero Hunger	SDG 11	Sustainable Cities and Communities
SDG 3	Good Health and Well-being	SDG 12	Responsible Consumption and Production
SDG 4	Quality Education	SDG 13	Climate Change
SDG 5	Gender Equality	SDG 14	Life Below Water
SDG 6	Clean Water and Sanitation	SDG 15	Life on Land
SDG 7	Affordable and Clean Energy	SDG 16	Peace, Justice and Strong Institutions
SDG 8	Decent Work and Economic Growth	SDG 17	Partnerships for the Goals
SDG 9	Industry, Innovation and Infrastructure		

To ensure we continue to actively seek feedback from stakeholders, we have implemented a rolling intake of responses to allow stakeholders to respond throughout the year, at a time most convenient for them. Responses will then be included in communication materials over the course of the year. As part of our focus on continual improvement, we will share responses and results internally. Responses will help us identify which SDGs to prioritize.

Goldcorp and the United Nations Sustainable Development Goals (SDGs)

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL (SDG)	GRI LINKS	
1 NO POVERTY 	Communities GRI Standard 202-1 GRI Standard 203-2 GRI Standard 204-1 GRI Standard 413-2	MM5 MM6 MM7 MM8 MM9
2 ZERO HUNGER 	Communities GRI Standard 201-1 GRI Standard 203-1 GRI Standard 411-1 GRI Standard 413-2 GRI Standard 203-2	MM5 MM6 MM7 MM8 MM9
3 GOOD HEALTH AND WELL-BEING 	Communities GRI Standard 203-2 Our People GRI Standard 401-2 Safety and Health Section GRI Standard 403-1 GRI Standard 403-2 GRI Standard 403-3 GRI Standard 403-4 GRI Standard 403-5 Environmental Stewardship GRI Standard 305-1 GRI Standard 305-2 GRI Standard 305-3 GRI Standard 305-7 GRI Standard 306-1	MM8 GRI Standard 403-6 GRI Standard 403-7 GRI Standard 403-8 GRI Standard 403-9 GRI Standard 403-10 GRI Standard 306-2 GRI Standard 306-3 MM1 MM3
4 QUALITY EDUCATION 	Our People GRI Standard 404-1	
5 GENDER EQUALITY 	Communities GRI Standard 201-1 GRI Standard 202-1 GRI Standard 203-1 GRI Standard 204-1 Our People GRI Standard 401-1 GRI Standard 401-2 GRI Standard 404-1	GRI Standard 406-1 GRI Standard 414-1 GRI Standard 414-2 GRI Standard 404-3 GRI Standard 405-1 GRI Standard 405-2
6 CLEAN WATER AND SANITATION 	Communities MM8 Environmental Stewardship GRI Standard 303-2 GRI Standard 303-3 GRI Standard 303-4 GRI Standard 303-5 GRI Standard 304-1 GRI Standard 304-2 GRI Standard 304-3 GRI Standard 304-4	GRI Standard 306-1 GRI Standard 306-2 GRI Standard 306-3 GRI Standard 306-5 MM1 MM2 MM3

https://www.un.org/sustainabledevelopment/wp-content/uploads/2019/01/SDG_Guidelines_January_2019.pdf

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL (SDG)	GRI LINKS	
7 AFFORDABLE AND CLEAN ENERGY 	Communities GRI Standard 201-1	GRI Standard 203-1
	Environmental Stewardship GRI Standard 302-1 GRI Standard 302-2	GRI Standard 302-3 GRI Standard 302-4
8 DECENT WORK AND ECONOMIC GROWTH 	Communities GRI Standard 201-1 GRI Standard 202-1 GRI Standard 202-2 GRI Standard 203-2 GRI Standard 204-1 GRI Standard 406-1 Our People GRI Standard 102-41 GRI Standard 102-8 GRI Standard 401-1 GRI Standard 401-2 GRI Standard 402-1 GRI Standard 404-1 Safety and Health GRI Standard 403-1 GRI Standard 403-2 GRI Standard 403-3 GRI Standard 403-4 GRI Standard 403-5 Environmental Stewardship GRI Standard 301-1 GRI Standard 301-2 GRI Standard 302-1 GRI Standard 302-2	GRI Standard 407-1 GRI Standard 408-1 GRI Standard 409-1 GRI Standard 414-1 GRI Standard 414-2 MM8 GRI Standard 404-2 GRI Standard 404-3 GRI Standard 405-1 GRI Standard 405-2 MM4 GRI Standard 403-6 GRI Standard 403-7 GRI Standard 403-8 GRI Standard 403-9 GRI Standard 403-10 GRI Standard 302-3 GRI Standard 302-4 GRI Standard 303-5
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Communities GRI Standard 201-1	GRI Standard 203-1
10 REDUCED INEQUALITIES 	Communities GRI Standard 203-2 Our People GRI Standard 102-8 GRI Standard 401-1 GRI Standard 404-1	GRI Standard 404-3 GRI Standard 405-2
11 SUSTAINABLE CITIES AND COMMUNITIES 	Communities GRI Standard 203-1	

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL (SDG)	GRI LINKS
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Communities MM8 Environmental Stewardship GRI Standard 301-1 GRI Standard 301-2 GRI Standard 302-1 GRI Standard 302-2 GRI Standard 302-3 GRI Standard 302-4 GRI Standard 303-5 GRI Standard 305-1 GRI Standard 305-2 GRI Standard 305-3 GRI Standard 305-7 GRI Standard 306-1 GRI Standard 306-2 GRI Standard 306-3 MM1 MM3
13 CLIMATE ACTION 	Environmental Stewardship GRI Standard 201-2 GRI Standard 302-1 GRI Standard 302-2 GRI Standard 302-3 GRI Standard 302-4 GRI Standard 305-1 GRI Standard 305-2 GRI Standard 305-3 GRI Standard 305-4 GRI Standard 305-5
14 LIFE BELOW WATER 	Environmental Stewardship GRI Standard 304-1 GRI Standard 304-2 GRI Standard 304-3 GRI Standard 304-4 GRI Standard 305-1 GRI Standard 305-2 GRI Standard 305-3 GRI Standard 305-4 GRI Standard 305-5 GRI Standard 305-7 GRI Standard 306-1 GRI Standard 306-3 GRI Standard 306-5
15 LIFE ON LAND 	Environmental Stewardship GRI Standard 304-1 GRI Standard 304-2 GRI Standard 304-3 GRI Standard 304-4 GRI Standard 305-1 GRI Standard 305-2 GRI Standard 305-3 GRI Standard 305-4 GRI Standard 305-5 GRI Standard 305-7 GRI Standard 306-3 GRI Standard 306-5 MM1 MM2
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Communities GRI Standard 103-2
17 PARTNERSHIPS FOR THE GOALS 	Communities GRI Standard 203-2

To learn more about the SDGs, please visit the United Nations SDGs website
<https://sustainabledevelopment.un.org/>



Together, Creating Sustainable Value

We believe that corporate governance (how the Board of Directors oversees and governs our company) and our vision of **Together, Creating Sustainable Value** are essential to enhancing shareholder value and protecting our employees.



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2018 Highlights



Strategy and Governance

4

On April 30, 2018 and June 5, 2018, respectively, we signed a Collaboration Agreement with Tr'ondëk Hwëch'on in relation to the Coffee project and an Impacts and Benefits Agreement with three First Nation communities (Brunswick House First Nation, Chapleau Cree First Nation and Chapleau Ojibwe First Nation) with respect to the development and operation of the Borden project.

10

On October 24, 2018, Ms. Cristina Bitar was appointed to our Board. Following her appointment, our Board increased to ten members.

100%

On November 29, 2018, we announced that first gold had been achieved at Peñasquito's pyrite leach project ("PLP"), and commercial production was achieved in December. Commissioning commenced in Q3 2018, and the PLP is now processing 100% of the existing plant tailings.

30%

In 2018, 30% of our directors were women, 10% of our directors were Indigenous and 21% of our officers were women.

100%

100% of our business units were analyzed for risks related to corruption.

95%

95% of our "online" employees (i.e., employees with permanent access to a computer as part of their work responsibilities) completed our annual Code of Conduct training and certification process.

Management Approach

[GRI 103-2]

Macro-Trends

The mining industry is recovering from a prolonged depression of weakened commodity prices. Despite the rise in inflation, efforts have been made to keep costs from rising; in some cases, costs have remained the same or are lower. External stakeholders continue to demand that companies demonstrate how they are managing risks and mitigating impacts. In addition, they expect more transparent disclosure on all business fronts, from operational performance, to executive compensation, to community engagement. Around the globe, regulators continue to focus on the enforcement of anti-corruption legislation. Meanwhile, heightened attention is being placed on companies' efforts to provide workplaces free from harassment and discrimination. Talent attraction and retention continues to be a challenge as the majority of the current mining workforce ages into retirement, but at the same time, there is great opportunity. Employers must focus on retaining and maintaining top talent for effective and skilled management as well as for succession planning of senior leadership positions.

Why Is This Important to Our Stakeholders?

Our stakeholders want us to demonstrate that we have the appropriate organizational structures and accountabilities in place to reduce risks. They want us to generate superior returns from high-quality assets, while being transparent in our reporting on performance, trends and outcomes.

Why Is This Important to Us?

Good governance is the foundation on which we build our responsible management and industry-leading results. We strive to provide our shareholders and other stakeholders with clear and concise disclosure about our policies, programs and performance.

Our Strategy

Our strategy is to build governance and accountability mechanisms that position our company to optimize results and safeguard long-term success. Strategic management appointments provide our leadership team with the opportunity to manage events that could have reputational, financial, operational, environmental or community impacts. Our Sustainability Excellence Management System (SEMS) as well as our Enterprise Risk Management (ERM) framework helps us better identify, manage and mitigate these impacts. We also perform ongoing risk assessments for the local and national geographical areas in which we work. These are multi-faceted assessments that take into consideration the environmental, social, political and economic risks of the countries in which we operate.

The Board of Directors and our Executive Management team recognize the importance of strong corporate governance to effectively manage our company and to protect employees and shareholders. Our approach to issues of corporate governance is designed to ensure that our business and affairs are conducted to enhance long-term shareholder value. Guidelines and requirements for ethical practices are incorporated into various SEMS standards. For more information on our policies, please visit this report's section on our Corporate Policies.

We are a member of the Mining Association of Canada (MAC). Therefore, our four Canadian operations adhere to the principles of Towards Sustainable Mining (TSM), which is MAC's commitment to responsible mining. Established in 2004, TSM is a set of tools and indicators to drive performance and ensure that key mining risks are managed responsibly. By adhering

to the TSM principles, we demonstrate leadership as follows: engaging with communities, driving world-leading environmental practices and committing to the safety and health of employees and surrounding communities. Our four Canadian operations are in various stages of site assessments and implementation verification. Additionally, the national mining association in Argentina (Cámara Argentina de Empresarios Mineros) agreed to adopt the TSM principles; in response, we are working with the mining association to define the appropriate system in Argentina where our Cerro Negro Mine is located.

Insights



Talking Strategy and Governance



DAVID GAROFALO
President and Chief Executive Officer

1

Looking back on 2018, what were some of the main accomplishments and highlights for Goldcorp that come to mind?

There were numerous highlights throughout the year, but one area that I'm particularly proud of is our safety performance. Once again, we completed the year with Zero Fatalities and drove down our All Injury Frequency Rate (AIFR) across the company. In addition, we reduced our Lost Time Injury Frequency Rate (LTIFR) and Potential Fatal Incidences (PFOs) by more than a third. To a large degree, this marked improvement can be attributed to the diligence and hard work of our employees in embracing our safety culture to reduce risks and create a safer workplace. However, we recognize that any on-the-job injury is one too many, and we will continue to refine and improve our safety standards and programs with the goal of getting our injury rate down to zero.

We saw some impressive improvements in our sustainability performance across the board. Each of our mine sites achieved their Sustainability Performance Index (SPI) targets in 2018. This was the first full year for the application of our SPI, which we developed in 2017 to measure the adoption of Goldcorp's Sustainability Excellence Management System (SEMS) practices and performance. The SPI provides an objective measure of key sustainability metrics, equipping our managers with clear performance targets to reach so that we can confidently deliver on our commitments.

In 2018, we issued our first annual Corporate Water Summary based on the International Council on Mining & Metals' (ICMM) water reporting guide. We're proud of our water stewardship performance, which ranked in the 100th percentile on the Dow Jones Sustainability Index. Through our Water Accounting Framework, we monitored and measured the unit costs for the full spectrum of water activities at all our operations. This framework not only helped us establish the true cost of water at each of our sites but also enabled us to accurately track our progress in driving down water consumption to meet our short- and long-term Towards Zero Water (H₂Zero) targets.

We continued throughout the year to strengthen and advance our working relationships with local communities and First Nations. Of particular note was the signing of an Impacts and Benefits Agreement with the Brunswick House First Nation, Chapleau Cree First Nation and Chapleau Ojibwe First Nation related to our Borden Mine. The constructive and cooperative approach all parties took to conclude this agreement reinforced our belief that aligning the interests and values of our host communities with our corporate interests and values helps create trust and provides opportunities for everyone involved. With this agreement in place, we now have formal agreements in place that benefit 26 Indigenous groups in Canada.

2

What were some of the challenges in 2018? What did the Company learn from them?

Consistently hitting operating targets was a big challenge for us in 2018, and we got punished in the market for that. To a large degree, production rates are a reflection of the stage of maturity of our mines.

We made some necessary reinvestments in our operations in 2018. At Peñasquito, for example, we proceeded with accelerated stripping in order to access higher-grade ore later in the mine life. We also made a significant capital investment in Peñasquito's Pyrite Leach Project, which is expected to recover approximately 35%

of the gold and 42% of the silver from tailings and is projected to add production of over one million ounces of gold and 45 million ounces of silver over the current life of the mine. We completed a major upgrade to Musselwhite's materials handling infrastructure, which promises to increase throughput levels, improve efficiencies and significantly reduce mining costs.

We've also made major investments in Borden, Canada's first all-electric mine. By using electric vehicles and eliminating diesel equipment, Borden will be quieter, safer, more environmentally friendly and more economical through reduced ventilation costs and lower overall operating costs.

So, we've invested significant capital back into these operations to make them more efficient in the medium to long term. In doing so, we've borne some commissioning risk over the course of the year, which impeded short-term production targets. Now that these expansions are largely completed, these operations are well-positioned to be profitable going forward.

We didn't take any shortcuts over the last three years. We did what we needed to do to ensure the long-term economic viability of these mines, and I think that's important for everyone involved in these operations, including our community partners and our shareholders.

3

Goldcorp has a strong focus on innovation and has become a driving force behind #DisruptMining. Why does the mining industry need to be disrupted?

The mining industry's cost structure is very high and hasn't really changed all that much in the last 20 or 30 years. We still rely on a very labour-intensive extraction process. Near-surface targets are harder to find. Ore grades are declining, and ore bodies are more complex, resulting in higher extraction costs. The average mine grade of gold deposits globally is under a gram a tonne, and that's less than half of what it was 20 years ago. Clearly, the mining sector needs a step change in its cost structure, which is indicative of an industry ripe for disruption.

The mining sector has traditionally been slow to embrace innovation; however, to remain competitive, the industry needs to become more agile in bringing new, more efficient technologies to the forefront – technologies that are focused on solving specific challenges such as production rates, safety, efficiency and predictability.

This transformation cannot be achieved in isolation. Cross-sector collaboration is essential in order to accelerate the pace of change in our industry. That's why Goldcorp became involved with #DisruptMining, the industry's innovation accelerator, in 2017. Since the inception of #DisruptMining, we have invested more than C\$10 million to help established start-ups grow their business and scale up leading-edge technologies that promise to reshape the mining sector. For instance, Acoustic Zoom, #DisruptMining's 2018 winner, is promising to reduce surveying costs by 90%, with high-frequency seismic imaging that can map deep into the earth. LlamaZOO is another promising start-up focused on creating virtual mine plans for easier planning and execution.

Adapting new technologies poses significant challenges for the mining industry, but also provides great opportunities for future growth. We're extremely proud of the role we have played in helping push the envelope by leveraging disruptive technologies and best practices that will make mines of the future more efficient, safer and sustainable – all of which will reinforce public trust in our industry.

Governance and Accountability

[GRI 102-18]

Structure

As of December 31, 2018, the Board was composed of ten directors, each of whom were selected for their skills, experience and knowledge of the mining industry and various aspects of corporate governance and management. The Board fulfills its mandate directly and through its committees at regularly scheduled meetings or as required. Board committees currently consist of the Audit Committee, the Human Resources and Compensation Committee, the Governance and Nominating Committee and the Sustainability Committee. All committees are independent from management and report directly to the Board.

Independence

In 2018, two of the ten Board members were not independent as defined by Canadian and USA securities laws: Mr. David Garofalo and Mr. Ian Telfer were not independent, as Mr. Garofalo was the President and Chief Executive Officer of Goldcorp and Mr. Telfer had an employment agreement with Goldcorp for his continued service as Chairman. The independent directors frequently met as a group when there was a scheduled Board meeting.

Qualifications and Evaluation on Performance

[GRI 102-28]

The Governance and Nominating Committee, which is composed entirely of independent directors, is responsible for identifying and recruiting new candidates for nomination to the Board. The committee develops and recommends a long-term plan for Board composition to the Board for approval. This plan is updated annually. The committee is also responsible for providing new directors with an orientation and education program and for facilitating ongoing director education.

The Board conducts annual effectiveness evaluations of the performance of the Board, the Chairman, the committees and the individual directors. The Governance and Nominating Committee annually reviews these evaluations and makes related recommendations to the Board.

Engagement With Shareholders

[GRI 102-21, GRI 102-33]

At Goldcorp, we recognize the importance of strong and consistent engagement with our shareholders. We have policies and processes in place that ensure we understand and, when appropriate, address shareholder concerns. Our “Shareholder Engagement and Say on Pay Policy” is reviewed by our Board annually and is aligned with the Canadian Coalition for Good Governance model policy on Engagement with Shareholders on Governance Matters.



Listen to our Board member and Chair, Sustainability Committee, **Clem Pelletier** on the importance of leaving a positive legacy at <https://youtu.be/AsMJplskaAg>.

ENGAGEMENT WITH SHAREHOLDERS

EVENT	WHO ENGAGES	DETAILS
Non-deal roadshows, meetings, calls and discussion	Directors and senior management	We engage with institutional investors throughout the year to provide public information on our business, operations and sustainability initiatives and to receive feedback on our governance processes and executive compensation.
Quarterly conference call and webcast	Senior management	We engage with the investment community to review our most recently released financial and operating results.
Guidance news release	Senior management	We release our guidance news to the media, usually in early January, to report on our financial outlook for the coming year and to provide an overview of business operations and strategies.
News releases	Senior management	We report on any material changes with respect to our company throughout the year through these news releases to the media.
Broker-sponsored conference	Senior management	We speak at industry investor conferences about public information on our business and operations.
Investor Day	Senior management	We invite select Goldcorp investors and analysts to attend Investor Day at the beginning of the calendar year. We make live webcasts and presentations available on our website.
Meetings, calls and discussions	Investor relations	We engage with brokers and retail shareholders to address any shareholder-related concerns and to provide public information on our company.
Regular meetings	Directors	We hold regular meetings with shareholder advocacy groups, such as the Canadian Coalition for Good Governance, to discuss governance issues.
Regular meetings	Senior management	We hold regular meetings with the Pension Plan of The United Church of Canada and The Presbyterian Church in Canada to discuss governance issues.

Shareholders and employees may communicate directly with our Board of Directors by telephone, email, mail and/or at our Annual General Meeting of Shareholders.

Oversight of Sustainability

[GRI 102-29, GRI 102-30, GRI 102-31]

Sustainability is overseen by the Board of Directors' Sustainability Committee. The Sustainability Committee's primary function is to review and monitor the sustainable development, environmental, health and safety policies and activities of Goldcorp on behalf of the Board. Members of the Sustainability Committee are independent.

In 2018, the Sustainability Committee considered, reviewed or approved the following matters:

MATTERS CONSIDERED, REVIEWED OR APPROVED BY THE SUSTAINABILITY COMMITTEE

AREA	ACTIONS
Policies and standards	<ul style="list-style-type: none"> – Oversaw the release of and reviewed the 2017 annual Sustainability Report. – Oversaw the management of the Sustainability Excellence Management System (SEMS).
Incident reviews/ Safety and Health	<ul style="list-style-type: none"> – Received quarterly updates on safety, health and sustainability. – Received the 2017 Safety and Health Annual Report. – Reviewed and discussed our Safety and Health strategy for achieving Zero Fatalities.
Mine visits and updates	<ul style="list-style-type: none"> – Travelled to the Norte Abierto and NuevaUnión projects and the San Martin and Marlin sites. – Scheduled proposed visits to Red Lake, Porcupine and Peñasquito mines.
Committee operations	<ul style="list-style-type: none"> – Received updates on corporate social responsibility, reclamation and environmental matters. – Conducted annual self-evaluations.

Executive Compensation

[GRI 102-35, GRI 102-36, GRI 102-37]

Our long-term corporate strategy is central to all of our business decisions, including decisions respecting executive compensation. We endeavour to provide our shareholders with superior returns while maintaining our company-wide commitment to safe, responsible mining and sustainability excellence. Our compensation programs are designed to attract, motivate and retain diverse, high-calibre executives and align their interests with superior and sustainable performance over the long term in a manner that is fair and reasonable to our shareholders. The following key principles guide the development of our compensation programs:

ALIGNED	The use of equity-based incentives and share ownership guidelines aligns executives' long-term financial interests with those of our shareholders, and encourages behaviour that drives sustainable long-term performance.
STRATEGIC	We attach rewards to the successful execution of our business strategy by linking short-term and long-term incentive compensation to our company performance through stretch performance targets.
COMPETITIVE	The use of the Pay Comparator Group ensures we understand the external market for talent, informing how we design our programs to help us recruit and retain experienced, diverse and high-calibre executives in the competitive mining industry.
TRANSPARENT	By being transparent, we seek to ensure that executives and shareholders understand the following aspects of our executive compensation programs: their objectives, mechanics and the compensation levels and opportunities they provide.
RISK-SENSITIVE	Designing compensation programs that support our Enterprise Risk Management (ERM) system helps to ensure that management is focused on generating sustainable shareholder value within a risk-managed environment.
RESPONSIVE	By emphasizing operational performance measures that are directly influenced by the prices of gold, silver, copper, lead and zinc, we tie our executives' compensation to the fluctuations of commodity prices and our performance delivered against that backdrop, further strengthening the connection to our performance.



The Board recognizes that executive compensation practices and policies are evolving in Canada as well as globally. It undertakes an annual internal review to ensure our practices and policies are effective in achieving our objectives.

Since 2012, we have provided shareholders with an advisory “Say on Pay” vote regarding our executive compensation program. This vote helps us engage constructively, obtain meaningful feedback and ensure accountability for executive compensation.

Business Ethics and Compliance

Acting ethically and with integrity is fundamental to one of our values – **Being Responsible**. Over the years, we have worked hard to ensure that an ethical culture resides in the way we conduct every aspect of our business.

Code of Conduct

Our Code of Conduct (the Code) outlines the guiding principles of conduct and ethics to be followed by all employees, officers, directors and third parties who work for, or on behalf of, our company. The principles in the Code summarize what we expect from our workforce. They provide valuable advice on how to conduct our work with integrity. Aspects of the Code include but are not limited to: compliance with the law, prevention of conflicts of interest, respect in the workplace, anti-bribery and anti-corruption, third-party compliance and oversight, anti-competitive practices and zero tolerance for fraud. Through a combination of in-person and online training – supported by structured awareness and communication campaigns – we make every possible effort to ensure that everybody working for us, or on our behalf, clearly understands the principles that must be followed while doing their job. For example, during 2018, specific focus was placed on further strengthening the Code's Respect in the Workplace sections through the development and rollout of Goldcorp's Respect in the Workplace program. This program not only consisted of a new stand-alone Respect in the Workplace policy, but was complemented with several streams of training globally, executive messaging and internal capacity building to effectively manage respect in the workplace situations as they arise. This is an example of how the sections of our Code of Conduct come to life with real and tangible programs and actions.

In 2018, the reports-to-workforce ratio was 1.51 reports (including queries and requests for guidance) for every 100 employees,¹⁰ compared with an average of 1.4 across all industries, as stated by NAVEX Global's 2017 Ethics and Compliance Hotline Benchmark Report. The level of ethics and compliance awareness at Goldcorp is reflected in the number of Code of Conduct concerns and inquiries escalated through our available reporting channels.

Conflicts of Interest

[GRI 102-25]

Goldcorp's Code of Conduct emphasizes the importance of transparency and outlines the steps to disclose potential or actual conflicts of interest that may arise in the ordinary course of business. Employees are required to disclose any real or apparent conflicts of interest as part of their job application process. Positive disclosures of conflicts of interest are escalated to the Ethics and Compliance department for assessment and guidance prior to the completion of the hiring process. Furthermore, employees¹¹ are required to certify on an annual basis that they don't have any undisclosed conflicts of interest.

Sanctions and Fines

[GRI 206-1, GRI 419-1]

In 2018, we did not receive significant fines or non-monetary sanctions for non-compliance with the applicable laws and regulations that prohibit restraints of trade, unfair practices, anti-competitive behaviour, anti-trust and abuses of economic power. In addition, in 2018, we did not pay any reported fines that on an individual basis exceeded US\$100,000 for safety and health, employment or corporate social responsibility matters. For further information on environmental fines and sanctions, please visit the Compliance section, under Environmental Stewardship.

Disclosure, Confidentiality and Insider Trading

Our obligations under the provisions of securities laws and stock exchange rules relating to the disclosure of material information are guided by our Disclosure, Confidentiality and Insider Trading Policy, which ensures that we, as well as all persons to whom this policy applies, meet our obligations regarding the timely disclosure of all material information.

10. Includes full-time contractors.

11. This reference is to employees with access to computers as this certification is conducted through the annual Ethics and Compliance online refresher training and certification process.

Management of Fraud and Corruption Risk

[GRI 205-1, GRI 205-3]

Our commitment to acting with integrity includes not engaging in or tolerating fraud or corruption. We invest time and resources to create awareness about acting with integrity. This means clearly defining our expectations of ethical behaviour from employees and third parties who work with us.

100% of our business units were analyzed for risks related to corruption during 2018. In addition, corruption risk is reassessed on a quarterly basis as part of our Enterprise Risk Management (ERM) process and any significant changes in this area are reported to the Audit Committee of the Board in the quarterly Ethics and Compliance report produced for the mentioned governance body.

We take an integral approach to fraud and corruption risk management. Our Anti-Bribery and Anti-Corruption compliance program is multidimensional and combines risk assessments, “tone from the top,” policies and procedures, training and awareness and a robust toolkit of proactive detection processes. The graphic below summarizes the most relevant components of the elements described.

Anti-Bribery and Anti-Corruption Compliance Risk Assessment			
CORPORATE RELEVANCE	POLICIES AND STANDARDS	TRAINING AND AWARENESS	PROACTIVE DETECTION AND DEFERENCE
Unquestionable “tone from the top” and consistency of actions Multidisciplinary senior management oversight committee Board involvement and oversight Continuous improvement and re-invention	Ease of Use + Tools to Comply Code of Conduct Anti-Bribery and Anti-Corruption Policy Political Contributions Policy Government Payments and Contributions Policy Third-Party Due Diligence Standards	Site in-person employee training every 2 years (high-risk locations) Online training to employees and certification every 2 years Live training to key (high-risk) third parties every 2 years (incl. recertification) Sharing lessons learned Executive management training/ refresher annually Ad-hoc in-person training to high-risk functions (e.g., Sustainability, Supply Chain, Government Relations)	Real-time oversight of new vendor risk profiling and due diligence (compliance-based) Monthly new vendor audit – to ensure compliance with third-party due diligence standards Bi-monthly anti-corruption detection data analytics Effective whistleblower channels and protocols Daily review of payments to be made (prior to disbursement) to high-risk service providers Compliance validation of non-routine payments and contributions to governments/ government officials Compliance review of employment candidates with political exposure, paired with a rotational audit of new hires Periodical independent assurance Mergers and Acquisitions (M&A) due diligence

Our Anti-Bribery and Anti-Corruption compliance program is complemented by a system of internal controls over our financial reporting process as well as our entity-level controls and transactional controls (e.g., delegation of financial authority for expenditures, transaction authorization requirements, segregation of duties and information technology security).

Both our Code of Conduct and our Anti-Bribery and Anti-Corruption Policy are foundational to our compliance program. In 2018, we continued placing significant effort on anti-bribery and anti-corruption compliance. Highlights include:

- We updated Goldcorp's Anti-Bribery and Anti-Corruption Risk Assessment in December 2018. The Anti-Bribery and Anti-Corruption risk assessment is a tool that provides direction on where to focus the resources allocated to the Anti-Bribery and Anti-Corruption compliance program (i.e., which jurisdictions, locations, functions and roles require further attention with respect to training, awareness and detection efforts).
- We worked closely with our sites to define protocols and strengthen controls for instances of potential political exposure in the supply chain.
- We leveraged our systems and technology to partially automate some of our proactive detection procedures. This automation will allow the Ethics and Compliance team to expand the scope/reach of these procedures and eventually increase their frequency.
- We completed Canada's Extractive Sector Transparency Measures Act (ESTMA) report. ESTMA requires extractive companies to disclose certain types of payments made to governments relating to extractive activities. Particularly, 2018 was the first year in which the regulatory authority (Natural Resources Canada) required the disclosure of certain payments to Canadian Indigenous governments to complement those made to other governments.

We introduce all employees to our anti-corruption policies and procedures during their onboarding process. We place a special communication focus on those whose roles pose a higher level of risk. 100% of the contractors and vendors onboarded during 2018 went through our risk-based compliance due diligence process for third parties.¹²

All reports of alleged fraud received during 2018 have been resolved or are currently under active investigation. We have zero tolerance for fraud and corruption, and in cases where fraud allegations are confirmed, the individual(s) and/or entities involved face disciplinary measures that could include termination of employment or contract and criminal and/or civil liability as applicable.

Ethics Committee

In order to address Code matters in a timely, unbiased and appropriate manner, we have an internal Ethics Committee that oversees the Ethics and Compliance program. Our Ethics Committee is a multidisciplinary group of corporate employees and officers chaired by our Executive Vice President and General Counsel. The Committee meets quarterly to review the ethics-related cases/complaints received, discuss external enforcement trends and regulatory changes and monitor the progress of the company's annual Ethics and Compliance plan. The Ethics Committee's responsibilities are outlined in the committee's charter and the fulfillment of these responsibilities is subject to an annual self-assessment.

Quarterly, the Audit Committee of the Board receives a written Ethics and Compliance report covering the topics outlined above.

12. Excludes third parties onboarded for the NuevaUnión joint venture.

Ethics Training and Capacity Building

[GRI 205-2]

The preventive element of our Ethics and Compliance program includes delivery of structured training to our workforce and consistent awareness efforts. It also includes monitoring of the effectiveness of our overall preventive efforts. In addition to our standard new hire onboarding program, in 2018, we completed the global annual Code of Conduct refresher and certification training for the period 2017/2018, delivered an in-person anti-corruption refresher to the global senior management team and successfully executed the training component of Goldcorp's Respect in the Workplace program, which included the following elements in order of execution:

1. In-person training to senior management and mine general managers.
2. In-depth capacity building training on effectively managing workplace investigations for our local and corporate Legal and Human Resources teams globally.
3. In-person training to all corporate staff (i.e., staff at Vancouver and satellite offices).
4. Site-driven rollout of the Respect in the Workplace policy, with most sites reporting completion rates above 80%.

Our annual Code of Conduct training and certification process is mandatory. Employees are required to review key topics of the Code through an online training module (refreshed every year) and then recertify compliance.

In an effort to effectively share lessons learned with the overall employee population, the online training package is 100% custom-developed by Goldcorp's Ethics and Compliance department, and it uses basic elements of real cases and situations that have occurred within the organization.

The online training and certification is launched in the last quarter of the year, and employees have until the end of the first quarter of the following year to complete the certification requirement. In Q4 2018 when the course was rolled out, approximately 3,500 employees from the target population (e.g., employees with permanent access to a computer) were enrolled in the course and recertification. The completion rate for the training that began in the fourth quarter of 2017 and ended in the first quarter of 2018 was 95%.

Public Policy Advocacy

We believe that we can contribute to the development of sound public policy by providing accurate information on our mining activities. To achieve this, we participate in government outreach related to the mining industry.

Some of the public policy campaigns we participated in during 2018 include: Ontario's Red Tape Review; Pan-Canadian Framework on Clean Growth and Climate; Canadian Impact Assessment Act; and the Federal Fisheries Act review. Throughout the policy submissions, we called for a fair and transparent regulatory regime, backed a price on carbon with the proceeds being reinvested into the economy and supported a provincial electricity system that maintains competitiveness in Ontario.

Contributions to Political Parties

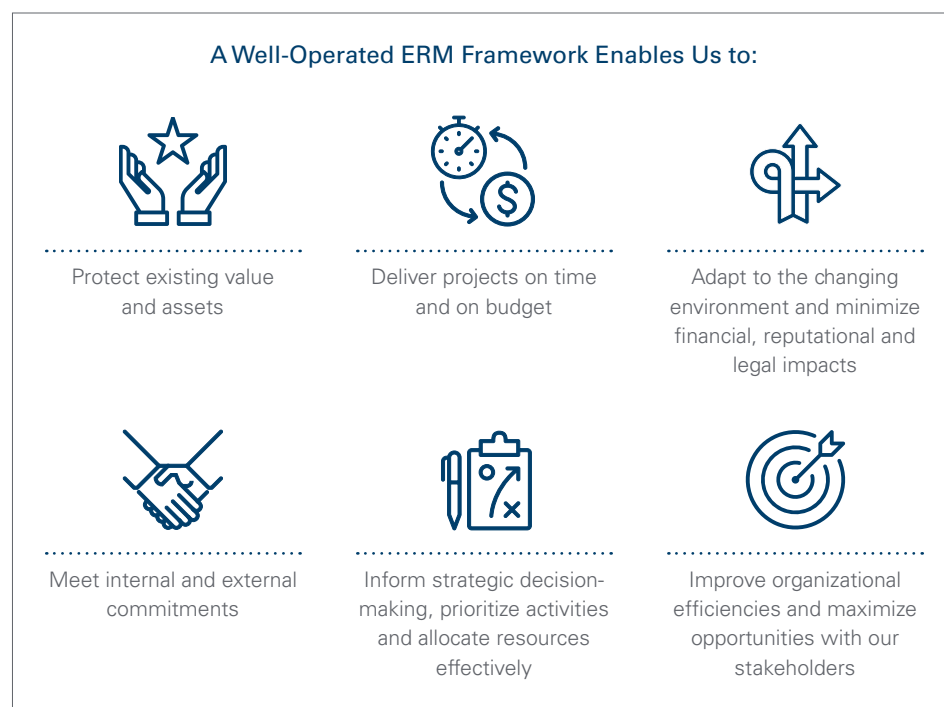
[GRI 415-1]

In keeping with our commitment to engage responsibly with the communities in which we operate, we have a stand alone Political Contributions Policy. In 2017, our policy was amended to prohibit all political contributions; therefore, there were no political contributions during 2018.

Enterprise Risk Management (ERM)

[GRI 102-11, GRI 413-1]

The nature of our business and the competitive environment in which we operate requires some level of risk-taking to achieve our strategic objectives and create growth and shareholder value. A company-specific operating framework has been developed to better protect and enhance shareholder value.



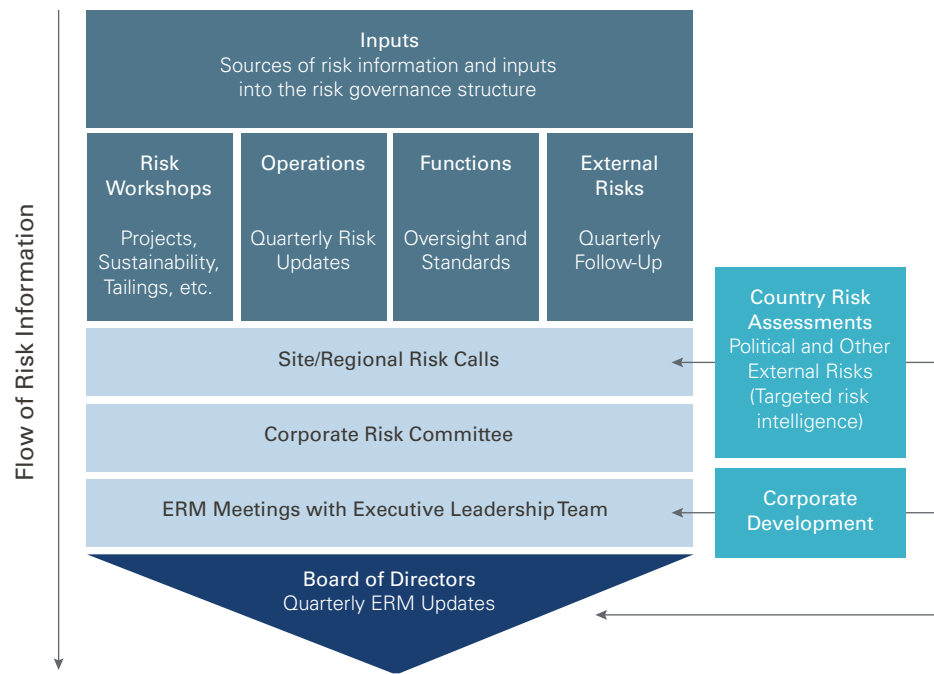
The primary focus of the Enterprise Risk Management (ERM) process is the identification and assessment of significant risks and the implementation of suitable risk responses. The process includes top-down and bottom-up risk identification and assessments from operations, projects, subject matter experts and management and functional leads. This is followed by application of standardized risk assessment criteria in terms of likelihood and consequence and development of risk treatment strategies.

On a quarterly basis, significant risk information from these and other sources is consolidated and reviewed through Site/Regional Risk Calls. These calls involve an assessment and discussion of internal and external risks. Internal risks are identified primarily by operations management during the planning and forecasting process and also through other forums, such as risk workshops and Sustainability Excellence Management System (SEMS) audits. External risks emerging from environmental, social, political and economic issues where we operate are identified primarily through a country-level risk assessment process. However, some external risks, such as cybersecurity, are identified through other risk management activities. All risks are revisited and updated regularly to ensure that the previous risk assessment is still appropriate, and risk impact and likelihoods are updated where applicable.

Significant risks are consolidated and reviewed with the Corporate Risk Committee (CRC) and the Executive Leadership Team and then reported to the Board on a quarterly basis.

The full Board is entrusted with the responsibility of overseeing the significant risks to which our business is exposed. It is also assigned the obligation to ensure that there are processes in place to effectively identify, monitor and manage those risks. A significant risk is one that, if it were to occur, could materially impact our ability to meet or support our business objectives.

The Board delegates responsibility for the execution of certain elements of risk oversight to Board committees. This delegation is to ensure that each potential risk receives appropriate expertise, attention and diligence. The committees oversee their relevant risk areas and report to the Board regularly. This oversight responsibility includes implementing procedures and programs to mitigate risk and allocating adequate resources to address risk. Management is responsible for ensuring that the Board and its committees are kept well informed of changing risks.



In 2018, we concluded the first phase of the Risk Integration Project (initiated in 2017). The implementation of the Corporate Risk Committee (CRC) was approved during the last meeting of the Project Steering Committee in July 2018. The CRC will promote a more holistic view of risks by including the Functional Leaders from several groups in its membership. The objectives of the CRC are to provide a consistent view of risks through the Company and to serve as a conflict resolution mechanism in the event of risk ranking disagreements between risk owners and Functional Leaders/Subject Matter Experts.

The ERM group continued enhancing the quarterly reporting process through 2018. Some highlights include:

- **Target Risk Rankings** – Target risk rankings are the risk level that Management intends to achieve in a period of 6 to 12 months. The residual target risk rankings of all significant risks along with the actions to be implemented by Management to achieve them were reported to the Board for the first time in Q1 2018. Risk owners will be required to report on the progress of achieving the target risk rankings in 2019.
- **Significant Risks With an Impact on Stakeholder/Receiving Environment** – Goldcorp's ERM methodology requires reporting to the Board on all significant risks that may have an impact on the Company. Taking advantage of the functionalities of the risk management tool and the information contained in it, the ERM group started to report to the CRC on significant risks with an impact on stakeholder/receiving environment as well. This provides the CRC with information on risks that may not have a significant impact on Goldcorp but may have a significant impact on a stakeholder.
- **Assessment of Sustainability Audit Findings and Events** – The ERM group formalized the review of the high-ranking findings noted during the Sustainability Audits and the high-ranking events reported as part of the Sustainability Events Management process. This serves as an additional check to ensure that all risks contained in the ERM report to the CRC, the Senior Leadership Team and the Board have been appropriately escalated.

- **Template to Report Risks to the Board Sub-Committees** – The ERM group designed a template to report relevant significant risks to the Board Sub-Committees. This template was socialized with relevant stakeholders (i.e., Board Sub-Committee Chairs), and their feedback was included in the template. The ERM group plans to keep socializing this template for implementation during 2019.
- **Updates to the Risk Management Standard** – The Risk Management Standard document outlines the Risk Management general process as well as the roles and responsibilities of the parties involved, including the Board. During 2018, the document was updated to reflect the changes to the ERM process.

Throughout 2018, the ERM group worked together with Goldcorp's Management to keep improving the overall risk management process at Goldcorp. Examples of this work are described in the table below.

WORK DONE ON RISK MANAGEMENT THROUGH 2018

WORK STREAM	BUSINESS UNIT	DESCRIPTION
EcoTails Risk Workshop	Projects	Identified and analyzed risks that could negatively affect the project's success.
Risk Workshop	Projects – NuevaUnión	Participated in the initial Risk Workshop at NuevaUnión for the pre-feasibility stage.
Risk Management Training	Various	Trained management in general Risk Management matters, the quarterly reporting process and the risk management system.
Assistance With Risk Management Methodology	Corporate Development	Assisted the Corporate Development group in developing a framework to perform risk assessments as part of the due diligence process for assessing potential deals.
Embedding Risk Management Into the Planning Process	Strategic Business Planning	Assisted the Financial Planning group in including risk discussions into their Strategic Business Planning and Budgeting/Forecasting process.

The Precautionary Principle

The precautionary principle states that when an activity raises threats of harm to the environment or human health, precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically.

At Goldcorp, we adopt a risk-based approach to business development. Prior to their implementation, new projects (as well as upgrades, modifications or expansions of existing operations) undergo an assessment of potential environmental and social impact. For new projects, this is usually in the form of an impact assessment, in which the existing (baseline) conditions are described, the proposed project is outlined, the potential impacts (both positive and negative) are pinpointed and the modifications and controls are identified to minimize potentially adverse impacts.

We make provisions in the assessment process for public consultation and input. We are committed to engaging in consultations with potentially affected host communities prior to making significant development decisions, regardless of any legal requirement to do so. For upgrades, modifications or expansions of existing operations, the level of assessment is commensurate with the potential impacts of the proposed change.

Case Studies



Creating a Respectful Work Environment Free from Harassment



Respect and professionalism are core elements of Goldcorp's corporate culture. We strive to set a positive example of how to treat people with dignity, empower team members and address workplace issues early and effectively. That means demonstrating that we support our employees by creating a safe work environment that values diversity, inclusion and collaboration.

Building on this commitment, we strengthened our Respect in the Workplace program in early 2018 to further complement our Code of Conduct, our StepUP Behaviours and our Diversity and Inclusion Policy. The Respect in the Workplace program outlines the responsibilities related to identifying, preventing, reporting and addressing situations of discrimination and harassment while providing practical guidelines for taking appropriate actions to combat disrespectful behaviour.

The new Respect in the Workplace program included the revision and rollout of a new Respect in the Workplace global policy and multiple layers of training. Once the improved policy was completed, the first group to receive training was the global senior management team, after which came the same training for all corporate staff. Once we had completed these training sessions, we provided specialized training on conducting effective workplace investigations to all local and legal teams globally, with the aim of strengthening our internal capacity to effectively deal with respect in the workplace matters. Subsequently, site-driven rollout efforts were conducted at most of our locations, under the leadership of our mine general managers and human resources managers. Finally, the year was wrapped up with a company-wide and fully customized online training module to reinforce key concepts of our revamped Respect in the Workplace policy.

The enhancement in our Respect in the Workplace program, as expected, triggered a spike in reported issues received. By year-end, 94% of the reported issues received had been addressed.

Our Respect in the Workplace program underpins the responsibility of all employees at Goldcorp to conduct themselves in a professional manner by treating people with dignity and courtesy so everyone can achieve their full potential. The program is also the foundation for our commitment to provide a workplace that is safe and free from discrimination and harassment.

Wireless Blasting at Musselwhite Signals Improved Safety



Technological innovation in mining not only makes ore extraction faster and cheaper but also makes today's modern mines safer places to work.

At Goldcorp's Musselwhite Mine, for example, new data-driven blasting applications being tested underground are leading to reduced dilution, new mining methods and decreased instances of worker exposure to blast site.

In 2016, in collaboration with Orica, Musselwhite began testing the WebGen™ 100 – a wireless initiation system that fires a detonator/primer assembly through the earth. The wireless system has been designed to fully integrate with a mine's existing blasting systems. It improves safety by removing people from harm's way.

The WebGen™ project was recently named winner of the 2018 *Mining Magazine* Award in the "Drill and Blast" category. This international award recognizes the development of the Temporary Rib Pillar (TRP) mining method. The TRP is a revolutionary mining method that uses WebGen™ technology to extract ore pillars that previously would not be recovered in underground operations. Using this new method, the main ore of the panel can be blasted and extracted while the TRP holds back the waste rock backfill and stabilizes the hanging wall, delivering increased truck fill factors and improved overall productivity. The inaccessible pillars can then be blasted and recovered before backfilling the stope.

The system tested at Musselwhite enables specific individual groups of detonators to be wirelessly initiated by a firing command that uses an ultra-low frequency magnetic induction wave to communicate through rock, water and air. This removes constraints often imposed by the requirement of a physical connection (wires) to each primer in a blast.

The magnetic induction wave is transmitted by an antenna at approximately 1,800 hertz and received by disposable receivers in each borehole. Each 51 mm-diameter, 320 mm-long disposable receiver has a tri-axial antenna array to receive the signal, supporting any blasthole orientation.

Following the engineered blast plan, each disposable receiver is encoded with the Group ID for its blast, and each detonator with a delay time, just prior to being loaded into the blastholes. A stand-alone Code Management Computer (CMC) – a tablet wiped of other software – is uploaded with a CSV file from Orica's blast design software. The CMC assigns the encrypted firing codes and delay timing into a preload blast file. A handheld encoder takes the data from the CMC and encodes each disposable receiver and detonator.

Three separate codes make up the Group ID, and all three must be received from the transmitter to initiate a blast. First, a wake-up code activates the appropriate disposable receiver from sleep mode. Next, the activated disposable receiver receives an arm code, which calibrates and synchronizes the units. Finally, following the mine central blasting protocol, the fire signal is sent, firing each detonator according to its programmed delay time. Other disposable receivers, having not received their wake-up code, remain dormant in their blastholes, ready for subsequent blasts.

Further drill and blast geometries and mining methods utilizing WebGen™ are now being explored at Musselwhite. Musselwhite's Chief Engineer, Billy Grace explains, "Since starting the TRP trials with WebGen™ in late 2016, our level of comfort with the technology has reached a point that discussing possible wireless applications is an integral part of our mine planning process. The entire team is excited by the possibilities that WebGen™ opened up, and the new opportunities they are allowing for us to increase our productivity and safety."

For further information on Goldcorp's use of WebGen™ wireless initiation technology and the 2018 *Mining Magazine* Award, click [here](#) or visit [YouTube here](#).

Red Lake Partners to Achieve Research and Development Results



Innovation rarely happens in isolation. At Goldcorp, we recognize the value of building enduring, mutually beneficial partnerships to develop innovative solutions that make our mines more efficient, safer and sustainable. That's why we collaborate with like-minded suppliers and organizations to advance leading-edge technologies and processes that will define the future direction of mining.

One such collaboration between Goldcorp's Red Lake Gold Mines (RLGM) and the Natural Sciences and Engineering Research Council of Canada (NSERC) is producing promising results. NSERC is engaged with universities and the mining industry on numerous projects to improve equipment safety, reduce costs and minimize the industry's environmental footprint.

One area of interest is the development of new technologies and maintenance tools to properly detect failing equipment. Mining equipment represents huge capital costs, and failures can cause operational delays, lost production and reduced efficiencies. Additionally, maintenance can consume up to 15% of an equipment's total operating time.

RLGM and NSERC are working on an intelligent system for fault diagnostics in mining equipment with researchers from the Department of Mechanical Engineering at Lakehead University in Thunder Bay, Ontario. The objective of this project is to recognize machinery defects at the earliest stage to prevent further degradation or malfunction and reduce maintenance costs associated with the unnecessary downtime. RLGM's maintenance department is providing project support and performing routine condition monitoring of, and maintenance and repair operations on, different types of mining equipment. They are also offering technical guidance on the overall project direction.

Another NSERC project, "Mine Safety System Using Wireless Sensor Networks," is being conducted at Lakehead University. Researchers are investigating how to cultivate highly specialized expertise to develop wireless systems for mining. The goal of this project is to build local competence with well-trained graduates proficient in the advanced fields crucial to the future of mining.

An additional area of NSERC's research and development with researchers at Lakehead University's Chemical Department is investigating the use of dispersants to treat waste effluents and improve the thickening performance of mineral processes. Tall oil lignin-based flocculants are being studied as thickeners for improving the settling ability of solid particles in the gold extraction process and for treating tailing pond effluents. The use of lignin-based flocculants could potentially reduce operational costs and minimize environmental impacts of mining processes.

RLGM and NSERC are also working on "Development of Nanocomposite Adsorbents for Arsenic Removal" with Concordia University in Montreal. This research involves development of metal oxide nanocomposite adsorbent technology that has shown favourable results for arsenic adsorption. This may translate into a cost-effective and efficient solution for arsenic removal at mining sites. This process could also entail reusing water from tailings facilities, bringing Goldcorp closer to its goal of H₂Zero.

Also under development is an electrolytic cell for cyanide destruction in conjunction with researchers in the Chemistry and Biochemistry Department at Laurentian University in Sudbury, Ontario. Currently, RLGM is using the INCO Process, which is expensive because it requires a detoxification agent – specifically, sulphur dioxide (SO₂). The new proposed method will take an electrochemical route to destroying cyanide complexes, employing a cell similar to those used in zinc electrowinning.

Goldcorp and RLGM are enthusiastic about the potential benefits of these research and development projects and will look for further opportunities for collaboration with Canadian universities to find new and innovative approaches to address the many challenges facing our industry.





Empowering Communities. Building Capacity.

Through our vision, **Together, Creating Sustainable Value**, we strive to generate enduring value for and with local communities – value that lasts beyond the operating life of our mines. We value our stakeholder relationships and adopt an approach that is based on mutual benefit, open dialogue, trust and respect for human rights, including the rights of Indigenous Peoples.



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2018 Highlights



Communities

UN SDGs

To continue to improve our Community Contributions Strategy and Procedure, and to foster diversity and inclusion in all aspects of our business, we enhanced access to Goldcorp's funding application process by offering an online option for a broad range of stakeholders to propose their community development and collaboration ideas, including requests for sponsorship, donations and community investments. Goldcorp's funding focus areas are aligned to the United Nations Sustainable Development Goals (SDGs) to increase their effectiveness on global development efforts.

10-year

Our Cerro Negro Mine created a ten-year community development plan and developed a new and progressive local employment strategy to promote economic growth and offer more opportunities to the communities living closest to the mines. Both of these required collaboration and partnership between the mine and the local municipality; furthermore, engagement of the local labour union was critical to developing a local employment strategy.

2,300

Peñasquito inaugurated the Rural Medical Unit (abbreviated UMR in Spanish) in the community of Cedros in Mazapil. The project was the result of a collaboration between the community, Peñasquito and the Mexican Institute of Social Security. With the support of the local Ejido, who donated the land, Peñasquito invested in and built a 3,112 square metre health facility that will benefit more than 2,300 community members in the region.

US\$9.48M

We contributed approximately US\$9.48 million in cash and US\$1.45 million in-kind to local communities. Community contributions include: donations, community investments, sponsorships and infrastructure investments.

72%

72% of Goldcorp employees were drawn locally and regionally, with 27% recruited nationally and 1% recruited internationally.

98%

98% of security personnel, which included both Goldcorp Security personnel and contract security personnel, underwent Human Rights training.

Management Approach

[GRI 103-2]



Hear our Executive Vice President, Corporate Affairs and Sustainability, **Brent Bergeron**, share what it means to be a leader in sustainability at: <https://youtu.be/wfMmhkAYvM>

Macro-Trends

There is an increasing expectation and need for companies to not only improve transparency but also play a proactive role in ensuring developmental, societal and environmental benefits for all. As a part of this, companies are being urged to be active participants in global initiatives, such as the implementation and achievement of the United Nations Sustainable Development Goals (SDGs). This expectation and need results in heightened attention on all companies, especially those with a global reach and larger scale. Additionally, extractive industries, including mining, face extra scrutiny as a result of the negative history some may associate with our industry.

Governments, society and stakeholders are demanding more from companies and have an expectation of responsible social performance and sustainable development initiatives from industry. To increase our transparency, as well as to gain and maintain both the trust of our stakeholders and a social licence to operate, we must go beyond following national and industry regulations: We must understand and respond to a wide range of issues that matter to our stakeholders. As well, we must build respectful relationships with all parties involved in order to address concerns and create mutually beneficial opportunities.

Early, meaningful and ongoing engagement has become a standard best practice, with particular attention paid to the rights of Indigenous Peoples, human rights, water and land access, environmental protection, local economic development, jobs and the creation of sustainable local benefits.

Why Is This Important to Our Stakeholders?

Our stakeholders expect us to minimize our negative social and environmental impacts and maximize benefits through long-term partnerships with local communities and Indigenous groups. Often, before any impacts are realized, what people want most is information. Communicating how we work is critical and must continue throughout the life of a mine. This means we must engage with communities early and understand their concerns and priorities. We have consistently heard that local communities want us to invest in local, sustainable development and to contribute to development objectives through local hiring, local procurement and community contributions. They want us to integrate respect for human rights in general and Indigenous rights in particular throughout our business and in everything we do.

Why Is This Important to Us?

Building strong and respectful community partnerships is foundational to our success. Our staff and local communities are frequently one and the same. We often source from and work with local businesses. We are constantly aware that we operate on land that is of great importance to local populations, and they entrust us with its careful stewardship. Without community support, we cannot operate safely and sustainably. In the short term, having strong, proactive engagement with communities ensures continuous operation. Over longer-term horizons, our operations can also be a catalyst for sustainable development in surrounding regions, providing mutual benefits for us and the communities in which we operate.

Understanding and addressing stakeholder concerns is essential to our ability to mitigate our impacts and identify positive opportunities to build sustainable value. Building strong, lasting relationships with local communities can improve our ability to single out and manage risks and to identify opportunities. It can also help facilitate successful longer-term operations.

Our Strategy

Our focuses are to generate value for our stakeholders, build strong partnerships through active engagement and make positive and long-lasting contributions in the communities where we operate. Our strategy builds on our Sustainability Excellence Management System (SEMS) standards to focus on three pillars: Sustainable Stakeholder Relationships, Sustainable Economic Benefit and Human Rights. The foundation of this strategy is an integrated approach to risk management for all three pillars.



Organizational Responsibility

Our management approach to sustainability, corporate social responsibility and human rights is led by our Executive Vice President of Corporate Affairs and Sustainability, with specific accountability assigned to the Corporate Director of Corporate Social Responsibility. Additionally, each of our operations has sustainability managers and Corporate Social Responsibility (CSR)/community relations teams.

Insights



Talking Sustainability and Community Engagement



BRENT BERGERON
Executive Vice President,
Corporate Affairs and Sustainability

1

Looking back on 2018, what were some of the major accomplishments and highlights for the corporate affairs and sustainability function?

When I look back on 2018, I think we really solidified Goldcorp's leadership position by linking innovation and sustainability to support our four sustainability pillars: partnerships, sound economics, social acceptability and safer workplaces.

It's no longer good enough for companies in our industry to see themselves as simply mining businesses that produce gold and generate returns for investors. Instead, we need to work in partnership with governments and all our stakeholders to deliver benefits to society. We demonstrated this at Borden, Canada's first all-electric mine, where we established a close-working relationship with the federal and Ontario governments that was grounded in a shared vision of building a more efficient mine with a smaller environmental footprint. Supporting our vision of a safer, sustainable mining industry, the Government of Canada invested C\$5 million in the Borden Project through Natural Resources Canada's Clean Growth Program. The Government of Ontario also invested C\$5 million in the deployment of the all-electric fleet through its target greenhouse gas program. This is a great example of how industry and government can work together towards a common goal of reducing greenhouse gas emissions through applied technological innovation.

We achieved another important milestone at Borden with the signing of an Impacts and Benefits Agreement with three First Nation communities – the Brunswick House First Nation, Chapleau Cree First Nation and Chapleau Ojibwe First Nation. This was the first time these three First Nation communities have been involved with a mining project. The agreement includes provisions for employment and training, business and contracting opportunities, along with a framework for regulatory permitting and revenue sharing.

Working collaboratively with First Nations and other local communities helped improve Borden's mine design to minimize the operation's environmental impact. Water quality was a significant community concern. Working with local First Nations to protect water quality, we adopted stringent measures to control stormwater runoff, and we took steps to divert discharged water north, away from Borden Lake, via a newly constructed culvert under the provincial highway. To reduce the mine's impact on residents, surface infrastructure, such as offices, the maintenance garage, low-grade ore stockpiles and storage area, was moved away from Borden Lake as far north as possible, which helped minimize light and noise pollution.

These seemingly small steps had a big impact, strengthening important community relationships and reinforcing Goldcorp's reputation as a responsible and responsive mining company.

2

What were some of the challenges for 2018? What did the Company learn from them?

Among the constant challenges we face as an international mining company are the election cycles in different countries, which have the potential to increase political risk. Mexico, for example, elected a new government in 2018. We made a concerted effort to establish a positive working relationship with the incoming administration as soon as possible. Building relationships, answering questions, sharing best practices and understanding new policies and perspectives about sustainable development are always important, and 2018 was no exception.

We've always found that leading by example, particularly at the community level, helps build trust and establish confidence with government officials. Goldcorp has made a concerted effort to support communities in Mexico through investments in education, healthcare, economic development and infrastructure improvements, among other initiatives. These helped put us in good stead with the incoming government.

Our involvement in industry associations has played an integral role in ensuring the mining industry conveys a consistent message to government and adheres to high professional standards. Goldcorp's membership and involvement in organizations such as the International Council on Mining & Metals (ICMM), Camara Minera de Mexico and Camara Argentina de Empresarios Mineros, among others, have helped improve sustainability practices among mining companies operating in Latin America and elevated the level of transparency.

3

What role does innovation play in advancing sustainability initiatives?

Innovation is really the linchpin of sustainability. In an environment where quality deposits are getting harder to find, ore grades are lower and pure cost-containment strategies are not providing measurable results, mining companies need to move away from traditional ways of doing business. We need to collaborate with new and different partners, bringing the best new developments to the mining process and rapidly commercializing them. This does not just mean adding more data processing power or using robotics to increase automation. It means considering how we can fundamentally change mining processes to positively impact water usage, energy and our ecological footprint both during and after production.

At Borden, we partnered with like-minded suppliers, such as Maclean Engineering and Sandvik, to provide customized equipment, ranging from battery-operated drilling and blasting equipment, to electric bolters, to personnel carriers, to a 40-tonne battery powered haul truck. Much of this equipment had never been available before and was instrumental in our ability to eliminate the use of diesel at Borden. As a result, the Borden Mine will require 50% less ventilation than a baseline diesel underground mine, providing a safer work environment while substantially reducing our environmental impact.

Innovation makes our operations safer, more productive and more sustainable both environmentally and economically.

Sustainable Benefits for Communities

[GRI 201-1, GRI 203-2]

At Goldcorp, we recognize that we have an important opportunity and business imperative to contribute to the positive social and economic development of our host communities and countries. To this end, we are working to create sustainable value, including long-term social and economic benefits that extend beyond the life of the mine and ensure that communities are in a more advantageous position as a result of our presence.

Our mines generate and distribute direct economic value through local employment, local procurement and investments in community programs and infrastructure. Our approach incorporates local hiring and procurement initiatives where possible, including training, educational programs, internships, apprenticeships and small business support and development. It also includes direct cash and in-kind contributions made locally through donations, community investments, sponsorships, partnership agreements, sustainability funds and infrastructure investments. We also contribute through the payment of taxes and royalties to various levels of government in the communities and regions in which we operate.

To further our potential positive impact, Goldcorp aligns with the International Council on Mining & Metals (ICMM) position statement on mining partnerships for development, whereby we commit to actively support or help develop partnerships with other stakeholder groups, with the aim of enhancing mining's social and economic contributions. Accordingly, we collaborate with organizations such as the Devonshire Initiative, allowing us to actively engage with NGOs, government, academia and other groups on improved sustainable and community development outcomes in the regions around our mine sites.

ECONOMIC VALUE GENERATED AND DISTRIBUTED¹³

COUNTRY	DIRECT ECONOMIC VALUE GENERATED IN USD (Revenue)	ECONOMIC VALUE DISTRIBUTED IN USD (Operating costs, wages and benefits, community contributions, government payments)	ECONOMIC VALUE RETAINED IN USD (Direct economic value generated less economic value distributed)
Argentina	\$640,590,913	\$258,241,283	\$382,349,630
Canada	\$1,341,326,937	\$930,431,457	\$410,895,480
Mexico	\$1,050,231,256	\$747,842,872	\$302,388,384
Total	\$3,032,149,106	\$1,936,515,612	\$1,095,633,494

Sustainable Value



Wages and salaries paid to employees and contractors



Job creation and small business development in surrounding communities and towns



Financial support for community development



Payments to suppliers for goods and services



Direct voluntary payments to local communities



Upgrades to local infrastructure

13. This table covers our four operating sites in Canada, one in Mexico and one in Argentina.

Local Employment

[GRI 202-1, GRI 202-2]

In accordance with our Sustainability Excellence Management System (SEMS), all our sites seek to hire local employees to fill job openings wherever possible. Our human resources and community relations teams collaborate to create and implement hiring strategies with the goal of maximizing local labour and reaching the local skills base. We train skilled and unskilled local community members, including our employees, on a variety of mine-related jobs. We partner with local institutions to support scholarship and apprenticeship programs and deliver technical training. We also offer leadership and mentoring programs for employees looking to advance their careers internally within the organization.

In 2018, Cerro Negro developed a new Local Hiring Strategy called *"Aprender para el trabajo"* (*"Learning for Work"*) to further promote economic growth and employment near the mine. This strategy was in response to an identified need for the union supplying the mine's workforce to increase the number of employees it hired from the community of Perito Moreno and other towns closest to the mine. The local hiring strategy was a collaboration between the mine, the municipality and the union.

The hiring strategy at Cerro Negro includes support and training on hard skills. For example, it assists participants in honing their technical skills as well as in strengthening their resumes and performing well in job interviews. Because portraying leadership, motivation and the ability to be a team player are essential when accessing a job and maintaining good relationships in the workplace, *Aprender para el trabajo* also has a strong focus on soft skills, such as communication, managing emotions and establishing strong relationships with others.

To support the success of this program, training for community members on how to use Microsoft Office (Excel, PowerPoint, Word) was developed. In 2018, 55 people participated: 26 were students from Perito Moreno's high school and 29 were from the community.

As a result of this overall hiring strategy, a six-week training program consisting of three, two-week sessions will be implemented in 2019.



Local Employment Statistics at Goldcorp

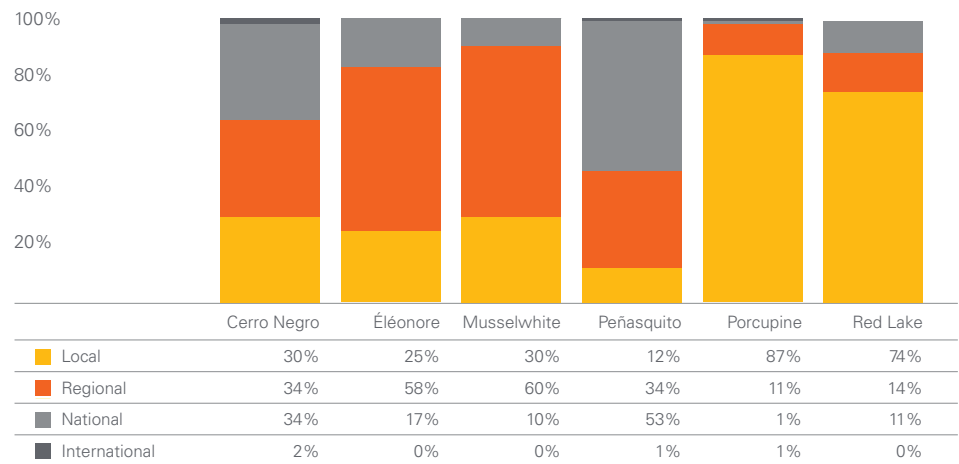
In 2018, 72% of employees were recruited locally and regionally, 27% were recruited nationally and 1% was recruited internationally.

LOCAL EMPLOYMENT

OPERATING REGION	EMPLOYEES (%)											
	LOCAL			REGIONAL			NATIONAL			INTERNATIONAL		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Canada	52%	53%	54%	36%	35%	36%	12%	12%	10%	0%	0%	0%
Latin America	47%	25%	21%	25%	39%	34%	28%	35%	44%	1%	1%	2%
Total	50%	39%	37%	30%	36%	35%	19%	24%	27%	1%	1%	1%

The total percentages of local, regional, national and international hires at our Canadian and Latin American operations in 2018 remained consistent with those in 2017.

LOCAL EMPLOYMENT BY SITE



In 2018, we employed 77 senior managers (department head or above) at our operating sites. Of these, 89% were nationals of the country and 62% were from the local area in which the mine is located.

Our Average Annual Wage Ratio

The entry-level wages that we pay our employees are routinely significantly higher than the local legally mandated minimum wage in the areas in which we operate. In 2018, Goldcorp's mine sites paid entry-level employee wages for both men and women that were an average of 1.9 times the minimum wage in Canada, 2.7 times the minimum wage in Mexico and 2.5 times the minimum wage in Argentina.

INCOME PER CAPITA AND AVERAGE ANNUAL WAGE¹⁴ (USD)

COUNTRY	RATIO OF OUR ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE (MALE)	RATIO OF OUR ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE (FEMALE)
Argentina	2.5	2.5
Canada	1.9	1.9
Mexico	2.7	2.7

Supply Chain Management and Local Procurement

[GRI 102-9, GRI 204-1]

Our Supply Chain Management teams operate at the global and mine site levels to manage contracts with many suppliers, ranging from multinationals to nearby small businesses. The team manages procurement of the hundreds of thousands of items and services that each mine requires on a daily basis, from food, to tires, to construction materials.

Supply Chain Management's ability to source high-quality goods and services at the lowest price is essential to competitiveness. But in a socially and ethically responsible organization such as ours, our task doesn't end at price. Every purchase is evaluated against a long list of priorities, as established in the due diligence provisions of the Goldcorp Commercial Practices standards. They must evaluate and balance each supplier's location and assess whether they are capable and qualified to meet the mine's logistical and technical requirements. All vendors are also reviewed for their compliance with labour practices, human rights, ethics, anti-corruption and safety standards.

14. Average based on the wages of all Goldcorp employees.

The Supply Chain Management team’s work is central to our adherence to the World Gold Council’s Conflict-Free Gold Standard, which provides assurance that our actions do not contribute to human rights abuses or breaches of international law.

Ensuring That Suppliers Follow Our Standards for Human Rights and Ethics

Across our industry, demands for ethical compliance are increasingly strict. At Goldcorp, we need assurance that our corporate values are observed at every link of our supply chain. The Supply Chain Management team, in collaboration with our Ethics and Compliance team, has established risk-based compliance due diligence procedures for new vendors. Using specialized tools, new vendors undergo a risk assessment based on the type of goods or services they will be supplying to Goldcorp. The results of the risk assessment determine the depth of the due diligence to be conducted. The due diligence could be a simple reference check, or it might be a comprehensive full integrity check that dives into the histories of the suppliers and their principals. In 2018 we re-designed the new supplier due diligence process to perform this comprehensive screening to all new suppliers regardless of the assessed risk level. These changes will take effect in 2019.

Local Procurement

Our presence in the regions in which we operate can attract and create business opportunities. We strive to preferentially engage and support local services at each of our operations. We endeavour to work closely with them to help increase their capacity and grow their businesses. As part of our overarching local procurement approach, our Sustainability Excellence Management System (SEMS) requires that sites establish local procurement strategies, while our Commercial Practices, policies and procedures provide additional sustainability considerations and help us manage supply chain risk.

We value the importance of working with small businesses and entrepreneurs as a means of leaving value behind in the communities where we operate. To this end, we try to support current and aspiring entrepreneurs and small businesses by acquiring goods and services from them where possible. In some cases we provide funds and partner with local Chambers of Commerce to help strengthen local business capacity to work with the mine.

In 2018, we purchased 15% of goods and services from local sources, accounting for more than US\$280 million in spending. Local is defined by the site’s social area of influence, which is composed of real and potential impacts as well as regulatory requirements. The graphic below summarizes some of the examples of the goods and services we procure from the local communities near our mines.



SPEND ON LOCALLY BASED SUPPLIERS BY SITE¹⁵

SITES	LOCAL	REGIONAL (STATE/ PROVINCE)	NATIONAL	INTERNATIONAL	GRAND TOTAL	% LOCAL
Cerro Negro	\$40,023,029	–	\$167,616,441	–	\$207,639,470	19%
Éléonore	\$129,588,773	\$74,613,146	\$33,041,886	\$2,252,165	\$239,495,970	54%
Musselwhite	\$38,873,528	\$96,415,568	\$8,575,166	\$494,912	\$144,359,174	27%
Peñasquito	\$8,100,636	\$16,808,784	\$861,819,620	\$111,038,677	\$997,767,717	1%
Porcupine	\$43,299,387	\$109,990,346	\$21,531,066	\$2,551,999	\$177,372,799	24%
Red Lake	\$21,998,181	\$121,741,115	\$25,583,014	\$1,385,064	\$170,707,375	13%
Total	\$281,883,534	\$419,568,960	\$1,118,167,192	\$117,722,818	\$1,937,342,504	15%

Contributions To and From Government

[GRI 201-1, GRI 201-4]

We operate in multiple countries and jurisdictions around the world and are subject to various rules regarding contributions to and from government. As members of the International Council on Mining & Metals (ICMM), we support and work in alignment with ICMM's position statement on transparency of mineral revenues. We are committed to fully complying with the regulatory reporting requirements in the areas in which we operate. Our main contributions to government are taxes. Some of the taxes we pay, such as corporate income tax and mining taxes, vary with mineral prices and profitability. Because some other taxes we pay are fixed, they do not fall as profits decrease. In 2018, we paid approximately US\$193 million in income taxes.

Included in our commitment to acting ethically is fulfilling external reporting requirements in compliance with: Canada's *Extractive Sector Transparency Measures Act* (ESTMA); Quebec's *Bill No. 55, An Act Respecting Transparency Measures in the Mining, Oil and Gas Industries*; and our global Government Payments and Contributions Policy. This policy dictates how we identify, approve and report on payments and contributions made to government entities and/or government officials ("government payees") globally. This policy covers both "routine" and "non-routine" payments and contributions to government.¹⁶

For information about our ESTMA disclosure, please refer to our 2018 ESTMA report.

Transparency Initiatives

We actively support the objectives of the Extractive Industries Transparency Initiative (EITI), the International Council on Mining & Metals (ICMM), the Global Reporting Initiative (GRI), the United Nations Global Compact (UNGC) and the World Gold Council (WGC), among other initiatives that support transparency in payments to government.

We have sites in Canada, Mexico, Guatemala, Argentina, Chile and the Dominican Republic. Of these countries, Mexico, the Dominican Republic and Guatemala have implemented the EITI. In 2018, we continued to record payments according to the EITI standards. To learn more about our commitment to the EITI, please visit <https://eiti.org>.

Government Financial Assistance

Government financial assistance includes grants, subsidies or rebates received from governments. In 2018, we received C\$12 million in rebates¹⁷ from Ontario's Northern Industrial Electricity Rate Program (NIER), which assists Northern Ontario's largest industrial electricity consumers to reduce energy costs, sustain jobs and maintain global competitiveness. This program is part of the Government of Ontario's plan to strengthen the economy and support a dynamic and innovative business climate that attracts investment and helps create jobs.

In 2018, we also received rebates from one of our government utilities in Ontario, which funds up to C\$200,000 per site to advance energy management programs. The Government of Ontario, through its Target GHG Program, will invest C\$5 million into the Battery Electric Vehicle fleet at the Borden Gold Project. Also in 2018, the Canadian Federal Government committed C\$5 million towards the Battery Electric Vehicles at the Borden Gold Project.

We do not have any direct joint venture relationship in which any government holds a position of shared ownership. However, we do on occasion have state-owned institutional investors (for example, public pension funds).

15. "Local" is defined by the site's social area of influence, which is composed of real and potential impacts as well as regulatory requirements.

Numbers are based on invoiced spend registered in our centralized accounting system. Values are for goods and services and exclude employee costs, taxes, community contributions and agreement payments. 2017 was the first year we applied standardized methodology in defining goods and services procurement across the sites for the purposes of the Sustainability Report, allowing for more consistent and accurate consolidation of information.

Value spent reported in the Sustainability Report does not follow GAAP accounting procedures and will not be reconciled with Goldcorp's financial reporting.

The scope of this data does not include the spending at the Coffee or Borden projects.

The Regional value for Cerro Negro is not included as it is equal to the "local" value reported. Cerro Negro defines "local" as the Province of Santa Cruz.

16. Routine payments include taxes, royalties and published rates/fees. In 2018 we continued our focus on implementing systems required to meet our external commitments as well as to align our disclosures on information related to payments to governments, including taxes.

17. The NIER rebates were paid out between April 1, 2018 and March 31, 2019.

Community Contributions

[GRI 201-1]

Community contributions support our vision of **Together, Creating Sustainable Value** by enhancing social and economic development opportunities and creating a lasting, positive impact on the communities in which we work.

Our community contributions include donations, sponsorships, sustainability funds and investments made in and/or with local communities, stakeholder groups and partners. These contributions support our strategic objectives, benefit communities and aim to build trusting relationships. Community contributions extend beyond taxes, procurement and hiring to include meaningful projects and programs that enhance social and economic development, support the global United Nations Sustainable Development Goals (SDGs) and create lasting benefits and value beyond mine closure.

In 2018, we continued to implement activities to improve the way we approach community contributions. These reflected an ongoing shift from traditional philanthropy to a more strategic approach to investing locally, including:

- Mandatory identification of impacts and beneficiary groups for any potential funding or partnership opportunity at the project proposal review stage.
- Development of an online Community Contributions Application Form to increase external accessibility to our funding opportunities and to standardize the information we collect and process.
- Continued enhancement of our internal reporting system to better articulate the outcomes and impacts associated with our community contributions.
- Implementation of an enterprise-wide Community Contributions Strategy and Procedure template. This has helped us to support mines in developing site-level strategies for investing in communities that respond to locally identified goals and priorities and also support our strategic objectives.



A standardized set of criteria is used to evaluate all proposals and funding requests in order to determine the value of the opportunity in terms of its impact on the community and on the company. Continual improvement of the community contributions process allowed us to make more strategic decisions about local opportunities in 2018 and supported our goals to gain a greater understanding of our impacts in the communities where we operate and to select the right partners for implementing this value on the ground.

As we mature our approach to community contributions, we will continue to be more strategic and deliberate about leaving a lasting impact on the areas in which we operate. In future, we aim to improve reporting on our community contribution impacts. To evaluate the impact of our contributions, we will continue to work closely with community partners and funding recipients to identify, monitor and report back with the outcomes and impacts of all our community contributions and initiatives.

Total cash community contributions amounted to approximately US\$9.48 million in 2018.¹⁸ In-kind contributions were valued at roughly US\$1.45 million. The table on the following page provides a snapshot of our community contribution focus areas, as well as some highlights from a selection of our 2018 contributions. One notable community contribution comes from our Peñasquito Mine, more information and videos can be found in our case study, *Peñasquito Inaugurates the Most Modern Rural Medical Unit in Mexico*.

18. Community contributions refer to both pre-allocated/committed/contractually obligated contributions and discretionary contributions, including: donations, community contributions, infrastructure investments, legacy/sustainable funds, business investments and sponsorships.


COMPANY-WIDE COMMUNITY CONTRIBUTIONS IN 2018¹⁹



FOCUS AREAS	OUR INTENDED IMPACTS AND OUTCOMES	GENERAL EXAMPLES ACROSS GOLDCORP	SPECIFIC EXAMPLES OF NOTABLE INITIATIVES	SDG ALIGNMENT	TOTAL CONTRIBUTION (USD)
Education	<ul style="list-style-type: none"> • Increase access to and/or quality of primary and secondary education. • Increase access to and/or quality of college or university programs. • Support the development of educational infrastructure and/or improve educational resources or equipment. 	Scholarships, school access for remote areas, teacher training, literacy programs, field trips, internships, research/program funding, partnerships with educational institutions.	<p>Red Lake Gold Mines partnered with Earth Rangers, a conservation organization dedicated to educating children and their families on biodiversity, to bring Earth Rangers' programs directly to local schools.</p> <p>Earth Rangers held dynamic and interactive presentations at the four local elementary schools in the Red Lake/Ear Falls area, teaching the entire school about climate change and how our actions will affect the environment and animal species and also engaging students in environmental education, raising awareness and inspiring them to take action. They brought animals to each school assembly (two Savannah Monitors, an American Kestrel, a Red-Tailed Hawk and a Pine Marten) for the children to learn about and experience close-up.</p> <p>The program was hugely popular among the students and teachers alike at each school, inspiring many to join Earth Rangers and continue to discover more about the world around them.</p>	4 QUALITY EDUCATION 	\$1,826,312
Health	<ul style="list-style-type: none"> • Increase access to and/or quality of healthcare facilities, equipment and/or services. • Support community and/or workplace health programs. • Participate in response to and recovery from epidemics and/or health hazards. 	Hospitals, clinics, rural access to physicians and specialists, healthcare staff training, medical equipment, health campaigns, crisis support.	<p>Peñasquito inaugurated the Rural Medical Unit (abbreviated UMR in Spanish) in the community of Cedros in Mazapil. The project was the result of a collaboration between the community, Peñasquito and the Mexican Institute of Social Security. With the support of the local Ejido, who donated the land, Peñasquito invested in and built a 3,112 square metre health facility that will benefit more than 2,300 community members in the region.</p> <p>The UMR is important because it is now the closest health centre for the residents of Cedros and neighbouring communities who can now avoid long-distance travel for medical care and are guaranteed immediate medical attention during emergencies.</p>	3 GOOD HEALTH AND WELL-BEING 	\$1,003,751

19. Contribution values in this table represent the total reported cash spent on community contributions in each subject focus area (these amounts do not include in-kind). They add up to approximately US\$9.48 million in contributions value that was transferred to local communities in 2018. This table includes total Cash Contributions company-wide, including from Goldcorp's operations, projects, closed sites and corporate offices for 2018 in USD.

https://www.un.org/sustainabledevelopment/wp-content/uploads/2019/01/SDG_Guidelines_January_2019.pdf

FOCUS AREAS	OUR INTENDED IMPACTS AND OUTCOMES	GENERAL EXAMPLES ACROSS GOLDCORP	SPECIFIC EXAMPLES OF NOTABLE INITIATIVES	SDG ALIGNMENT	TOTAL CONTRIBUTION (USD)
Local Economic Development	<ul style="list-style-type: none"> • Enhance the local skills base through vocational training, apprenticeships and skill development programs. • Promote entrepreneurship and the formalization and growth of micro-, small- and medium-sized enterprises. • Address poverty alleviation and hunger. 	Technical, vocational and small business programs, apprenticeships, business acumen workshops, homeless shelters, food banks, breakfasts programs.	Peñasquito launched the second phase of “Ideas con Valor,” a multi-year program to promote local entrepreneurship and small business development. In 2018, we recognized the accomplishments of 56 small businesses and microentrepreneurs who developed and enhanced their business capabilities during 2017. We also welcomed the second generation of entrepreneurs, who plan to carry out 72 projects in the coming years. These entrepreneurs come from 25 communities in the area of influence and received training and seed capital from Peñasquito to start and/or enhance their businesses throughout 2018 and into 2019. 300 people participated in a celebratory event, including entrepreneurs, family members, representatives of municipal and state governments, contractors and personnel from different areas of the company.	  	\$2,797,193

FOCUS AREAS	OUR INTENDED IMPACTS AND OUTCOMES	GENERAL EXAMPLES ACROSS GOLDCORP	SPECIFIC EXAMPLES OF NOTABLE INITIATIVES	SDG ALIGNMENT	TOTAL CONTRIBUTION (USD)
Arts, Culture and Recreation	<ul style="list-style-type: none"> Promote sports and recreational activities. Preserve local cultural sites, traditions and heritage. Promote community art, tourism and festivals. 	Community centres, local sports activities, tourism, programs/infrastructure of traditional and cultural importance, art programs, festivals, celebrations.	Cerro Negro, in partnership with the municipality of Perito Moreno and a local NGO, opened the doors to the Carlos Gradin Museum of Archeology, which is associated with La Cueva de las Manos (a local archeological cave). This museum contains lithic and archaeological material from the region. Designed and built over several years, the museum has been a collaborative initiative between various authorities, Goldcorp and the municipality. The museum has already received recognition for its architecture and educational design, and for being one of the most innovative museums in all of Argentina. This museum is very important both for tourists and local residents given that the area of the mine site is known as the archaeological capital of the province and is a critical tourist destination. This museum could potentially expand/enhance the local tourist industry in the area, including the hotel, restaurants and, indirectly, other small businesses.		\$1,534,021
Diversity	<ul style="list-style-type: none"> Promote inclusivity and equitable opportunities for women and/or underrepresented groups or minorities. Support initiatives aimed at skill development for women and/or underrepresented groups or minorities. Support programs and services aimed specifically at the health (physical and mental) of women and/or underrepresented groups or minorities. 	Apprenticeships, scholarships, skills training, inclusivity programs, shelters, medical facilities, mental health services, community events (aimed specifically at women and/or minority groups).	Musselwhite Mine supported the Underground Gym & Youth Centre in Thunder Bay. A unique gathering place for community youth in transition, this centre provides free access to multiple activities and meals to youth (4–17+) in need and is dedicated to promoting and teaching fitness, healthy lifestyles, self-confidence and self-respect. Distinct from many gym facilities, this safe environment offers free access to equipment, resources and mentoring.	 	\$231,115

FOCUS AREAS	OUR INTENDED IMPACTS AND OUTCOMES	GENERAL EXAMPLES ACROSS GOLDCORP	SPECIFIC EXAMPLES OF NOTABLE INITIATIVES	SDG ALIGNMENT	TOTAL CONTRIBUTION (USD)
Governance	<ul style="list-style-type: none"> Support increased capacity of government departments and offices to ensure critical services are delivered to communities. 	Roads, sewers, water management, energy, public safety.	Porcupine Gold Mines, in partnership with the City of Timmins, supported various initiatives stemming from the integration of an Indigenous Advisory Committee to local municipal council. The Indigenous Advisory Committee works to create a respectful process of truth, healing and reconciliation within the City of Timmins. Centred on improving relations, inclusiveness, safety and cultural sensitivity towards the Indigenous population in Timmins, the Indigenous Advisory Committee will foster an inclusive environment for the Indigenous Peoples living in and visiting the City of Timmins. It will also provide a forum for consultation between Indigenous Peoples and local businesses. The Committee works closely with the City of Timmins' Chief Administration Officer, City Clerk and Mayor.	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	\$1,453,078
Environment	<ul style="list-style-type: none"> Environmental crisis response. Environmental projects/ initiatives in collaboration with communities. 	Participatory water monitoring, reforestation, crisis support.	Marlin completed the construction of its Water Project (called "CIDH") in Escupijá Village, Sipacapaca, San Marcos. This project included building a gravity water system with 14 water catchments, 5 distribution tanks and 6 chlorination systems. A Water and Sanitation Committee consisting of 13 people will work together to govern the operation and maintenance needs of the water system. Four plumbers have received technical and administrative training to support the maintenance of the system and a regulation for the use of the water system was drawn up, including a tariff system. Roughly 196 families and 1,176 people will benefit from this new water system, with 196 water connection points (water meters) spanning roughly 18.5 kilometres.	 15 LIFE ON LAND	\$633,728
Total					\$9,479,200

Stakeholder Engagement

We are committed to building relationships based on transparency and trust with all impacted stakeholders. Aiming to tailor our engagement to each stakeholder and the specific context of the encounter, our engagement can take various forms. It may range from providing information to engaging in consultation to collaborating on decision-making.



To see an example of our stakeholder engagement, watch our video **Peñasquito Open Doors – Puertas Abiertas** at: https://youtu.be/Mqe8DO_pbXs

Approaches to Stakeholder Engagement

[GRI 102-40, GRI 102-42, GRI 102-43, GRI 413-1, GRI MM7]

Our goal is to create mutually beneficial partnerships within the communities in which we operate. We actively seek out partnerships with stakeholders, specifically local communities, government, civil society and non-governmental organizations that share our values, vision and goals.

Local site management, along with the support of Corporate Social Responsibility (CSR) teams, are responsible for identifying and prioritizing topics related to our sites, as well as engaging with a variety of local, national and international stakeholders to discuss these topics. This is a continuous process, and regular monitoring for effectiveness is required by our Sustainability Excellence Management System (SEMS).

Stakeholder engagement occurs throughout our mining life cycle. We ensure that we engage with stakeholders from start to finish: from the project phase, through exploration activities, to mine development and operations and into closure. In 2018, our engagements were at the forefront of our all our activities, including the new projects we acquired and the operations we closed and divested.

We work hard to ensure our stakeholder engagement process provides:

- Relevant, accessible, culturally appropriate and timely information.
- Safe channels for stakeholders to express their views.
- Mechanisms for incorporating relevant feedback into our decision-making processes.

In every engagement – whether it is an informal face-to-face meeting with a local community member, a formal committee meeting with agreement signatories or a follow-up on concerns via our community feedback mechanisms – we aim to act in a manner that is:

- Inclusive
- Accessible
- Adequately resourced (including training)
- Culturally and contextually specific
- Participatory
- Timely and long-term
- Credible, open and transparent
- Responsive to feedback

We use a variety of formal and informal mechanisms to engage with communities and contribute to their sustainable development. In 2018, our sites continued to use their social area of influence (SAI) maps to define their “local area” and determine their operation’s responsibilities. The SAI provides guidance on the areas within which impacts need to be managed, which stakeholders should be engaged and where sustainability initiatives can be implemented.

Using the information contained in their area of influence maps, all six of our operations (100%) updated their stakeholder engagement plans and implemented community engagement programs. These engagement plans were built using social information such as the types of stakeholder groups, the local social issues, the political climate and the potential environmental impacts of the mine.

We recognize that there may be vulnerable groups within the communities where we operate who could be disproportionately impacted by, or less able to benefit from, our activities because they may be marginalized and/or historically disadvantaged and disempowered. Our engagement planning is designed to involve vulnerable groups within the communities where we operate in decision-making and socio-economic development opportunities. We aim to achieve this through a variety of methods, such as emails, phone calls, scheduled meetings and interactions with the community. All of our sites have processes to ensure vulnerable groups are included in consultation activities. Representatives from all our operations meet regularly with local stakeholders and have mechanisms for contributing to community development, such as community contributions and local hiring and procurement initiatives.

Addressing Stakeholders' Questions and Concerns

[GRI 102-44, GRI 413-1, GRI 413-2]

We pride ourselves on the benefits we aim to bring to the communities in which we operate, such as employment, training and investments in community initiatives. However, we also recognize that our mining activities may have potential negative impacts. Effective engagement with local communities is our primary way to identify and mitigate concerns about impacts. Key issues discussed through our engagement include: environmental concerns, land use, access to local employment and economic development opportunities, and pressures on local services and infrastructure. Through these discussions with our stakeholders, we identify mitigation and monitoring steps to respond to and address their concerns. Depending on the context and site, we tailor our engagement and communication activities to reach vulnerable or hard-to-access groups. We have incorporated an assessment of stakeholder vulnerability into the social impact analysis during the grievance logging process.

The table below summarizes our engagement approaches by stakeholder and common topics/issues of concern raised through engagement:

SUMMARY OF OUR ENGAGEMENT APPROACHES BY STAKEHOLDER AND COMMON TOPICS/ISSUES OF CONCERN

STAKEHOLDER CATEGORY	STAKEHOLDER EXAMPLES	TYPE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	WHO ENGAGES	COMMON TOPICS OF ENGAGEMENT/ ISSUES OF CONCERN	ENGAGEMENT EXAMPLES
Civil society and non-governmental organizations (NGOs)	NGOs, political parties, unions, religious organizations	<ul style="list-style-type: none"> Face-to-face meetings Public meetings Teleconferences Social media 	Monthly to quarterly	Senior management, corporate, regional and site-level representatives, depending on topic	<ul style="list-style-type: none"> Human, including Indigenous rights Employment opportunities Economic development Education Safety and health Environmental protection Physical impacts of operations (water usage, blasting and dust) Impacts on personal property Land usage Mine closure planning 	At Red Lake, the mine partnered with Earth Rangers, a conservation organization dedicated to educating children about biodiversity, to bring Earth Rangers to local schools.

STAKEHOLDER CATEGORY	STAKEHOLDER EXAMPLES	TYPE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	WHO ENGAGES	COMMON TOPICS OF ENGAGEMENT/ ISSUES OF CONCERN	ENGAGEMENT EXAMPLES
Government	Federal, provincial, municipal or local governments	<ul style="list-style-type: none"> • Face-to-face meetings • Industry conferences • Regulatory engagement processes • Public meetings, teleconferences • Newsletters 	Weekly to annually	Senior management, corporate, regional and site-level representatives, depending on topic	<ul style="list-style-type: none"> • Resource access • Environmental protection • Taxes and royalties • Economic development • Water and energy projects • Workforce development • Hazardous materials handling • Job creation 	Our corporate and country offices engage with governments, industry and other stakeholders where appropriate to facilitate the mining sector's contribution to national sustainable development strategies. At Cerro Negro, engagements occurred with all levels of government to discuss regional development topics, such as energy, water and tourism.
Communities	Residents, neighbours, general public	<ul style="list-style-type: none"> • Site tours • Public engagements (open house events) • Face-to-face meetings • Community Response Mechanisms • Newspapers, radio, newsletters • <i>Above Ground</i> (our blog) and social media • Goldcorp website • Engagement surveys 	Daily to annually	Site-level CSR teams	<ul style="list-style-type: none"> • Employment opportunities • Economic development • Education • Safety and health • Environmental protection • Physical impacts of operations • Impacts on personal property • Land usage, access and compensation • Mine closure planning • Community needs assessments 	Porcupine actively engages local stakeholders in Timmins through the Porcupine Watchful Eye Committee and the Hollinger Project Advisory Committee. These are both community representative groups that work with the mine to help us understand and recognize the requirements, expectations and concerns of all stakeholders involved in Porcupine's activities.

STAKEHOLDER CATEGORY	STAKEHOLDER EXAMPLES	TYPE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	WHO ENGAGES	COMMON TOPICS OF ENGAGEMENT/ ISSUES OF CONCERN	ENGAGEMENT EXAMPLES
Indigenous Peoples	First Nations tribal councils, traditional leadership, Indigenous governments	<ul style="list-style-type: none"> • Face-to-face engagements • Agreement implementation committees • Community roundtables 	Daily to annually	Corporate, regional and site-level representatives from CSR and Corporate Affairs	<ul style="list-style-type: none"> • Land rights • Education • Employment and career development • Cultural heritage • Consultation with Indigenous Peoples • Implementation of Collaboration Agreements • Responding to physical impact concerns (dust, noise etc.) 	At Coffee, engagement occurred with local Indigenous groups to discuss project details, including baseline information and impact management.
Media	International, national or local media outlets, including news, radio and print publications	<ul style="list-style-type: none"> • Investor calls • News releases • Goldcorp website • <i>Above Ground</i> (our blog) and social media 	Daily to annually	Senior management, corporate, regional and site-level representatives from CSR and Corporate Affairs	<ul style="list-style-type: none"> • Financial performance • Access to capital • Environmental performance • Safety and health • Community programs • Business risk 	We produce regular updates on our <i>Above Ground</i> blog. This blog provides a place to: find updates on our sustainability-related activities; ask questions and participate in respectful, constructive dialogue.
Academia	Academic institutions and research organizations	<ul style="list-style-type: none"> • Conferences • Telephone calls • Training programs • Research programs 	Monthly to annually	Senior leadership, CSR, Environment and Corporate Affairs teams	<ul style="list-style-type: none"> • Technical studies • Scholarships • Training and internship programs 	We have engaged with Canadian schools such as the University of Ottawa and the University of British Columbia to develop potential future employee programs, scholarships and learning exchanges.
Public/private institutions	Hospitals, fire departments, libraries	<ul style="list-style-type: none"> • Community partnership discussions • Community Response Mechanisms 	Monthly to annually	Site-level representatives in CSR	<ul style="list-style-type: none"> • Infrastructure investments • Community partnerships 	Several of our sites have formal agreements to collaborate with first responders in the area, such as the local fire department near our Porcupine Mine or the spill response teams at Red Lake, Cerro Negro and Musselwhite.

STAKEHOLDER CATEGORY	STAKEHOLDER EXAMPLES	TYPE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	WHO ENGAGES	COMMON TOPICS OF ENGAGEMENT/ ISSUES OF CONCERN	ENGAGEMENT EXAMPLES
Business partners	Suppliers, contractors, industry organizations and other companies	<ul style="list-style-type: none"> Interactions with our procurement teams Industry roundtables Tendering/ Request For Proposal (RFP) process 	Monthly to annually	Corporate, regional and site procurement teams, senior management	<ul style="list-style-type: none"> Supplier requirements Long-term business relationships Agreement terms Quality products Delivery commitments Regulatory compliance Product stewardship Sustainability programs 	We are a member of several industry organizations, including the International Council on Mining & Metals (ICMM), the Mining Association of Canada (MAC) and the World Economic Forum (WEF). As members, we actively look for opportunities to maximize benefits and minimize impacts and risks throughout the extractives sector.
Investors	Shareholders and rating agencies	<ul style="list-style-type: none"> Quarterly conference calls Investor Days Socially Responsible Investor (SRI) calls Conferences Annual reports and financial circulars Site tours Non-deal road shows 	Quarterly to annually	Investor Relations, senior management	<ul style="list-style-type: none"> Financial performance Operational performance Corporate governance Access to capital Environmental performance Safety and health Human rights Business risk 	Senior management hold an annual Investors Day to provide updates from our Mine General Managers and to offer an overview of our company activities during the year.
Employees	Site and corporate workforce	<ul style="list-style-type: none"> Internal intranet Newsletters Town Hall meetings <i>Above Ground</i> (our blog) and social media Lunch and Learns Crew talks/ Huddles Email and print mail Performance reviews Conferences 	Daily to annually	Senior management, Human Resources, Corporate Affairs and general employees	<ul style="list-style-type: none"> Safety and health Operational change Workforce management Career planning Training and career development Strategic planning 	Senior management and employees interact on Conveyor, our global intranet, by sharing stories, resources and announcements. Every quarter, our Executive Leadership Team holds a Town Hall meeting to give important company updates to employees and answer questions from employees.

STAKEHOLDER CATEGORY	STAKEHOLDER EXAMPLES	TYPE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	WHO ENGAGES	COMMON TOPICS OF ENGAGEMENT/ ISSUES OF CONCERN	ENGAGEMENT EXAMPLES
Land and resource users	Private landowners, hunters, outdoor recreation groups and traditional subsistence users	<ul style="list-style-type: none"> • Face-to-face interactions • Email • Phone calls • Public meetings • Newsletters • Letters 	Weekly to annually	Site-level representatives in Environment, CSR and Projects	<ul style="list-style-type: none"> • Resource access • Land rights • Compensation • Environmental protection 	A condition of the Opinagow Collaboration Agreement signed with the Cree Nation of Wemindji, the Grand Council of the Crees (Eeyou Istchee) and the Cree Nation Government requires our Éléonore Mine to consult with local tallymen on activities that will impact their traditional traplines in the area. In practice, there are regular conversations with local trappers as well as formal committee meetings through the Collaboration Agreement.

Indigenous Peoples' Rights and Engagement

[GRI MM5, GRI MM6, GRI MM7]

We strive to create relationships with Indigenous Peoples that are based on mutual respect and trust. As a member of the International Council on Mining & Metals (ICMM), we support the ICMM Position Statement on Indigenous Peoples and Mining. This position statement outlines ICMM's view of Free, Prior and Informed Consent (FPIC) and commits member companies to putting FPIC and other commitments into practice. A key element of the document is a commitment to draw on FPIC in order to obtain the consent of Indigenous groups for new projects and significant changes to existing projects.

At Goldcorp, our first approach is to understand and respect Indigenous rights, interests and perspectives. We recognize that Indigenous rights are governed by national and international laws in the various countries where we operate. We are committed to meeting or exceeding mandatory consultation requirements and working in collaboration with all stakeholders who have an interest in our projects and operations. We aim to seek and encourage meaningful relationships with all local communities. Four of our operations (Red Lake, Musselwhite, Porcupine and Éléonore) and two of our projects (Coffee and Borden) are in or adjacent to Indigenous Peoples' territories. We are committed to working to ensure local Indigenous Peoples are adequately consulted and meaningfully involved from the project stage through operations and closure.

Indigenous Engagement

Meaningful and ongoing engagement with Indigenous groups is fundamental to our engagement practices. Building relationships based on respect and trust allows open and honest dialogue. These relationships and conversations ensure that our operations are sensitive to local cultural and social practices. We also focus on ensuring Indigenous groups have access to employment and business development opportunities, including training opportunities, in the areas where we operate. Many of our sites have established formal agreements with local Indigenous groups. These agreements often have different names (Collaboration Agreements, Cooperation Agreements, Resource Development Agreements, Impact Benefit Agreements, etc.) and vary by size and scope, but all of them establish foundational elements for collaborative partnerships.

In alignment with our Diversity and Inclusion Strategy that was implemented in 2018, we ensure that inclusion is a key principle in our engagement practices. We have formal agreements in place with many of the First Nations that assert Aboriginal and treaty rights in the vicinity of our operating mines in Canada. We are working towards establishing agreements at sites that are at an earlier stage of development. In addition, four Latin American sites have signed agreements with local communities and governments in and around our mine sites.

In 2018, Goldcorp embarked on an internal engagement process to understand our role in, and align our activities for, working towards reconciliation. Through this work, we hope to create strong relationships, build business partnerships and help achieve collective prosperity with local Indigenous groups.

In Latin America, our agreements with local communities follow a different format than our Indigenous agreements in Canada. They usually represent specific commitments or activities, and range from large, multi-year projects to smaller, one-time commitments. Consequently, we may have multiple agreements signed with one community or group, sometimes over various years. In addition, the types of groups with whom we sign these agreements differ according to the local context.

Each agreement is a unique reflection of the partners involved, and we strongly believe these agreements demonstrate our company vision of **Together, Creating Sustainable Value** and a company-wide commitment to working transparently and in good faith to build long-term relationships with partners in the communities in which we operate.

INDIGENOUS GROUPS AND FORMAL AGREEMENTS

OUR OPERATIONS IN OR ADJACENT TO INDIGENOUS PEOPLES' TERRITORIES	NAME OF INDIGENOUS GROUP	FORMAL AGREEMENTS IN PLACE WITH INDIGENOUS GROUPS	DATE SIGNED
Borden	Brunswick House First Nation	Yes	June 2018
	Chapleau Cree First Nation	Yes	June 2018
	Chapleau Ojibwe First Nation	Yes	June 2018
	Michipicoten First Nation	Yes	November 2016 ²⁰
Coffee	Tr'ondëk Hwëch'in First Nation	Yes	April 2018
	Selkirk	Yes	August 2017
	White River First Nation	Yes	May 2013
Éléonore	Cree Nation Government	Yes	February 2011
	Cree Nation of Wemindji	Yes	February 2011
	The Grand Council of the Crees (Eeyou Istchee)	Yes	February 2011
Musselwhite	Mishkeegogamang Ojibway First Nation	Yes	January 2014
	Cat Lake First Nation	Yes	1996, amended and restated in 2001
	Kingfisher Lake First Nation	Yes	1996, amended and restated in 2001
	North Caribou Lake First Nation	Yes	1996, amended and restated in 2001
	Shibogama First Nations Council	Yes	1996, amended and restated in 2001
	Windigo First Nations Council	Yes	1996, amended and restated in 2001
	Wunnumin Lake First Nation	Yes	1996, amended and restated in 2001
Porcupine Gold Mines (PGM)	Flying Post First Nation	Yes	November 2014
	Matachewan First Nation	Yes	November 2014
	Mattagami First Nation	Yes	November 2014
	Wahgoshig First Nation	Yes	November 2014
Red Lake Gold Mines	Lac Seul First Nation	Yes	August 2013
	Wabauskang First Nation	Yes	December 2014

20. As of April 2019 this agreement has been replaced with a Benefits Agreement.

NON-INDIGENOUS AGREEMENTS IN LATIN AMERICA

OUR OPERATION	EXAMPLES OF LOCAL AGREEMENT PARTNERS	YEARS WHEN AGREEMENTS HAVE BEEN SIGNED
Cerro Negro	Provincial and municipal government	2016
Marlin	COCODES and villages	2014, 2015, 2016
Peñasquito	Ejidos and communities	2006–2014

Artisanal Mining

[GRI MM8]

Millions of people around the globe conduct artisanal and small-scale mining (ASM) activities. While these activities have the ability to positively contribute to livelihoods, they may also carry potentially negative environmental, safety and human rights risks. Through participation in the International Council on Mining & Metals (ICMM), we closely follow best practices instituted by peer mining companies. To date, no artisanal or small-scale mining was reported on any of our sites. However, the access road to our NuevaUnión project is adjacent to the property of a small-scale mining association. The site maintains a close relationship with that local association.

Human Rights

As a member of the International Council on Mining & Metals (ICMM) and the United Nations Global Compact (UNGC), we are committed to respecting human rights as set forth in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and as mandated under international humanitarian law. To ensure we meet our commitments, we are required to continually assess potential human rights impacts, take measures to avoid infringing on human rights and seek constructive dialogue and partnerships with stakeholders impacted by our activities.

As part of this commitment, we included a section on Human Rights in our 2018 materiality analysis surveys, interviews and roundtables. We invited respondents to provide their insights on which human rights they believed are most at risk of potentially being impacted by our business that we could cause or contribute to, or which could be directly linked to our operations, products or services. For context and guidance, we provided a list of human rights from the UN Guiding Principles Reporting Framework. Understanding that this is not an exhaustive list, we also left space for respondents to comment on human rights they felt were not listed.

We asked respondents to consider two dimensions when thinking through each human right:

Severity: How severely would this right be impacted by Goldcorp's presence or activities (considering the gravity of the impact, number of individuals that could be affected, and/or how easily the impacted right could be restored)?

Potential: How likely do you believe this human right could be impacted by our company activities in the future?

Initial responses from our survey can be found below:

Human Rights matrix using a weighted average showing external and internal responses:



To ensure we continue to seek feedback from stakeholders, we have implemented a rolling intake of responses to allow stakeholders to respond throughout the year, at a time most convenient for them. Responses will then be included in communication materials over the course of the year. As part of our focus on continual improvement, we will share responses and results internally. Responses will help us in our effort to continually assess our salient human rights issues and transition our human rights identification, management and reporting to be in line with the UN Guiding Principles Reporting Framework.

Our Human Rights Policy

Our Human Rights Policy commits us to integrating human rights best practices into all of our business and decision-making processes. International humanitarian laws were consulted in developing the policy. The policy mandates that we operate in a way that respects the human rights of employees and the communities in which we operate and respects the rights, interests, perspectives and traditions of Indigenous Peoples. It includes our commitment to seek to establish constructive dialogues and partnerships with a variety of stakeholders on our human rights performance.

From employees and contractors to senior management, our workforce is expected to comply with our Human Rights Sustainability Excellence Management System (SEMS) standard and Human Rights Policy.

Our Human Rights Policy, first released in 2011 and subsequently updated in 2015, reflects the changing social context in which we operate. We acknowledge that strong sustainability performance is intrinsically linked with respect for human rights. Our revised policy defines our daily practices and commitments on human rights. New additions to this policy include clauses on: community consultation; grievance mechanisms; commitment to the Conflict-Free Gold Standard; commitment to respect the rights, interests, perspectives and traditions of Indigenous Peoples; resettlement planning; and potential measures in the event of non-compliance.

Goldcorp's Human Rights Policy Commitments Include



Safe and Diverse Workplace

Goldcorp is committed to maintaining a safe, diverse workplace, free from discrimination



Respect of Worker's Rights

Goldcorp is committed to respecting workers' rights and their right to form a union



Respect of Indigenous Rights

Goldcorp is committed to respecting the rights, interests, perspectives and traditions of Indigenous Peoples



Security and Human Rights

Goldcorp is committed to ensuring that our security personnel do not use excessive force when performing their duties



Goldcorp Will Not Benefit From Armed Conflict

Goldcorp takes measures to ensure that we do not support or benefit from unlawful armed conflict



Maintain Community Response Systems

Goldcorp is committed to maintaining site-based community response systems to receive, assess and resolve complaints related to our business

Human Rights Due
Diligence Mechanisms

At Goldcorp, we assess potential human rights issues, take measures to avoid infringing on them and seek constructive dialogue and partnerships with stakeholders who are impacted by our activities. Some examples of our due diligence processes and mechanisms are:



All our Board members, officers, contractors or any third party conducting work or acting on our behalf are expected to behave in a manner that respects human rights and avoids infringing on them. We take appropriate measures to ensure that everyone working at Goldcorp, or working on our behalf, respects our Code of Conduct, Human Rights Policy and Occupational Health and Safety Policy and also abides by our safety protocols, rules and standards.

For employees, non-compliance with these policies may be grounds for disciplinary action up to and including termination of employment. For contractors and third parties, non-compliance may be grounds for contract termination.

We respect the right to a safe and healthy work environment. Consequently, we strive to ensure our workforce complies with our Occupational Health and Safety Policy and associated procedures and guidelines so as to confirm that we are Safe Enough For Our Families. Our commitment to the right to clean water and sanitation is also part of our overall commitment to sustainable mining. Our Sustainability Policy stipulates that all of Goldcorp and our subsidiaries are committed to the protection of life, health and the environment for present and future generations. In addition, our Sustainability Excellence Management System (SEMS) includes standards pertaining to our water stewardship. Our SEMS is intended to be fully integrated into all core business functions throughout our company, and it emphasizes sustainability responsibility and accountability at all organizational levels.

As stipulated by our Human Rights Policy, and by the International Council on Mining & Metals (ICMM)'s third sustainable development principle, we respect the rights and dignity of employees, contractors, partners, community members and other stakeholders impacted by our business. At the heart of our human rights commitments is the recognition that Goldcorp's vision of **Together, Creating Sustainable Value** can only be accomplished when all voices are heard. We are committed to creating a safe and diverse workplace and embedding a human rights culture where all stakeholders, including human rights defenders, are free from harassment and unfair discrimination in their activities.

Human Rights Training and Awareness

[GRI 412-2]

Improvements to our overall human rights awareness is coordinated through the Corporate Social Responsibility (CSR) team. They received support from the other sustainability functions and the corporate Ethics and Compliance department to deliver consistent messaging throughout our operations. In 2018, Goldcorp combined with the Ethics department for its online corporate training program on human rights. In 2018, the objective of the module was to enhance the knowledge and understanding of Indigenous Peoples cultures and rights. 2,458 employees and contractors completed the training course on the Code of Conduct and Human Rights during 2018. To ensure we reach our intended audience, the annual training cycle runs from November 2018 until end of March 2019. The online course has the objectives of maintaining awareness about our Human Rights and Code of Conduct Policies, recognizing human rights risks and violations and knowing the mechanisms in place to report them. The course was rolled out to those in our workforce who have daily access to computers.

To increase the reach of our training and awareness program, we adapted the online material so that it can also be delivered to employees and key contractors who do not have regular access to computers. The training materials will be delivered as part of onboarding and regular training.

STATUS OF 2018/2019 HUMAN RIGHTS AND CODE OF CONDUCT TRAINING AS OF 12/31/2018

LOCATION	NUMBER OF EMPLOYEES AND CONTRACTORS ENROLLED IN HUMAN RIGHTS AND CODE OF CONDUCT TRAINING	NUMBER OF EMPLOYEES AND CONTRACTORS COMPLETING HUMAN RIGHTS AND CODE OF CONDUCT TRAINING	% COURSE COMPLETION	TOTAL HOURS DEDICATED TO HUMAN RIGHTS TRAINING
Canada Region	3,483	1,051	30%	175
Corporate Offices	1,197	370	31%	67
Latin America Region	2,847	1,037	36%	189
Total	7,527	2,458	33%	431

Security Practices

[GRI 410-1]

We understand the important role transparent, relevant and well-researched security practices play in respecting human rights and ensuring safe operations for our workforce and for the local communities where we operate. We are committed to effectively managing and administering our security programs in accordance with industry best practices, local and national legal requirements and company policies. We pride ourselves on our commitment to security practices, our understanding of the importance of being a responsible corporate citizen and our responsibility to be an active participant in security practices. As a result, we are actively involved with national and international organizations who share this commitment to human rights and transparent security practices, such as the United Nations Global Compact (UNGC), the Voluntary Principles on Security and Human Rights (Voluntary Principles Initiative), the World Gold Council (WGC) and the Mining Association of Canada (MAC).

Starting in 2015, we designed a more robust and formal implementation plan to ensure continuous compliance with the Voluntary Principles, industry best practices and local and national legal requirements. We began utilizing a security self-audit program to ensure effective implementation of the Voluntary Principles and sustainability-related management systems. This program includes peer reviews for validation.

Our security teams conduct regular in-depth risk analyses to determine threats to our workforce within their areas of operation and influence. Our sites are required to develop and regularly review and update security plans in accordance with all applicable laws and regulations, as well as in conformity with our Human Rights Policy and Security Policy. When local conditions require us to deploy armed staff, careful consideration is given to this deployment, and additional safety measures and training are implemented as necessary.

In 2016, we became a signatory to the Voluntary Principles. Established in 2000, the Voluntary Principles are designed to guide companies in maintaining the safety and security of their operations within an operating framework that encourages respect for human rights. As a signatory, we continue to implement the principles across all of our operations, and have aligned our corporate policies and procedures with internationally recognized human rights principles in the provision of security. We actively participate in the Corporate Pillar committee of the Voluntary Principles Initiative and were one of four members of the Corporate Pillar Steering Committee for 2018; we will continue in this role in 2019.

We have also designed training programs for security providers at our sites, which we based on international best practices. In 2018, 98% of security personnel, which included both Goldcorp Security personnel and contract security personnel, underwent Human Rights training.

In accordance with the Voluntary Principles, in our high- and medium-risk operations, all security personnel are required to undergo extensive and recurring background checks and receive annual training on the Voluntary Principles, including the requirement to sign a declaration of compliance with our human rights requirements. The security contractors also incorporate general human rights training in their employee orientation. All security staff receive at least one pre-shift briefing per month on the use of force. Company security supervisors provide ongoing training and refresher classes. We do not tolerate non-compliance with our human rights requirements. There are a variety of compliance mechanisms for incident reporting, and we thoroughly investigate all allegations of suspected human rights abuses.

In 2018, Peñasquito, Cerro Negro and Marlin were each assessed by an independent third party, who evaluated their compliance against the Voluntary Principles framework. The results were positive with respect to the levels of implementation of the Voluntary Principles and human rights in general, with each site showing a high level of maturity and demonstrated continuous improvement year over year.

Also in 2018, we incorporated UNICEF's Child Rights and Security Checklist into our overall assessment program. This is another step to ensure compliance with our Human Rights Policy to "support the elimination of all forms of forced, compulsory and child labor."

Promoting Awareness of the Voluntary Principles with Our External Partners

Our sites provide training on human rights, use of force and the Voluntary Principles to their security personnel and contract security guards. This training is provided through workshops, presentations, videos and role-playing and is documented through attendance sheets or signed certifications. We also engage relevant public security partners located within their area of influence in order to build awareness of the Voluntary Principles and their importance. Here are a few examples of our efforts to promote awareness of the Voluntary Principles during 2018:

- In Argentina, our security team at Cerro Negro provided Voluntary Principles and Human Rights awareness training for 40 Perito Moreno police officers.
- In Guatemala, our Marlin Mine security team worked together with the Guatemalan Police in overseeing the site security. During this time, ongoing discussions were had about the company's commitment to the Voluntary Principles and the company's expectations to uphold human rights.
- In Mexico, Peñasquito's site security outlined the company's expectations when police responded to assist with a blockade.
- Various engagements with industry peers, most notably at an event sponsored by the Canadian Embassy in Mexico City titled "Buenas Prácticas en el Ámbito Empresarial y de Derechos Humanos para el Sector Minero."

Conflict-Free Gold Standard

The World Gold Council (WGC), the industry's key marketing body, has recognized that in some places and circumstances, gold may represent a potential source of funding for armed groups involved in civil conflicts. In October 2012, the WGC published the Conflict-Free Gold Standard, which establishes a common approach by which gold producers can assess and provide assurance that their gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. As a member company, we supported the WGC's efforts in developing the Standard, and implemented it effective January 1, 2013. We produce an annual, independently assured Conflict-Free Gold Report summarizing our conformance to the Standard, which we share on our website.

The Standard requires companies with mines operating in areas considered to be “conflict-affected or high risk” (according to the Heidelberg Conflict Barometer) to evaluate processes and controls and implement additional measures to ensure conformance with the Standard.

Our 2018 findings confirmed that all gold and gold-bearing material produced at mining operations where we operate have the appropriate systems and controls in place to conform to the World Gold Council’s Conflict-Free Gold Standard. Conformance with the Standard was subject to independent assurance.

Investment and
Procurement Practices


[GRI 308-1, GRI 308-2, GRI 412-3,
GRI 414-1, GRI 414-2]

In order to conduct business in an efficient and cost-effective manner, it is essential that we have a steady, stable flow of production inputs to our sites. However, numerous social and environmental risks have the potential to disrupt the flow of goods. In our industry, there is increasing awareness of these risks as well as of the opportunities to leverage dollars and relationships to influence supplier sustainability both upstream and downstream.

At Goldcorp, we are driven to innovate as well as to address situations that may hinder safe production. Increasingly, we are automating our processes to facilitate responsiveness to potential opportunities and mitigate supply shortages.


Our Third-Party Due Diligence Standards define the minimum due diligence that employees must fulfill when entering into a relationship with a third party on behalf of Goldcorp. Compliance with the Third-Party Due Diligence Standards is required under our Global Supply Chain Policy, our Sustainability Excellence Management Systems (SEMS), our Global Commercial Practices and our Anti-Bribery and Anti-Corruption Policy. Under the Global Supply Chain Policy, human rights, environment, safety and sustainability performance are requirements that must be assessed when selecting a third party.

Goldcorp’s Third-Party Due Diligence Standards




How?

We have designed and implemented a Third-Party Due Diligence tool to support compliance with these standards. The tool was designed to guide employees through the due diligence requirements and serve as a centralized database of third-party due diligence information.




Why?

Goldcorp could be held liable for the actions of a third party working on its behalf. Therefore, we need to ensure we only do business with reputable third parties. Compliance with the Third-Party Due Diligence Standards is required under the Global Supply Chain Policy, the Sustainability Excellence Management System (SEMS), our Global Commercial Practices and the Anti-Bribery and Anti-Corruption Policy.



When?

Third-party due diligence is required whenever a new third party is going to be added to our vendor file, regardless of circumstance. It is also necessary when an existing third party changes its name/legal entity.



Who?

Anyone engaging a third party on behalf of Goldcorp must ensure it is a reputable third party by conducting appropriate due diligence. Due diligence is driven/facilitated by Supply Chain, in coordination with the respective internal business owners and with the oversight of the Ethics and Compliance department.

All new suppliers go through our due diligence process prior to commencing work and all Goldcorp suppliers commit to obey our terms and conditions which include responsible social and environmental business practices. In 2018, we entered into 11 contracts with new suppliers (as reported by our sites).

We perform regular screenings of current contractors and suppliers. In 2018, 2,041 suppliers were subjected to an environmental screening and a social assessment. Consequently, two suppliers were identified as having significant actual or potential negative social impact; one of them agreed to take corrective actions, and the other one's engagement was terminated. There were no actual or potential environmental impacts identified.

Our approach to risk management and impact assessment also includes reviews of significant investments against numerous criteria, including human rights risks. In this report, we define "significant investments" as those that either moved the organization into a position of ownership of another entity or initiated a capital investment project that was financially material. There were 60 such investments and contracts reported at our sites in 2018. Of those agreements, 50 had human rights clauses, and 5 were screened for human rights compliance.

Land Rights and Resettlement

[GRI 413-1, GRI MM9]

To conduct our mining activities, we are occasionally required to acquire land and/or resettle individuals or communities. Land acquisition and resettlement is a complex and life-changing issue for the communities affected. It is never our first resort when other options are available. The timing and location of resettlement is negotiated with the affected households, and every reasonable effort is made to ensure that the integrity of the community is maintained. In 2018, no resettlement occurred at any of our operations.

Community Response Mechanisms

[GRI 406-1, GRI 411-1, GRI 413-1]

We are committed to establishing Community Response Mechanisms, also known as grievance mechanisms, based on international best practices. Our Community Response Mechanisms aim to collect all types of feedback, ranging from grievances to positive comments or suggestions. We acknowledge our responsibility and commit to respecting all human rights. In line with the UN Guiding Principles for Business and Human Rights, we have implemented grievance and incident reporting procedures at all our operations. Grievances may come from both internal and external stakeholders, such as employees, contractors, local community members, civil society and government.

At Goldcorp, we have two formal company-wide channels for receiving complaints and grievances, as well as other informal channels, which are implemented on a site-by-site basis.²¹

Our Community Response Mechanisms and Ethics reporting channels are accessible, inclusive and available to internal and external stakeholders. Both channels respond to the local context and needs of our stakeholders and workforce.



To learn more about the importance of Being Responsible to us at Goldcorp, watch our **Ethics and Doing What is Right** at Goldcorp video at: <https://youtu.be/XMlu6dipiQw?>

21. Some overlap may exist between these channels. As a result of the confidential nature of grievance management, as well as the ability of stakeholders to escalate their grievances through multiple channels, verifying the precise number by category at the corporate level has proven difficult. Since both mechanisms are confidential in nature, we have not attempted to define or describe the specific issues raised.

Community Response Mechanisms

Principles of Effective Rights-Based Grievance Mechanisms as adopted from the United Nations Guiding Principles for Business and Human Rights:

- **Proportionality:** The mechanism must be scaled to the level and severity of the risk.
- **Legitimacy:** The process must be perceived to be legitimate by local stakeholders.
- **Cultural Appropriateness:** The mechanism must take into account the way local people express their concerns and how they normally resolve their disputes.
- **Accessibility:** The process must be simple, convenient, easy to use and accessible to all.
- **Transparency and Accountability:** Information must be provided ahead of time as to the exact process, requirements and timeline. Agreements must be fulfilled, and commitments must be respected.
- **Fairness and Participation:** Complainants must be treated with respect, encouraged to fully participate in the process and offered fair compensation whenever appropriate.
- **Safety:** The mechanism must explicitly guarantee there will be no retribution of any kind against the complainant.

Respect for all of our stakeholders is foundational to how we do business. It is also part of our Human Rights Policy and applies to all employees, contractors and third parties doing work either for us or on our behalf. We will not tolerate any form of retaliation against a party who, in good faith, reports a Code of Conduct violation or uses any of our complaints and grievances channels. We ensure there is no retaliation by creating awareness of, and providing training on, our Code of Conduct and Human Rights policies, and by taking the necessary actions when either of these policies is violated.

FORMAL CHANNELS FOR COMPLAINTS AND GRIEVANCES

	ETHICS FROM THE GROUND UP CHANNELS	COMMUNITY RESPONSE MECHANISMS
Purpose	Receive complaints, questions and concerns related to the implementation of our Code of Conduct.	Provide an easily accessible site-level process for community stakeholders to provide feedback to us.
Key policies	Code of Conduct, Anti-Corruption and Anti-Bribery Policy.	Sustainability Excellence Management System (SEMS), Sustainability Policy, Goldcorp Grievance Mechanism Framework.
Communication channels	Toll-free telephone hotline, email and mailing address.	Varies by site. Examples include: a dedicated website, community drop boxes, site or community offices, telephone lines, email addresses and text message systems.
Primary users	Employees and contractors.	Local communities and external stakeholders.
Complaints and grievances process	Receive initial complaint (in confidence, if through our ethics and compliance hotline) from an external third party; the corporate Ethics Committee investigates and resolves the cases, with local site support as necessary.	Receive and document complaints at each operation. Classification and investigations vary based on severity. Operations engage with stakeholders to resolve and close out grievances. Provide corporate support when needed to investigate and/or respond to grievances.
Type of complaints reported	Issues related to theft, fraud, discrimination, harassment, employee relations, labour, safety and health, and human rights.	Issues related to environmental performance, physical disturbances, land access, compensation, job opportunities and contractor management.

In 2018, our *Ethics from the Ground Up* channels²² received 72 complaints and/or inquiries regarding alleged discrimination, harassment and other issues that could relate to human rights, compared with 40 complaints in the previous year. The increase in cases was an expected outcome of the emphasis placed during 2018 on further enhancing Goldcorp's Respect in the Workplace program. All reports were investigated, and 68 were resolved or closed during 2018. For the remaining 4 complaints and/or inquiries, the resolution process was ongoing at the end of the reporting period.

ETHICS COMPLAINTS AND/OR INQUIRIES RECEIVED

	RECEIVED IN 2018	INVESTIGATED IN 2018	RECEIVED IN 2018 AND RESOLVED OR CLOSED IN 2018	RECEIVED IN PREVIOUS YEAR(S) AND RESOLVED/ CLOSED DURING 2018
Discrimination	3	3	2	0
Harassment/ Disrespectful Work Environment	56	56	53	1
Safety and Health	4	4	4	0
Sexual Advances/ Harassment	9	9	9	2
Total	72	72	68	3

Our Community Response Mechanisms are intended to meet the needs of local communities and external stakeholders. While each Community Response Mechanism at our operating sites is tailored to the local context, the mechanisms as a whole are also all designed to comply with the Goldcorp Grievance Mechanism Framework.

In 2018, our sites received and responded to a total of 585 complaints, of which 542 were closed at the time of writing of this report, and the remaining 41 were in various stages of investigation and resolution. As part of our grievance reporting, we conduct a categorization process of grievances against related Sustainability Excellence Management System (SEMS) standards. In some cases, more than one standard is applied to a given complaint, as those cases may have impacts or aspects related to more than one category.

GRIEVANCES RECEIVED BY COMMUNITY RESPONSE MECHANISM BY CATEGORY

CATEGORY OF REAL/PERCEIVED IMPACT	NUMBER ²³	EXAMPLES OF GRIEVANCES RECEIVED
Grievances related to real/perceived Economic Impacts	4	Local business development
		Employment and labour issues
Grievances related to real/perceived Environmental Impacts	416	Dust concerns
		Impact on water availability or quality
		Noise complaints
		Vibrations
		Waste and debris
Grievances related to real/perceived Health, Safety and Security Impacts	1	Community safety respecting site installations
		Community blockades

22. Cases reported include those brought through formal reporting channels or by site management. Some cases may exist that have been dealt with directly through site HR and will not be reflected in these numbers.

23. Event management procedure made it mandatory to log impacts that were associated with grievances at the end of Q1 2017; however, this was not enforced in our grievance management system. Therefore, grievances can have more than one impact, and there were some grievances logged in 2018 that do not have an impact associated, hence the slight difference in total complaints to total impacts.

CATEGORY OF REAL/PERCEIVED IMPACT	NUMBER ²⁴	EXAMPLES OF GRIEVANCES RECEIVED
Grievances related to real/perceived Human Rights Impacts	1	Lack of consultation
Grievances related to real/perceived Social Impacts	132	Impacts to infrastructure
		Lack of communication about activities
		Contractor attitudes and behaviours
		Delays meeting commitments such as community investments
Grievances related to real/perceived "Other" impacts (e.g., property damage, equipment, media and legal)	28	Damage of property, crops and livestock
Total	582	

In 2018, there was one significant²⁴ dispute at Peñasquito related to land use of a local community. The dispute was regarding local demands for compensation from impacts allegedly caused by the mine. The dispute is currently going through a judicial process.

We resubmitted the Coffee project proposal to the Yukon Environmental and Socio-Economic Assessment Board (YESAB) in Q4 2017. During 2018, we responded to YESAB's Adequacy Information Requests (IRs). We also entered into a Collaboration Agreement with the Tr'ondëk Hwëch'in First Nation in April, marking a significant milestone in building a long-term relationship between Goldcorp and Tr'ondëk Hwëch'in. As of the end of 2018, Goldcorp continues to advance through the YESAB's review process and engage with local First Nations and communities

24. Significant disputes are determined as those which cannot be resolved through the course of normal Community Response Mechanisms in place and/or which require financially material resources to resolve and/or can have a material impact on the operation.

Case Studies



Cerro Negro Local Procurement Supports Economic Development and Strengthens Community Ties



Strong, enduring community partnerships are the foundation of Goldcorp's sustainability strategy. At our Cerro Negro Mine in Argentina, Goldcorp worked hand-in-hand with the Chamber of Mining Suppliers of Santa Cruz (CAPROMISA) to increase participation of local companies in the procurement process. In doing so, we helped to expand regional business opportunities, create employment and stimulate the local economy.

CAPROMISA had long recognized that its 100 members were not receiving a proportional percentage of contracts for goods and services awarded by mining companies operating in the province. In 2016, representatives from the Chamber approached supply chain personnel at Goldcorp's Cerro Negro Mine, the largest operating company in the province, to gain insights into the products and services the mine used as well as into its purchasing policies and criteria. The Chamber's objective was to build stronger ties between the mine and local suppliers.

Several meetings were held between CAPROMISA and Goldcorp to review goods and services available locally, define quality standards and identify opportunities for a mutually beneficial customer-supplier relationship. An agreement was eventually reached to increase participation among local suppliers in Cerro Negro's purchasing process. Cerro Negro committed to send all tenders for goods and services to CAPROMISA, which then forwards the invitations to local member businesses to quote on the contracts.

"Cerro Negro has always had a strong commitment to local procurement," says Patricia Higurera, Head of Purchasing at Cerro Negro. "Working closely with CAPROMISA enabled us to access a wider range of local suppliers capable of fulfilling our needs, helping reduce costs, shorten delivery times and build stronger community bonds."

In the first year of the program, the number of contracts for goods and services awarded to local businesses by Cerro Negro more than doubled, from 818 in 2016 to 1,740 in 2017.

Increased purchases of local goods and services provided a welcome boost to the regional economy, according to Jorge Arias, Operational Manager at CAPROMISA. Local procurement has increased employment in the province, strengthened competition among local businesses and helped build capacity in the region. "Every new tender is a business opportunity that creates jobs and helps move the economy forward," says Arias.

Since the introduction of the Buy Local program, Cerro Negro has been able to obtain the following from small and medium enterprises in the region, among other assets and services not listed here:

- hardware,
- personal protective equipment,
- tools,
- construction materials,
- electrical materials,
- electrical boards (assembly and repair),
- furniture,
- paintings,
- business gifts,
- work clothes,
- library materials,
- spare parts,
- cleaning supplies,
- catering services,
- hotel services, laundry services,
- Internet communication services,
- sample analysis,
- aggregate supply,
- engineering services,
- heating services,
- fumigation and disinfection,
- service asset security,
- signalling services,
- maintenance services,
- drilling services,
- metallurgical services,
- temporary labour services,
- road maintenance,
- passenger transport,
- equipment transport,
- general cargo transportation,
- waste treatment,
- equipment rental and
- repair of civil works and services.

To keep the lines of communications open, representatives from CAPROMISA and Goldcorp meet regularly to discuss current needs, work schedules, supply change practices and challenges to improve the local procurement process and strengthen the customer-supplier-relationship.

In 2018, CAPROMISA celebrated the receipt of 2,500 business tenders from Goldcorp since the inception to the Buy Local initiative. “Goldcorp has shown a real commitment to supporting local business in Santa Cruz,” says Arias. “It really demonstrates what can be accomplished when the channels of communications are open and people build positive working relationships that help create shared value.”

From the experience and trust it gained working with Goldcorp, CAPROMISA has expanded its local procurement program to include other mining companies in the region, including Minera Don Nicolas, Patagonia Gold, Minera Santa Cruz and Yamana Gold.

Since the launch of Buy Local, local purchases of mining goods and services in Santa Cruz have increased from 29% in 2016 to 43% in 2018.

The initiative has been so successful that CAPROMISA recently started working with the Argentine Federation of Mining Suppliers of the Nation to replicate the Buy Local program nationally, forging stronger business links between suppliers and mining companies across the country.

Arias remarks, “The trust, collaboration and goodwill demonstrated by Goldcorp by supporting local suppliers have helped open new markets for companies in the region, enabling more people to share in the growth potential of the local economy, which will help sustain and enrich our communities for generations to come.”

Respecting the Rights and Interests of First Nations at Borden



On June 5, 2018, we reached a significant milestone for our Borden project, Canada's first all-electric underground mine near Chapleau, Ontario, with the signing of an Impacts and Benefits Agreement (IBA) with three First Nation communities: Brunswick House First Nation (BHFN), Chapleau Cree First Nation (CCFN) and Chapleau Ojibwe First Nation (COFN). The IBA outlines provisions for environmental and health protections that combine innovation and the use of modern technology to develop Borden Gold into Canada's first all-electric underground mine, eliminating the use of vehicles powered by fossil fuels. The agreement also includes provisions for employment and training, business and contracting opportunities and a framework for regulatory permitting.

The formal signing of the IBA followed two years of open, honest communications and negotiations with the First Nations, marking the first time these three First Nation communities have participated in a mining project. Goldcorp now has, in the vicinity of its operations in Canada, collaborative agreements in place that benefit 26 Indigenous groups. About this relationship Chief Lisa VanBuskirk of Brunswick House First Nation says, "This is our first partnership in mining, and although our relationship is young and still evolving, we are hopeful for the future of the project and for the opportunities that it will create. We appreciate the efforts of Goldcorp and are thankful for them recognizing our connection to the land and for their commitment to protecting it while in their care."

Under the agreement, Goldcorp recognizes and respects the rights and interests these First Nations have around the Borden project site. Under

the same agreement, the three First Nation communities recognize and support Goldcorp's rights related to and interests in the development and future operation of the mine. The agreement also reflects Goldcorp's commitment to protect the environment and support Aboriginal social and cultural practices in a spirit of continued collaboration.

Marc Lauzier, Mine General Manager at Goldcorp's Porcupine Gold Mines and the leader responsible for the development of Borden, says the following about this milestone: "Successful relationships are built on trust, mutual respect, meaningful engagement, and they require sincere commitment from all involved. I'm pleased with the work accomplished by the group, and I feel very proud that Goldcorp is the first mining company to partner with the Brunswick House, Chapleau Cree and Chapleau Ojibwe First Nation communities."

Chief Keith Corston of Chapleau Cree First Nation offers the following comments on the occasion: "This is an important milestone in our journey to form meaningful relationships with industry and to create a sustainable opportunity for our community. Open and trusting dialogue and engagement are the cornerstones of successful relationships, and we trust in Goldcorp to uphold the highest standards of environmental protections so that our future generations of children and families can continue practising a cultural and traditional way of life."

Chief Anita Stephens of Chapleau Ojibwe First Nation remarks, "These years of negotiations, which included trust and relationship-building, unlock exciting possibilities and prospects regarding this project. It is with great respect and humility that we took part in and witnessed the commitments and responsibilities with Goldcorp's involvement with the Aboriginal communities."

Goldcorp's Borden project will be starting a bulk sample extraction of up to 30,000 tonnes shortly, with the first sample expected by the end of the summer. Commercial operation of the mine is anticipated to begin in 2019.

Peñasquito Inaugurates the Most Modern Rural Medical Unit in Mexico



With the donation of one hectare of communal land by the community, Goldcorp's Peñasquito Mine recently constructed and opened the Rural Medical Centre, which will benefit more than 2,300 members of the community of Cedros and Mazapil, in the state of Zacatecas, one of the largest municipalities in Mexico.

The facility will be operated by the Mexican Institute of Social Security (IMSS) and consists of 3,112 square metres of infrastructure that includes a medical care area, the rural adolescent care centre (CARA), a nutritional education centre, and an observation and recovery area. The Rural Medical Centre also has a medicine and medical supplies storeroom, two stretchers for recovery and an ambulance to provide emergency transfers, which were only previously possible with the use of private vehicles. In addition, the donation also facilitated other aspects of operational support that will improve service to the community.

The Rural Medical Centre was developed in response to community consultation and studies, which identified that improved medical facilities and services were the greatest concern for the community. The Rural Medical Centre will be open 24 hours a day, 7 days a week, 365 days a year and represents a great benefit for the population of Cedros and the neighbouring communities since it is now the nearest medical facility and will guarantee more effective and direct medical attention.

At the inauguration ceremony in September 2018, Brian Berney, Peñasquito's Mine General Manager, thanked the Peñasquito team who had contributed to the project delivery of the Centre, and the community for the donation of the land, stating, "We believe in building a positive legacy that lasts well beyond our mining operations. Peñasquito has been responsible for all the expenses of the infrastructure and equipment of the Rural Medical Centre, as well as for the suitability of its location in the region. This has enabled us to materialize the community's dream to have immediate medical attention available to them."

The Rural Medical Centre is highly equipped and is the most modern in the country, according to Roberto Rafael Garduño Alarcón, head of IMSS Prospera, the organization responsible for operating the Centre. Agustín Llanas, the local mayor, attended the inauguration ceremony and recognized the commitment that Goldcorp has to the communities of the municipality in the areas of social development, education and health, with the contribution of resources for the infrastructure that benefits the region's residents.



Watch a video of the Rural Medical Centre's construction and inauguration:

<https://youtu.be/FM4G0VRJwLM>
<https://youtu.be/x38aEK9iUvE>





Engaging and Investing in Our People

People are our core strength. More than any other factor, our success depends on their capabilities and commitment. Our vision is to provide a superior employee experience that drives our people to deliver superior results and create sustainable value.



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2018 Highlights



Our People

12

We identified the second cohort for our Future Leaders Program. This group of high potential candidates represented both Corporate office and sites, consisting of 12 individuals with equal representation from women and men, and a diverse mix of ethnicities, experience and functional expertise.

100

We held over 100 StepUP learning sessions, which were completed across all sites and offices. Through surveys distributed and analyzed, we discovered that over 90% of leaders are motivated to inspire their teams to adopt the behaviours and improve performance, and feel confident with educating other team members on the StepUP Behaviours.

Diversity

We launched our multi-year, global Diversity and Inclusion Strategy for Goldcorp, inspired by the Global Diversity and Inclusion Benchmarks.²⁵ The Strategy takes a broad view of diversity and outlines actionable steps to improve our inclusive work environment.

15,204

Our workforce (including contractors) totalled 15,204 as of December 31, 2018; women comprise 8% of our workforce.

80

Our employees self-identify with over 80 different nationalities and speak approximately 20 different languages.

2,000

As of December 31, 2018, over 2,000 employees had graduated from the Creating Choices suite of programs.

25. O'Mara, Julie, and Richter, Alan, *Global Diversity & Inclusion Benchmarks* (www.diversitycollegium.org, 2016), PDF.

Management Approach

[GRI 103-2]

Macro-Trends

The industry-wide shortage of experienced and skilled talent is expected to continue. While the current market volatility and resulting project slowdowns have reduced pressure, we expect talent attraction and retention to be an ongoing challenge for several reasons, including local demographics in mining regions and the aging workforce in Canada and other countries.

Why Is This Important to Our Stakeholders?

Our stakeholders expect us to attract, develop and retain talented people who generate sustainable value. Stakeholders also expect us to operate responsibly in accordance with high ethical and legal standards. The strength of our people enables us to achieve these expectations. It is important that we create the right work environment, which includes providing opportunities for career development, recognizing performance that supports our core values, demonstrating support for diversity and inclusion and promoting equal opportunities.

Why Is This Important to Us?

At Goldcorp, people are our most important asset. We want to offer our employees unmatched opportunities to build rewarding careers in a dynamic company. It is vital that we support our people in their personal and career development. We aim to provide resources, time and knowledge because when they succeed, we all succeed.

Our Strategy

Our people strategy has been defined by 3 areas of focus: 1) to create an innovative and modernized operating model, 2) to grow productivity, build leadership capacity and develop a talent pipeline and 3) to strengthen our diverse and inclusive workplace. This multifaceted people strategy is supported by HR strategic objectives and a three-year human resources business plan that outlines the specific programs and initiatives we will deliver to enable the achievement of our overall business strategy.

Organizational Responsibility

Our human resources function is headed by the Vice President of People, who reports to the Executive Vice President, General Counsel. We have local resources for this function in each country where we operate and at every mine site. The Human Resources and Compensation Committee of the Board of Directors assists the Board in fulfilling its responsibilities related to human resources matters and executive compensation, and in establishing a succession plan for executive officers (see Executive Compensation for more information).

Insights



Talking People of Goldcorp



JENINE ELLEFSON
Vice President, People

1

Looking back on 2018, what are some of the main highlights/ accomplishments that come to mind for the People function?

In 2018, we developed a new People Strategy and a three-year human resources Business Plan. The People Strategy has been defined by 3 elements: 1) Creating an Innovative & Modernized Operating Model, 2) Growing Productivity, Building Leadership Capacity & Developing a Talent Pipeline and 3) Strengthening our Diverse & Inclusive Workplace.

Aligned with our strategy, we had a strong focus on delivering innovative and sustainable talent management and rewards programs. We launched a Technical Growth Program and a Finance Secondment Program to facilitate people movement across our operations, allowing for career development and knowledge sharing across the business. We expanded our Graduate Development Program (GDP) to Latin America, making the program truly global and solidifying our commitment to developing a talent pipeline of mining industry talent. We also continued the delivery of our StepUP training program across all sites, as well as our Future Leadership Program, which is focused on high-potential employee development.

2

How is Goldcorp focusing on the diversity and inclusion of its workforce? How are you attracting diverse talent?

At Goldcorp, we continue to implement a strong foundation of inclusive practices to support a diverse workforce through our Diversity and Inclusion Strategy. One of the areas of focus in this strategy is updating our people policies and guidelines to be inclusive. Last year, we implemented Flexible Work Guidelines, reviewed our job postings to ensure inclusive and gender-neutral language and assessed our physical environment, making improvements to our office space.

We are also committed to developing diverse talent through leadership programs, such as the Creating Choices, StepUP and Future Leaders programs. These initiatives help us retain diverse talent and ensure we have a workplace environment where all our people can thrive.

Goldcorp has a strong focus on attracting diverse talent through many avenues, including early investment in students and local communities through various support mechanisms such as scholarships, internships, skilled trades training and graduate programs. Furthermore, Goldcorp partners with industry-focused organizations, such as the Mining Industry Human Resource Council, to assist in developing industry-wide Diversity and Inclusion (D&I) strategies that will attract and retain talent.

For immediate talent attraction needs, Goldcorp ensures opportunities are marketed as broadly as possible so that we not only attract current mining talent but also reach out to non-industry and local community talent pools where individuals can be trained if they do not already have skills that are applicable to our industry.

Our Workforce

[GRI 102-8]

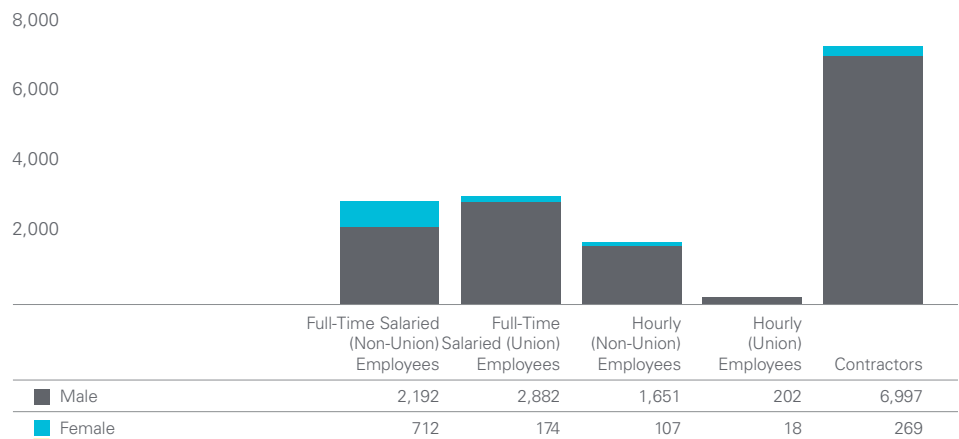
Our innovative spirit plays a major role in our success and attracts and retains an exceptional group of people. Our people drive our business; that is why we consistently recruit, develop and retain top talent who share the same spirit and values that motivate us to approach a centuries-old industry in new and innovative ways.

As of December 31, 2018, our workforce (employees and contractors) totalled 15,204, compared with 14,094 in 2017 and 15,262 in 2016. The largest increases were in the Contractor and Full-Time Salaried employee groups.

TOTAL WORKFORCE BY COUNTRY, EMPLOYMENT TYPE AND GENDER²⁶

LOCATION	CONTRACTORS			FULL-TIME SALARIED (NON-UNIONIZED) EMPLOYEES ²⁷			FULL-TIME SALARIED (UNIONIZED) EMPLOYEES			HOURLY (NON-UNIONIZED) EMPLOYEES			HOURLY (UNIONIZED) EMPLOYEES		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
Argentina	0	0	0	100	395	495	33	926	959	0	0	0	0	0	0
Barbados	0	0	0	12	1	13	0	0	0	0	0	0	0	0	0
Canada	112	1,159	1,271	398	904	1,302	0	0	0	107	1,651	1,758	18	202	220
Chile	107	682	789	17	54	71	0	0	0	0	0	0	0	0	0
Expatriates ²⁸	0	0	0	3	77	80	0	0	0	0	0	0	0	0	0
Guatemala	5	410	415	27	67	94	0	0	0	0	0	0	0	0	0
Honduras	0	1	1	1	1	2	0	0	0	0	0	0	0	0	0
Mexico	45	4,744	4,789	152	684	836	141	1,956	2,097	0	0	0	0	0	0
Switzerland	0	1	1	2	2	4	0	0	0	0	0	0	0	0	0
U.S.	0	0	0	0	7	7	0	0	0	0	0	0	0	0	0
Total Goldcorp	269	6,997	7,266	712	2,192	2,904	174	2,882	3,056	107	1,651	1,758	18	202	220
Total Workforce	15,204														

2018 TOTAL WORKFORCE BY EMPLOYMENT TYPE

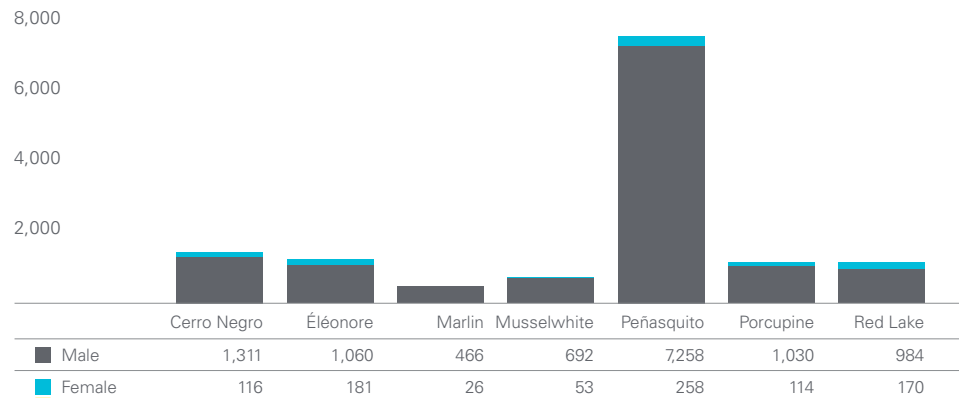


26. Employee counts were collected from sites and regional offices and represent the number of active employees or contractors as at December 31, 2018.

27. Note that in prior years, Mexico Union employees were reported as hourly union but are actually salaried employees.

28. Expatriate employees consist of U.S. expatriates and expatriates from all other countries who work in the various regions noted in the table.s

EMPLOYEE GENDERS AT OPERATING SITES

**Outsourcing**

We partner extensively with contractors during the construction of new projects and when significant capital investments are made to our existing operations. Contractors provide a source of short-term labour as well as specific construction expertise that is not readily available within our own workforce.

We also make use of contractors to supplement our internal expertise in key areas of our operations. We also have a number of long-term partnerships with contractors who undertake critical components of our operation. Contractors are required to comply with our policies and procedures, including the Code of Conduct, and safety procedures, such as the Golden Guide and Golden Rules, which help all employees and contractors understand how to do their jobs safely.

Our use of long-term contractors falls into three broad areas:

- *Mining and processing:* These are our core functions, and we tend to use contractors only to provide a key additional technical resource as needed.
- *Maintenance:* Contractors are used at most of our sites because of, at least in part, the specialized nature of some maintenance functions. These activities are often cyclical, and we do not always hire internally for these roles.
- *Drilling, blasting, security, employee transport and catering:* While these functions are important to the operation of our sites, they are frequently contracted out to firms who specialize in these activities.

Talent Acquisition and Development, Total Rewards and Global Mobility

Our talent acquisition, talent development, total rewards and global mobility functions focus on our employees' experiences at Goldcorp, beginning with their initial hiring and extending into their career growth and development.

Talent Acquisition

Our talent acquisition function is committed to establishing a thorough yet innovative process to ensure that hiring is conducted in an effective, fair, inclusive and consistent manner. Additionally, we strive to provide a positive experience for prospective candidates and hiring managers alike.

Global Recruitment Standards

Global Recruitment Standards have been in place since 2014. These Standards establish a consistent approach to ensuring we recruit a diverse group of candidates with the right competencies, experience, qualifications and potential to meet the requirements of the positions and the needs of Goldcorp. The Standards also act as a guideline for making sure we recruit in a fair, non-discriminatory manner, aligned with best practices.

Since the Standards' implementation, we have continued to develop a universal approach to attracting and retaining skilled talent, resulting in an improved experience for internal and external candidates. This has also led to improved information about, and analytics on, our recruitment process.

Student and Graduate Recruitment

Goldcorp maintains a strong focus on recruiting young talent through concentrated attention on our student and new graduate programs.

- **Student/Intern Programs:** Student and intern opportunities run all year at all offices and sites across Goldcorp. The length of these programs can vary, but they all provide hands-on training and development opportunities, and they all have a strong focus on providing real work experience to all students.
- **Graduate Development Program (GDP):** This program provides mentorship as well as technical and leadership development to all participants. Overall, the program welcomed 18 new participants in 2018, 50% of whom were female. This brought the total number of program participants to 134 since its inception. Participants work across our operations in areas such as electrical engineering, environment, industrial hygiene, mechanical engineering, mining engineering, civil engineering and geotechnical engineering. In addition to other benefits, the program helps build a talent pipeline of new recruits to help meet our long-term workforce demands.

Attracting and retaining qualified talent continues to be difficult within the mining sector. We are constantly looking for those with mining skills, as well as technology-related skills. Innovation and the use of new technologies are being applied to all areas of our business, and with that comes a higher demand for skilled talent in these areas. We are proactively addressing these shortages through such initiatives as building stronger relationships with post-secondary schools and offering training/work experience programs across all locations.

Learning and Development

[GRI 404-2]

To grow our people and empower them to succeed, we offer a selection of training and development programs. We aim to support employees through every stage of their career and help them as they consider new career options through to retirement.

Our Global Onboarding Program provides facilitated learning sessions and access to policies, guidelines, reference guides, e-learning and videos to give new employees a common understanding of our company strategy, vision, values and history. It also educates employees about our policies.

In 2018, we continued to focus on training and development across all operations, emphasizing safety, leadership and development. This will build an ongoing pipeline of talent that will ensure operational continuity and mitigate labour shortage risk. We encourage employees to participate in advanced education, training or other professional development activities, and offer financial assistance for education (requests for assistance are evaluated on a case-by-case basis). Our programs and initiatives include:



Graduate Development Program (GDP): Implemented in 2013, our GDP provides newly recruited graduates with on-the-job skills through planned rotations within our operations. Participants achieve development milestones and the technical indicators required to succeed in their discipline. This program provides mentorship as well as technical and leadership development to all participants. In 2018, we successfully expanded the program to our Mexico and Argentina operations.



Creating Choices, Growing Choices and Future Choices: These programs have received recognition for providing female employees in all regions with the opportunity to develop confidence and a greater understanding of the opportunities available for personal and professional growth. In 2018, we launched a gender-inclusive offering of the Creating Choices program so that employees of all genders could participate in and learn from this program. To date, over 2,000 employees have graduated from these programs.



StepIN: This is a safety training program in which site leaders provide training to their direct reports, which is cascaded down to all workers on site. The core of the training is defining and demonstrating the site standard for safe production and how to engage employees in safety. The focus in 2018 continued to be on the quality of engagements through coaching and formal feedback mechanisms. Many sites have augmented the training by developing dedicated programs in-house to tailor StepIN to the needs of the individual site.



Unconscious Bias Training: This training raises awareness about and deepens understanding of unconscious and conscious bias in the workplace. It provides strategies for disrupting and overcoming bias. In 2018, we provided this training for all mid-management at all locations.



StepUP: The StepUP program is the opportunity for all employees to come together across all sites to create a single Goldcorp Culture with the five StepUP Behaviours (foster collaboration, communicate with impact, plan and align, commit to safety and develop people) as the foundation. Employees learn important leadership skills, understand their leadership impact and align on the impact performance outcomes that drive business results. StepUP helps everyone at Goldcorp understand how they can contribute to a culture of shared values and create sustainable value together.

To ensure that our programs add value, we ask all employees who attend training and development programs to provide feedback and suggestions for improvement. We also hold discussions with the employees' supervisors to determine the extent to which the programs have resulted in improved on-the-job performance. As well, we conduct periodic employee surveys to determine employee engagement and identify areas for improvement.

We know that employee development is integral to attracting and retaining a strong workforce; therefore, we are working to develop more robust monitoring and evaluation tools to assess the effectiveness of our employee training programs. For example, since 2015, we have used software-based e-learning technologies that provide training to salaried employees on key policies and programs, such as our Code of Conduct, our Human Rights Policy, our Sustainability Excellence Management System (SEMS) and our Unconscious Bias Training. These technologies also strengthen our ability to better monitor and assess participant completion rates.

Performance Management and Development Planning

[GRI 404-3]

Our Performance Management strategy focuses on “Growing People” by empowering others through open communication and feedback. Through this process, our annual company strategy is established by way of a global scorecard that is cascaded to mine site-specific scorecards and then down into individual annual objectives for each employee throughout the company. We encourage managers to guide and provide feedback to their team members throughout the year as well as to have an individual mid-year checkpoint to assess and discuss progress relative to personal objectives and development plans. At the end of each year, every employee participates in an individual annual performance assessment; this takes the form of a self-assessment, which is followed by a performance review that managers conduct with each of their team members.

Our Performance Management process is enabled by an online technology platform and is available for all salaried employees globally. At our operating sites and Corporate office, 5,406 of regular salaried staff received performance reviews during the 2018 reporting period, representing a 98% completion rate.

We continue to leverage our globally integrated Human Resources Information System (HRIS) and make improvements to its functionality. In 2017, we integrated a development planning tool into the performance management process to enable career and development discussion and encourage ongoing feedback. During 2018, we widely communicated the development planning tool to our workforce, and employees were strongly encouraged to define development objectives. A target of 100% of employees achieving progress on their development objectives has been set for 2019, and various supports – including learning sessions and additional coaching – will be provided to achieve this global objective. The execution of employee development plans will assist employees in taking ownership of managing their career aspirations at Goldcorp, with support from their manager.

Talent Management

Talent management and development are key success factors in achieving our strategy and delivering results. Accordingly, we are committed to investing in, and developing, our pipeline of leadership talent to drive our business forward. Below are descriptions of the targeted talent management and development programs we have in place.

- **Future Leaders Program:** The Future Leaders Program is a one-year program that began in 2017 to provide selected individuals with personalized development feedback, a focused development plan with deliberate on-the-job experiences, coaching, mentoring, leadership training and executive exposure to accelerate growth and readiness to take on future leadership roles. The second cohort of Future Leaders for 2018/2019 includes 12 individuals, consisting of six women and six men.
- **Technical Growth Program:** The Technical Growth Program is a short-term secondment program introduced in 2018 for employees to build technical capabilities by completing assignments at various operations across the organization. The purpose of the program is to provide employees with exposure to different working environments, with the effect of building internal technical expertise and enabling the sharing of best-practices across the organization. In 2018, seven employees participated in this program. Looking forward to 2019, we will continue to define opportunities across the organization and support the growth and development of employees to further develop their technical skills and capabilities.
- **Finance Secondment Program:** Introduced in 2018, the Finance Secondment Program is a short-term rotational program intended to provide participants with broad work experiences across the wider organizational finance function and equip them with additional skills to develop and grow their careers at Goldcorp. The program offers opportunities to increase collaboration within the Finance team as well as to assemble the team's skills, abilities and knowledge to achieve finance excellence. In 2018, five employees participated in this initiative, and we are working to provide ongoing opportunities to employees through this program in 2019.

Total Rewards

[GRI 201-3, GRI 401-2]

The Total Rewards function has overall accountability for compensation, benefits and pension programs globally, ensuring competitiveness with prevailing market practices as per our compensation philosophy. Total Rewards programs are designed to support our commitment to run our business productively and responsively while enabling the business to attract, reward and engage high-performing employees.

The Total Rewards team collaborates with the mine sites to manage, communicate and review Total Rewards programs. Team members work together with business leaders and Human Resources peers as subject matter experts. As well, this team is responsible for ensuring Total Rewards compliance and disclosure, as prescribed by the various jurisdictions in which we operate.

In 2018, 21% of our full-time, salaried, non-unionized employees were eligible for long-term incentives (LTI). This enabled them to share in our success beyond fixed cash compensation. Furthermore, it aligned our employee experience with that of our shareholders. We review the LTI plan regularly to ensure it corresponds with our compensation philosophy and supports the long-term sustainability of our organization. LTI awards are not guaranteed and are subject to change following each review. In 2018, 77% of all our full-time, salaried, non-unionized employees were eligible to participate in our annual short-term incentive program.

Benefits provided to full-time, salaried employees include:

- **Health, vision and dental insurance:** Depending on the location/country, this may include contributions towards government healthcare programs and/or employer-sponsored programs.
- **Family assistance programs:** These provide counselling and other types of support to employees and their dependents for work, health, life and relationship issues.
- **Life and accident insurance:** This provides a benefit payable to survivors of the employee in the event of death or accident.
- **Retirement savings:**
 - In Canada, non-unionized operational employees are covered under a mandatory 100% employer-funded Defined Contribution (DC) pension plan. A Defined Benefit (DB) pension plan, which is also 100% employer-funded, covers unionized employees, representing 8% of our Canadian workforce. At December 31, 2018 the last actuarial valuation, the plan's solvency ratio was 88.0% on a solvency basis or 127.6% on a going concern basis.
 - U.S. employees and U.S. expatriates can participate in a voluntary 401(k) Defined Contribution safe harbour plan.
 - In Mexico, the pension plan is a DC/DB hybrid plan funded by employer (mandatory DB) and employee (voluntary DC) funding. At the last actuarial valuation at December 31, 2018, the DB component's solvency ratio was 24.6% (Mexican pension law has no statutory funding requirements).
 - In Switzerland, Barbados, Argentina, Chile and Honduras, retirement savings is provided through required funding to the government social security programs; in Chile, in accordance with Chilean law, mandatory employee contributions are directed into employees' individual pension accounts.
- **Parental leave:** Programs differ by region and align with government-provided programs or stipulations. For example: in the U.S., Family and Medical Leave Act (FMLA); in Canada, Employment Insurance (EI); and in Switzerland, Barbados, Mexico, Chile and Argentina, as required by social security programs in those countries. The Corporate office and sites provide an additional monetary top-up to the government-provided EI benefit.
- **Share-based programs:** May include benefits such as an employee stock purchase plan and Restricted Share Units (RSU). Eligibility for these options is dependent on job levels.

TOTAL REWARDS

LOCATION	HEALTH, VISION AND DENTAL INSURANCE	FAMILY ASSISTANCE PROGRAM	LIFE AND ACCIDENT INSURANCE	RETIREMENT SAVINGS	PARENTAL LEAVE	SHARE-BASED PROGRAMS
Argentina	✓		✓		✓	Long-term incentive plan
Barbados	✓	✓	✓	✓	✓	Long-term incentive plan
Canada	✓	✓	✓	✓	✓	Long-term incentive plan and employee stock purchase plan
Chile	✓		✓	✓	✓	Long-term incentive plan
Expatriates	✓	✓	✓	✓	✓	Long-term incentive plan
Guatemala	✓		✓	✓	✓	Long-term incentive plan
Honduras	✓		✓	✓	✓	n/a
Mexico	✓	✓	✓	✓	✓	Long-term incentive plan
Switzerland	✓	✓	✓	✓	✓	Long-term incentive plan
United States	✓	✓	✓	✓	✓	Long-term incentive plan and employee stock purchase plan

Employee Turnover

[GRI 401-1]

To retain employees in a competitive market, we maintain a positive, dynamic working environment, with competitive total rewards practices and career development options. Employee turnover²⁹ across Goldcorp in 2018 for site-based employees and our corporate office is shown in the table below.

EMPLOYEE TURNOVER BY GENDER AND LOCATION

	TURNOVER – FEMALE EMPLOYEES	TURNOVER – MALE EMPLOYEES	TOTAL TURNOVER
Argentina	12.1%	6.9%	7.3%
Canada	11.1%	10.3%	10.4%
Corporate	9.9%	8.6%	9.1%
Mexico	7.0%	4.1%	4.4%
Total	9.9%	7.2%	7.5%

Turnover rates are calculated only at operating sites and exclude projects and joint ventures that we do not operate. Generally, because of the short-term nature of many of the jobs on-site during the construction phase, turnover rates at projects will not be comparable with our overall performance. In 2018, our turnover rates improved compared with the prior year. As part of our Diversity and Inclusion Strategy, we continue to take action to establish more inclusive practices to retain and attract a diverse workforce. Examples include: developing a diverse pool of future talent through our Future Leaders and Graduate Development programs and enhancing our succession planning process to include Diversity and Inclusion principles. In order to attract a diverse range of talent, we ensure opportunities available at Goldcorp are marketed (social media platforms, job boards, local community outreach and networking events) and displayed as broadly as possible so that we not only attract current mining talent but also catch the attention of non-industry talent pools where individuals have skills that are very applicable to our industry. This attracts a new diverse group that may not have considered a career in mining before.

Global Mobility

We designed our Global Mobility Program to support the global development and growth of our people, to ensure the movement of talent across global operations and to provide a framework for transfer of knowledge and skills. In 2018, the focus of Global Mobility was on the experience of our expatriates (expats) as well as integrating talent management strategies into Global Mobility Programs.

After the implementation of our Global Mobility Program Administration Guideline and Toolkit in 2017, we continued our efforts to support and educate our site teams on Global Mobility administration and processes to continuously improve the expat employee experience. In addition, we conducted our first expat survey to gain further insight into the expat experience with respect to internal and external service providers, assignment policies and talent management practices. In 2019, we will focus on key themes from the survey, including improving communication and onboarding, improving the service model and clarifying Host Country specific policies and processes.

Another important area of focus for Global Mobility is the development of our people. In terms of current Global Mobility Programs, there continues to be an opportunity to transfer knowledge between expatriates and local employees. In 2018, we conducted our first expat talent review to better understand our expat population. We found that the majority of our expat population is on assignment to build capacity locally. In 2019 and beyond, we will continue to facilitate the growth of local successors for expatriate roles through formal development and succession planning processes.

We also introduced a Technical Growth Program and other short-term secondment initiatives in 2018 to allow cross-exposure to other sites, technical teams and departments. We developed a secondment framework to support the administration of the programs and ensure compliance and consistency from a global mobility perspective. In future years, we will develop and implement a more robust framework to support the mobility of talent from a short-term secondment perspective.

29. Employee turnover refers to employees (not contractors) who have left the company either voluntarily or as a result of termination, retirement or death. It does not include employees who were transferred within Goldcorp to another site or office or employees on maternity or disability leave.

Diversity and Inclusion

We strive to foster an open and inclusive workplace environment and strongly support the principle that all individuals should have an equal opportunity to participate in our company and achieve their full potential. In compliance with our Code of Conduct, Respect in the Workplace Policy and our Diversity and Inclusion Policy, everyone at Goldcorp must:

1. Always treat each other and all members of the outside community with respect and courtesy.
2. Always keep our workplace free from all forms of harassment, meaning unwelcome behaviour that a reasonable person would consider to be degrading, humiliating, discriminatory or intimidating.
3. Never permit factors such as race, religion, colour, gender, sexual orientation, age, nationality or ethnicity to determine decisions about hiring, employment promotions, pay rates, transfers, layoffs or terminations (or condone decisions by others determined by such factors).
4. Never permit physical disabilities to determine work-related decisions, unless the disability prevents a person from safely doing a job and the disability cannot be reasonably accommodated.

Diversity and Inclusion Initiatives

In 2018, we launched our Diversity and Inclusion Strategy, which takes a broad view of diversity and outlines actionable steps to improve our inclusive work environment. The Diversity and Inclusion Strategy aligns with our global goals, propelling us towards being a “Progressive” organization by 2021, as defined by the Global Diversity and Inclusion Benchmarks.³⁰ Other key performance indicators in addition to the Global Diversity and Inclusion Benchmarks³¹ will be used to measure our progress in this area. In 2018, we were proud to make positive progress along the Global Diversity and Inclusion Benchmarks³², from a “Reactive” level 2 to an average level of 2.9. This is almost a “Proactive” level and is halfway to our “Progressive” goal.

In 2018, we completed Unconscious Bias awareness training for over 400 employees at management level, across all locations. This training raises awareness about and deepens understanding of unconscious and conscious bias in the workplace and provides strategies for disrupting and overcoming bias.

In 2018, our Executive Leadership Team completed the Intercultural Development Inventory to learn about inclusive leadership, and they each committed to a diversity and inclusion related development goal for the year. Senior Executives also participated in Cultural Agility Training to learn how to work effectively across cultures. We also launched a Diversity and Inclusion Champions network – composed of Managers, including Mine General Managers, from across all mine sites – to ensure our diversity and inclusion goals were integrated company-wide and to facilitate the sharing of best practices across the organization. Diversity and inclusion was also added to the quarterly agenda of corporate management meetings, in addition to quarterly reporting to our Board of Directors. These processes ensure that the topic of diversity and inclusion has a strong governance structure.

In 2018, we enhanced our Vancouver and Mexico City Corporate offices through renovations to ensure our physical office space is more welcoming and suited to people with a variety of abilities. We also launched Flexible Workplace Guidelines at the Vancouver corporate office to promote a collaborative and flexible work environment while improving employee experience.

In line with the United Nations Sustainable Development Goal (SDG) 5 to achieve gender equality and empower all women and girls, we continued our work promoting the advancement of women and encouraging greater gender diversity in the global mining industry. Creating Choices is our training, development and mentorship program for women, which aims to provide participants with the opportunity to: understand opportunities for personal and professional growth; develop their self-confidence and courage; build strong partnerships with fellow employees and communities

30. O'Mara, Julie, and Richter, Alan, *Global Diversity & Inclusion Benchmarks* (www.diversitycollegium.org, 2016), PDF.

31. O'Mara, Julie, and Richter, Alan, *Global Diversity & Inclusion Benchmarks* (www.diversitycollegium.org, 2016), PDF.

32. O'Mara, Julie, and Richter, Alan, *Global Diversity & Inclusion Benchmarks* (www.diversitycollegium.org, 2016), PDF.

where we operate; gain access to mentoring; and receive recognition for their contributions to Goldcorp. To support our Diversity and Inclusion Policy, in 2018 we rolled out a gender-inclusive offering of the Creating Choices program so that all employees can access this development opportunity. The gender-inclusive sessions will be held in addition to sessions for women. To date, over 2,000 employees have graduated from the Creating Choices suite of programs.

We support the Women's Empowerment Principles (a partnership initiative of UN Women and UN Global Compact) and are proud sponsors of Rugby Canada's National Senior Women's 15s and 7s teams. We are also active members of the Canadian Board Diversity Council, the Canadian Centre for Diversity and Inclusion and the Minerva Foundation. Additionally, Goldcorp is a proud sponsor of and participant in the International Women in Resources Mentorship Program, which pairs women from around the world with industry mentors. This program provides women in the mining industry and technical fields with valuable mentorship and networking opportunities.

Diversity in the Workforce

[GRI 405-1]

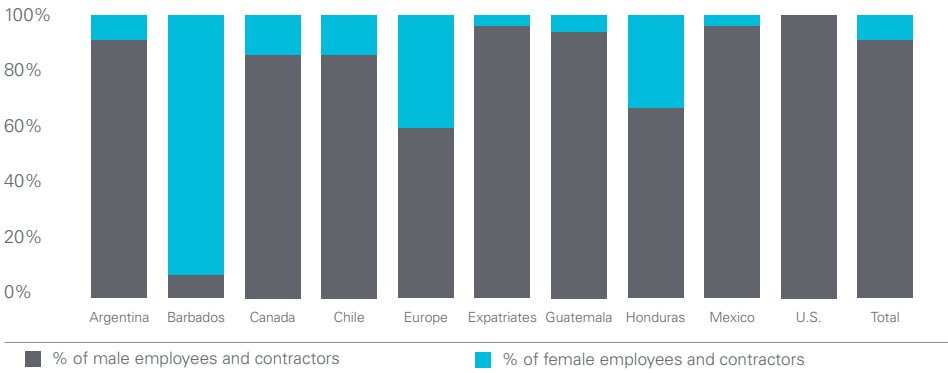
Our Diversity and Inclusion Policy promotes the benefits of and need for extending opportunities for career advancement to all internal and external candidates, without distinction as to gender, ethnicity or on any other basis.

We track certain diversity indicators among employees and contractors. One of those diversity indicators is gender, which is outlined below.

EMPLOYEES BY GENDER (INCLUDES CONTRACTORS)

LOCATION(S)	TOTAL WORKFORCE	% OF FEMALE EMPLOYEES AND CONTRACTORS	% OF MALE EMPLOYEES AND CONTRACTORS
Argentina	1,454	9%	91%
Barbados	13	92%	8%
Canada	4,551	14%	86%
Chile	860	14%	86%
Expatriates	80	4%	96%
Guatemala	509	6%	94%
Honduras	3	33%	67%
Mexico	7,722	4%	96%
Switzerland	5	40%	60%
U.S.	7	0%	100%
Total	15,204	8%	92%

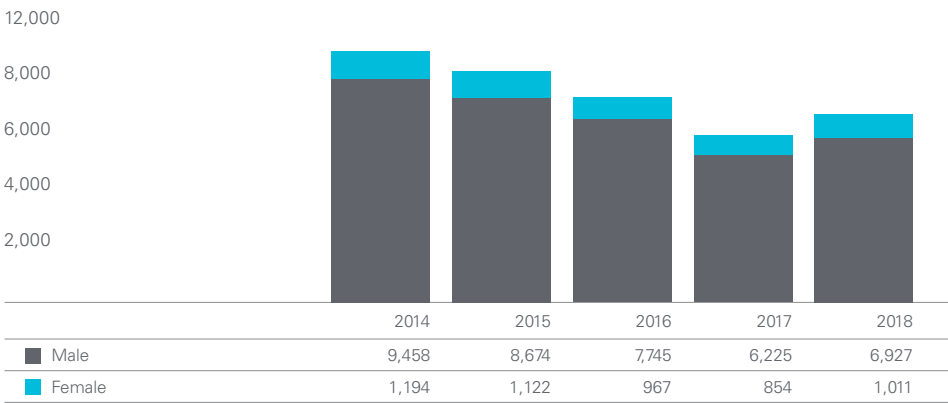
EMPLOYEES AND CONTRACTORS BY LOCATION



The map to the left shows in blue where the majority of our employees and contractors are located.

Canada	Female: 635	Male: 3,916
U.S.	Female: –	Male: 7
Mexico	Female: 338	Male: 7,384
Honduras	Female: 1	Male: 2
Barbados	Female: 12	Male: 1
Guatemala	Female: 32	Male: 477
Chile	Female: 124	Male: 736
Argentina	Female: 133	Male: 1,321

EMPLOYEES BY GENDER (EXCLUDES CONTRACTORS)



EMPLOYEE GENDER BREAKDOWN BY ROLE³³

BREAKDOWN (%)	FEMALE					MALE				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Board of Directors	20%	27%	33%	30%	30%	80%	73%	67%	70%	70%
Management ³⁴	19%	15%	34%	34%	15%	81%	85%	66%	66%	85%
Officers	23%	26%	20%	15%	21%	77%	74%	80%	85%	79%
Total Workforce³⁵	11%	9%	9%	11%	8%	89%	91%	91%	89%	92%

Diversity Within Our Governance

We believe that diversity provides a greater depth of perspective and enhances overall operations. In 2018, 30% of our directors were women, 10% of our directors were Indigenous and 21% of our officers were women.

DIVERSITY WITHIN OUR GOVERNANCE

	FEMALE	MALE
Audit Committee	1	2
Board of Directors	3	7
Human Resources and Compensation Committee	1	3
Governance and Nominating Committee	2	2
Senior Management (Officers)	6	22
Sustainability Committee	1	4

We support increased representation of women on Canadian boards, as shown through our support of Catalyst: Workplaces that Work for Women³⁶, our membership in the 30% Club Canada and our support of the Canadian Board Diversity Council's "Diversity 50" initiative. In 2018, we continued our work with Catalyst to accelerate the advancement of women on boards and in the C-Suite to 30% or greater by 2022. This goal guides our efforts to improve gender diversity at the Officer level and maintain strong performance across the Board and Management levels. In 2018, with 30% representation of women on our Board, we are proud to have met the targets set for our Board of Directors for both the 30% Club Canada and the Catalyst Accord.

Gender-Based Salary Ratios

[GRI 405-2]

We believe in equal pay for equal work, and our employees' genders do not determine how they are compensated. Instead, differences in pay are based on varying employee competency levels in their respective jobs.

Our gender-based compensation data has been differentiated by employee level and by the country in which the majority of our employee populations reside. Gender bias is common in employee categories. At the individual contributor level, for example, engineering staff (the majority of whom are male) may be paid a higher salary than the business support staff (the majority of whom are female). This may result in a perceived gender bias in pay, which is actually a gender bias in the respective work categories. Therefore, as we compete for labour in many competitive markets, gender biases in some categories may arise.

Our gender-based salary ratios fall between 1.0 and 1.1 (male to female pay ratio).

33. Breakdown is based on employees and excludes contractors.

34. Managers represent positions with direct reports.

35. Includes contractors.

36. Founded in 1962, Catalyst is a leading non-profit organization dedicated to expanding opportunities for women in business.

GENDER-BASED SALARY RATIOS

LEVEL	ARGENTINA	CANADA	MEXICO
Production	1	1.1	1
Individual Contributor	1.1	1	1.1
Line Management	1.1	1.1	1
Middle Management	n/a	1.1	n/a
Senior Management	n/a	1	n/a

As part of our commitment to increasing diversity within the mining sector, we support programs with post-secondary institutions that encourage leadership development for women in technical fields. To that end, we established the University of British Columbia's Goldcorp Professorship for Women in Engineering and support Carleton University's Advancing Women in Leadership Program for women currently working in mining and other technical fields. We have also committed to support four Indigenous women each year for five years through Carleton University's Advancing Indigenous Women in Leadership Program. This action will make Carleton's program more accessible to Indigenous women leaders from the regions in which we operate.

Employees by Age Group

The age group breakdown for 2018 is very similar to 2017's account. Note that these data do not include contract employees for this or prior years.

EMPLOYEES BY AGE GROUP, EXCLUDING CONTRACTORS

AGE GROUP	2014	2015	2016	2017	2018
Under 30 years	27%	27%	25%	20%	21%
30 to 50 years	54%	57%	59%	61%	62%
Over 50 years	19%	16%	16%	19%	17%

Labour and Management Relations

At Goldcorp, we strive for positive employee–management relationships with both unionized and non-unionized employees. We support our employees’ rights of freedom of association and collective bargaining. These include the right of individual employees to join a union or other work-related cooperative without fear of discrimination based on such membership.

Employee Communications

[GRI 402-1]

To keep employees informed, we conduct quarterly Town Hall meetings in which the President, CEO and other senior executives communicate directly with employees. These meetings provide an opportunity for any employee to submit questions to be addressed directly by the senior executives at the meeting. The Town Hall meetings are live, and all our offices and operations are linked via video, webcast and telephone during the meeting. The Town Hall meetings are provided in English with simultaneous translation into Spanish and French. Feedback from these meetings is further discussed in management and leadership meetings, and senior management ensures that direct responses are communicated, where appropriate. Employee questions that are not addressed in the meeting are responded to via Conveyor, our global employee intranet. In 2018, there were four Town Hall meetings. Discussion topics at these meetings included our corporate strategy, the launch of our new values, key operating milestones, financial and operating results and new initiatives implemented since the previous meeting. A full audio replay, video clips and written transcripts are available to employees who were unable to attend a meeting.

As indicated above, we maintain a global employee intranet called Conveyor, which is available to employees at each of our sites and remotely. This is a vehicle for keeping employees up to date on global and site-specific news and events via written articles and/or videos. For employees who are unable to connect to the intranet, mine operations and offices maintain a mix of notice boards, digital displays and/or kiosks where employees can access our intranet. Sites also host daily huddles and regular information sessions to discuss key issues and events. In addition, our Vancouver office and each of our Canadian operations issue their own publications, which provide a variety of local news.

Freedom of Association and Collective Bargaining

[GRI 102-41, GRI 407-1]

In our Human Rights Policy, we commit to respecting workers’ rights, including freedom of association, the right to peaceful protest and assembly, and engagement in collective bargaining in alignment with the International Labour Organization Core Conventions. Our management believes generally that labour relations and community relations at all of our locations continue to improve every day. There were some disruptions at our Peñasquito Mine and Cerro Negro Mine in 2018; however, they did not impact overall business targets. In line with our mission of **Together, Creating Sustainable Value**, we continue to work on the continuous improvement of relationships with our key stakeholders.

Of our direct employee base, 41% of our total employees were represented by a collective bargaining agreement in 2018.

COLLECTIVE BARGAINING AGREEMENTS

LOCATION(S)	TOTAL NUMBER OF EMPLOYEES (EXCLUDING CONTRACTORS)	TOTAL NUMBER OF EMPLOYEES REPRESENTED BY CBA ³⁷	PERCENTAGE OF EMPLOYEES REPRESENTED BY CBA (%)	NUMBER OF WEEKS' NOTICE PROVIDED FOR OPERATIONAL CHANGES TO UNIONIZED EMPLOYEES	WEEKS' NOTICE SPECIFIED IN CBA Y/N?
Argentina	1,454	959	66%	4	N
Canada, Switzerland, U.S., Barbados ³⁸	3,304	220	7%	8 ³⁹	Y
Chile	71	0	0%	n/a	n/a
Expatriates	80	0	0%	n/a	n/a
Guatemala & Honduras	96	0	0%	n/a	n/a
Mexico	2,933	2,097	72%	1	Y
Total	7,938	3,276	41%		

37. CBA refers to Collective Bargaining Agreements.

38. All employees represented by collective agreements in this grouping are located in Canada. All employees in Switzerland, the U.S. and Barbados are non-unionized, salaried employees.

39. Specific to unionized employees at Porcupine Gold Mine only.

Case Studies



Expansion of Our Graduate Development Program (GDP)



Implemented at our Canadian operations in 2013, our Graduate Development Program (GDP) provides newly recruited graduates with on-the-job skills through planned rotations within our operations. This helps them to achieve development milestones and to gain the technical indicators required to succeed in their discipline. The GDP provides mentorship as well as technical and leadership development to all participants. In 2018, we successfully expanded the program to our Mexico and Argentina operations.

Overall, the program welcomed 18 new participants in 2018, of which 50% were female, bringing the total number of program participants to 134 since inception. Participants work across our operations in areas such as electrical engineering, environment, industrial hygiene, mechanical engineering, mining engineering, civil engineering and geotechnical engineering. In addition to other benefits, the program helps build a talent pipeline of new recruits to assist us in meeting our long-term workforce demands.

We provide opportunities in the areas in which we have the greatest need – notably, mining engineering, geology and metallurgy. Over the three-year program, participants:

- Achieve competencies in specific **Technical Indicators** required for their professional designation through on-the-job technical development.
- **Rotate** into different roles within their discipline throughout the program.
- Improve **Leadership Skills** through: Communication Skills training; StepUP Supervisor training; and being provided with opportunities to put their learning into practice.
- Benefit from having a Mentor throughout the entire program.

“Starting out it’s all about growing your career, and gaining experience – a variety of experiences – and being challenged. That’s definitely something you can find here at Goldcorp.”

— OLGA DRUEKER



Goldcorp Rescue Summit



Goldcorp's 2018 Rescue Summit in Gravenhurst, Ontario in July was a success. In the third such summit of its kind, more than 80 rescuers from all of our operating sites descended on the Ontario Fire College grounds for four days of intensive emergency response training that tested their knowledge and skills in a variety of emergency simulations.

Upon their arrival, participants discovered that they would be part of a team with representatives from around the company instead of being teamed up with people from their own site. This is because one of the goals of the Rescue Summit Organizing Committee was to promote collaboration between Goldcorp sites by sharing best practices and creating an additional challenge for rescuers to overcome: the language barrier. Out of the 12 summit teams (7 underground and 5 surface), all but 2 had representatives of all three languages used around the company (Spanish, French, and English). This presented rescuers with a unique opportunity to operate outside of the parameters to which they are normally accustomed and to learn the importance of communicating without words. Every Goldcorp site does things a bit differently, so collaboration was a point of emphasis throughout the summit.

The organizing committee also wanted to give Goldcorp rescuers a chance to experience scenarios that they do not normally encounter in their routine training. For example, a full-sized airplane fuselage was brought in to give participants an idea of what to expect in the event of a downed aircraft. Training in fire extinguisher usage, auto extrication, search and rescue, high and low angle rescue, first aid, multi-point fire attack and underground emergencies was also provided throughout the week.

Rescue Summit participants were typically not the same rescuers that compete in the regional, provincial, national and international competitions, and this was by design. Giving non-competition rescuers a chance to train in a competition-level environment enhances the capabilities of each site and helps make the entire company a safer workplace. It gives these participants an opportunity to go back to their mines and teach their fellow rescuers the techniques that they learned.

Goldcorp's rescue community is an essential part of the workplace and a key component of its success. The commitment and dedication of these volunteers give many of us the confidence to know we are going to go home safely at the end of each day. It is important for us to recognize the impact that these people have on our own lives and those of our families.



Goldcorp CEO David Garofalo Descending a Rock Face at Goldcorp 2018 Rescue Summit

Armanda Quinn Named Northern Ontario Tradeswoman of the Year 2018



Armanda Quinn from Goldcorp's Porcupine Gold Mines has built a rock-solid career in mining. In 2018, Ms. Quinn won the Tradeswoman of the Year Award at the 2018 Influential Women of Northern Ontario Awards Ceremony.

Ms. Quinn was hired at our Porcupine Mine in 2008 as a Mill Shift Labourer. Though she had never previously worked in milling, Ms. Quinn advanced to the position of Mill Operator 1 in just 3.5 years. Her extensive training, dedication and sheer motivation fast-tracked her advancement to this top job classification, which can normally take up to five years to achieve. As a Mill Operator 1, she mastered all the Mill Modules for Operators, including utility, crushing, grinding, carbon in pulp process, effluent treatment plant and cyanide destruct process.

In June 2011, Ms. Quinn took on a different challenge: She transferred to the Dome Mine Underground Department to begin training as an underground miner. Again, Ms. Quinn had never previously worked underground, but she received Underground Common Core training in scaling, drilling, blasting, ground support, mucking, haulage, track installation and maintenance. She successfully advanced to the position of Miner 3 on the Service Crew, installing and maintaining underground track. Ms. Quinn currently holds the position of Underground Safety Coordinator at Hoyle Pond Mine, part of the Porcupine District in Ontario.

In addition to her career achievements, Ms. Quinn was the first woman in Porcupine Gold Mine's history to become a member of the Underground Mine Rescue team. She was also voted by her colleagues to join the Mine Rescue Competition Team, again as the first woman to do so, and served as one of the coaches for the team in 2017.

Ms. Quinn is a member of the Métis Nation of Ontario and has participated in the Porcupine Gold Mines Cultural Competency Committee, which supports the workforce in learning about Indigenous Peoples and cultures.

She also served as a Union Steward, representing her fellow employees on the Union Executive for the United Steelworkers Union at Dome Mine. She has become an accomplished underground trainer and is currently training to become a spare supervisor by completing the Supervisory Common Core training, which complements her certification in Advanced First Aid.

To help support other women at Goldcorp to achieve their full potential and reach their goals, Ms. Quinn became a facilitator in Goldcorp's Growing Choices program, an enterprise-wide training, development and mentorship initiative for women. Ms. Quinn also served as a mentor in the Creating Choices program.

"The mining sector can be an especially isolating workplace for women, so there is a need for programs like Creating Choices to give women access to essential training and the knowledge to achieve success in the industry," remarks Ms. Quinn. "These programs also provide a space where women can come together and network within the company, and when this happens, we recognize one another as allies. This isn't about token females, recruitment quotas or preferential treatment – this is about giving everyone a fair chance at self fulfillment and economic stability."





Safe Enough For Our Families

Safe Enough For Our Families. This phrase captures one of our core strengths and sets a standard that guides our efforts to ensure and support the safety and health of our people at work, at home and in their communities.



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2018 Highlights



Safety and Health

Zero Fatalities

We reached our main objective of Zero Fatalities. Lessons learned from fatalities in prior years and from Potential Fatal Occurrences (PFOs) have helped strengthen the quality of our investigations of serious events.

High-Severity

We continued our focus on improving the quality of our incident investigations, with an emphasis on potential and actual high-severity events to reduce the risk of a fatality or serious injury.

38%

We saw a 38% decrease in the number of incidents we classify as Potential Fatal Occurrences (PFOs). We changed the way we classify PFOs to better align with the way we rank safety and health risks.

10%

We reduced our All Injury Frequency Rate (AIFR) by 10%, from 132 reported injuries in 2017 to 115 in 2018. We reduced our Lost Time Injury Frequency Rate (LTIFR) by 36%, from 37 reported lost time injuries in 2017 to 23 in 2018.

170,000

Over 170,000 safety engagements with employees and contractors were completed by our mine management teams across our operations.

58

In 2018, there were 58 PFOs, compared with 93 in 2017. We changed the way we classify PFOs in 2018 to better align with our process for ranking safety and health risks. The result has been a better representation of events that truly could have been potentially fatal.

Management Approach

[GRI 103-2]

Macro-Trends

According to the International Council on Mining & Metals (ICMM), the number of mining related non-fatal injuries is decreasing across the mining industry, while the number of mining fatalities is increasing. As gold grades decline and new deposits are harder to find, we can expect mining conditions to become more challenging. As a result, the industry is investing in new technology to reduce these risks. One area we have invested in at Goldcorp is remote and autonomous operation of surface and underground equipment. In 2017, our Musselwhite operation successfully implemented remote mucking operations where scoop-trams were successfully operated underground from our office in Thunder Bay, Ontario, approximately 500 kilometres away. We are currently piloting the use of autonomous drills at our Peñasquito Mine, without the need for operator intervention. The skill set needed for mining is also changing. As we introduce new technology, recruitment and training programs will need to be modified to accommodate these differences.

Our ten Golden Rules and seven Life-Saving Rules were developed in 2013 by looking at fatality learnings and high-consequence injury trends across the industry and at Goldcorp specifically. These rules provide guidance on high-risk hazards and risks that our workers face every day that could have a permanent effect on their quality of life and are used to track and categorize PFOs. A summary of our Golden Rules and Life Saving rules is shown below:

The Golden Rules and the Life Saving Rules



Fit for Work. Maintain a physical and mental state that allows you to perform your job without risk to yourself or others.

⚠ **Never work if impaired from the use of drugs or alcohol.**



Driving. Prepare by checking your vehicle or mobile equipment. Everyone wears a seatbelt. No handheld devices when driving. Obey all signs and follow the rules of the road. Drive appropriately for the conditions.

⚠ **Every occupant of a vehicle must wear a seat belt at all times.**



Ground Stability. Scan continuously for signs of ground instability. Correct or leave the area. Restrict access and report the situation.

⚠ **Never enter an area of unsupported ground.**



Lifting, Rigging and Hoisting. Restrict access to the drop zone. Never position yourself under the load.

⚠ **Never position yourself under a suspended load.**



Energy Isolation. Identify and control all potential forms of energy. Confirm energy isolation before working on systems.

⚠ **Never work on energized equipment unless following authorized live work procedures.**



Working at Heights. Protect yourself and others against falls. Make sure fall prevention equipment is in place and in good condition. Wear fall protection when working at heights above 1.8 metres (6 feet).

⚠ **Never work without approved fall protection equipment when working at heights above 1.8 metres (6 feet).**



Hazardous Substances. Protect yourself and others against hazardous substances you are handling or breathing.

⚠ **Never breach a blasting procedure.**



Permit to Work. Assess the risks. Obtain a work permit where required and follow the requirements.



Protective Devices. Make sure protective devices are in place and used. Never modify, bypass or remove a protective device without authorization.



Personal Protective Equipment. Choose the appropriate Personal Protective Equipment (PPE) for the task. Wear it and take care of it.

* **Note:** Rules with red text are the 7 Life Saving Rules.

By focusing on these key hazards and using the hierarchy of controls to mitigate the risks caused by them, we have reduced our PFO count and frequency significantly since they were introduced. In 2018, the five high-consequence work-related injuries⁴⁰ recorded at Goldcorp involved Driving, Lifting Rigging and Hoisting, and Protective Devices. In addition to the Golden Rules and Life Saving Rules, we have other mechanisms to mitigate risks at the work place, including formal risk assessments, field level risk assessments, non-routine hazardous task assessments and the Five Point Card system.

Additionally, the overall focus on health in the workplace is expanding. Our increased priority is not only in regard to exposures to materials (e.g., respirable dust and silica) and environmental conditions (e.g., noise and heat) but also in relation to the overall health of the worker and its impact on safety. We take a comprehensive approach to managing fatigue, obesity and musculoskeletal diseases by taking into account the work and home environments, fitness, diet and health monitoring.

Why Is This Important to Our Stakeholders?

Our stakeholders want us to guarantee that our working environment is safe, and that we are committed to ensuring safe and healthy working conditions for all. They want us to cooperate with interested parties and with the industry on safety and health matters to improve the industry as a whole. It is important to stakeholders that we eliminate fatalities and re-examine our workplace practices so as to address issues identified as precursors to safety and health impacts.

Why Is This Important to Us?

Safety and health is critical to us because our people are our strength, today and in the future. Of all our company values, none is more important than safety and health: No ounce of gold is worth risking a life or injury. Our commitment, above anything else, is to have Zero Fatalities. We are pleased to report that we achieved that objective in 2018, but PFOs are still occurring, and it is clear that continuous improvement in this area is still needed. Safety begins with preparation: We must anticipate incidents before they happen and improve ongoing training to identify risks and respond appropriately when the unexpected happens.

Our Strategy

Our strategy is to create and maintain a culture of safety and health in the workplace, as embodied in our vision, Safe Enough For Our Families. We recognize that individuals are ultimately responsible for their own safety, and we strive to equip our employees with the tools, training and behaviours needed for continual safety awareness. Continual monitoring and evaluation of our safety performance is integral for us to achieve our vision.

Our Safety and Health strategy is embedded in our Sustainability Excellence Management System (SEMS). Our strategy is as follows:



40. High-consequence work-related injuries are defined as work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

We believe that we can only achieve our vision of Safe Enough For Our Families when each and every Goldcorp employee is actively engaged in our safety culture. We realize that our systems and processes are only as good as the leadership and commitment we demonstrate on the job. Our vision is reflected in three basic principles: **Care, Think and Act**.



- **Care:** We provide an environment that demonstrates that safety is a core value, that we care about our people and that we are prepared to listen, learn and act.
- **Think:** All tasks contain an element of risk. We expect all employees to think about their actions – about the impact a decision might have not only on themselves but also on their co-workers.
- **Act:** We provide procedures, programs, systems and training to ensure that tasks can be completed safely. We encourage all employees to share best practices and improve the ways in which we carry out our work functions.

Organizational Responsibility

Our corporate safety and health function is headed by the Vice President of Safety and Health, who reports directly to the Executive Vice President and Chief Operating Officer. The Vice President of Safety and Health is responsible for the oversight, strategic development and management of our safety and health policies, programs and activities. This individual works with all functions of the organization, including Operations, Exploration, Projects and Administration, to enable safety and health excellence across the company. All our operations have Safety and Health managers who are responsible for supporting the implementation of our strategies on a day-to-day basis.

Our Chief Executive Officer is ultimately accountable for our safety performance. At the Board level, the Sustainability Committee has oversight of all safety and health functions.

Insights



Talking Safety and Health

1



PETER CALNAN

Vice President, Safety and Health

Looking back on 2018, what were some of the main accomplishments and highlights for the safety and health function that come to mind?

Over the last three years, we've seen a steady improvement in safety results at Goldcorp, and 2018 was no exception. Once again, we finished the year with Zero Fatalities, which is our ultimate goal. Our All Injury Frequency Rate (AIFR) also dropped by 10% in 2018, in tandem with a 36% reduction in our Lost Time Injury Frequency Rate (LTIFR) and a 38% decrease in the number of incidents we classify as Potential Fatal Occurrences (PFOs). This steady improvement can be attributed to the hard work and dedication of everyone at Goldcorp, from the Human Resources department, who is responsible for spearheading our StepUP training, to the Mine General Managers, who have taken a more focused, consistent approach to safety, and to our workforce, who have been particularly diligent in reducing risks and verifying controls.

We also completed our second round of Sustainability Excellence Management System (SEMS) audits at Red Lake Gold Mines and Peñasquito in 2018. This was a follow-up to the initial round of SEMS audits conducted at these sites three years ago that provided us with a baseline to compare against. Not only did we see a notable improvement in performance and a substantial reduction in Category 1 (high severity) findings, but it was also evident from the cleanliness and organization of the sites that employees had really taken safety to heart by eliminating potential hazards.

A Brow Alert system was implemented at all our Canadian underground mines in 2018 to deter operators from manually operating mobile equipment past the brow line of a stope. Proximity sensors attached to the equipment give an operator a signal when the operator is approaching the edge of the safe zone, letting the operator exit the machine and switch over to radio-controlled operation. If the operator attempts to push past the safe zone toward the brow, the system will shut down the scoop which requires supervisor intervention to re-activate it. It's a great example of how communications technology in our mines is helping to protect underground workers.

We also held a very successful Mine Rescue Summit in summer 2018. Eighty-five Goldcorp emergency responders from across all our sites spent a week in Gravenhurst, Ontario, honing their skills and gaining knowledge in seminars, workshops, group sessions and simulated rescue training scenarios. Training sessions included first aid, high and low angle rope rescue, low visibility search and rescue, confined space rescue, firefighting, aircraft and light vehicle extrication, train derailment and underground mine rescue. There was even a plane fuselage brought in for aircraft extraction training. This invaluable training has really helped improve our ability to provide emergency services at our sites, using our own personnel.

Finally, we completed an employee satisfaction survey at Borden in 2018 to get a better idea of what employees thought about the mine's diesel-free working environment. Employees told us the mine was quieter, with better air quality than any other underground operation they've worked in. It's incredibly gratifying to know that our efforts in building Canada's first all-electric underground mine are making a meaningful difference from an occupational safety and health perspective.

2

What were some of the challenges in 2018? What did the Company learn from them?

Implementing the Brow Alert system in all our Canadian mines was a bit of a challenge. We had a handful of incidents in 2018 where employees operating a scooptram in manual mode entered an open stope, which prompted us to expedite the implementation of the Brow Alert program. Since the introduction of this system, we haven't had any events with unauthorized mobile equipment entry to an open stope.

Incidents related to the Working at Heights Golden Rule are still a challenge, accounting for nearly 33% of PFOs in 2018. At Goldcorp sites, fall protection equipment is required when working at heights above 1.8 metres (6 feet). In some jurisdictions, the working at heights standard is 3 metres (10 feet). We've had several situations where contractors visiting our sites have failed to take appropriate fall protection precautions to comply with our Golden Rules. So, we put more effort into reducing the risk of working at heights at our sites by introducing engineered work platforms and truck access platforms with attached safety stairs and railing fall protection to further reduce PFOs.

We recorded 14 vehicle collisions and rollovers in 2018. Driver fatigue was a contributing factor in many of these accidents. In response, we conducted fatigue recognition and prevention workshops at various sites throughout the year. We're also evaluating fatigue management technology at Peñasquito, consisting of wristbands with mobile software. These allow employees to manage their personal readiness and fatigue levels in advance of and during their shift. To monitor driver fatigue, a non-intrusive monitoring system that uses eye-tracking technology to detect whether a driver is distracted or falling asleep at the wheel has also been installed on haul trucks at Peñasquito.

By far, the most common accidents are hand-related injuries, accounting for 45% of all on-the-job injuries. We took some concrete steps to reduce hand injuries, such as providing five different types of cut-proof gloves for different work situations. Recognizing that increased awareness is the first line of defence, we gave each site the opportunity to come up with its own program to reduce hand injuries. Initiatives such as Porcupine's "Safety Is in Your Hands" campaign and Cerro Negro's Hands to Work, Safe Hands (Manos a la obra, Manos Seguras) program have made this a top-of-mind issue, putting us in a good position to further reduce hand injuries in 2019.

3

What advancements were made at Goldcorp in 2018 to improve worker health?

A concerted effort was made in 2018 to reduce exposures to 3 priority carcinogens at Goldcorp sites: crystalline silica, diesel particulate matter (DPM) and arsenic. Based on site-specific occupational hygiene exposure monitoring data, we established a baseline of the total number of employees at risk of exposure for each of these three agents. We then set specific targets for exposure reduction. The specific agent targeted and the exposure reduction program were left to the discretion of each site. Porcupine, for example, chose to address DPM exposure at Hoyle Pond as part of its 2018 Exposure Reduction Plan. The site exceeded its reduction target through several initiatives, such as adding diesel particulate filters to equipment and introducing a performance-based engine maintenance program. Workers at Porcupine using DPM-retrofitted equipment noted a marked improvement in air quality. The requirement for annual Exposure Reduction Plans has been included in our revised Occupational Health and Hygiene Process, and each of our sites has developed new plans for 2019.

Over 2018, we also developed and incorporated specific Industrial Hygiene and Occupational Health (IH/OH) modules into Enablon, the software tool Goldcorp uses for our Sustainability Excellence Management System (SEMS). These allow us to record and analyze IH/OH data across the company, from safety performance to accident and risk investigation, enabling us to track emerging health and safety trends more precisely. They've really helped us to predict potential problem areas before they become acute so we can work upstream in a proactive fashion to mitigate risks and prevent injuries.

One area this is particularly applicable to is noise-induced hearing loss (NIHL). We launched a project in 2018 to develop a predictive tool to analyze audiometric test results, allowing for early intervention to prevent NIHL. The first phase of the project involved gathering five years of employee audiometric data from the Porcupine Mine so we could analyze the information. One of the key deliverables coming out of the first phase of this project was the development of a best practices document to guide the Occupational Health and Hygiene team. Going forward, the technology will be used to identify and predict early-stage NIHL so we can put appropriate controls in place, measure year-over-year trends in audiometric hearing loss progression among individuals in participating mines and evaluate the overall effectiveness of our hearing conservation programs.

Safety Leadership and Accountability

In 2018, we continued our investment to improve the safety culture throughout the company. A second round of internal Sustainability Excellence Management System (SEMS) audits was undertaken at our Red Lake Gold Mines and our Peñasquito Mine. These were the first two sites to be audited against our SEMS standards in 2015, and SEMS governance requires each site to be audited at three-year intervals. The results of the audits showed a marked improvement in Safety and Health performance at both sites as they advance their journey to achieving continuous improvement in sustainability excellence. Supporting the quality of incident investigations was also an area of priority for the organization. In addition, a variety of initiatives aimed at continuously improving our Safety and Health performance led to an overall reduction in the number of injuries (115 vs. 132) and AIFR (0.64 vs. 0.71) recorded, as well as a substantial reduction in recorded PFOs (58 vs. 93). These initiatives included: safety training and coaching, risk assessments, meaningful employee engagements, emergency preparedness programs and audits to assess safety performance.

Safety Programs and Training

[GRI 403-5]

Safety training is the way to build a safety culture that develops our people to take leadership in safety, at work and at home. We provide training on all technical, behavioural and cultural aspects of safety. To keep our people current on the latest in safety advancements both inside and outside the industry, we encourage employees to participate in external training, conferences and workshops.

Each mine operation develops its own approach to safety programs within our overall vision and framework for coaching, training, workshops and program development. This ensures a successful, sustainable implementation with the necessary cultural and site-specific nuances. In 2018, we continued building on the programs that have helped us achieve a strong safety culture, including:

- **Safe Enough For Our Families:** We provide ongoing promotion of and senior management support for our safety vision. This message – “Safe Enough For Our Families” – continues to be driven home to every Goldcorp employee.
- **Day of Remembrance/Reflection:** We changed the name of this annual program slightly (from Day of Remembrance) to highlight the opportunity that the day brings to reflect on what we need to do to keep our mines safe, and to remember those who have lost their lives or been seriously injured in industrial accidents at our sites.
- **The Mine Safety Roundtable and the International Council on Mining & Metals (ICMM):** We participate in these groups for benchmarking and sharing industry best practices in safety and injury prevention.
- **Technical Safety Training:** Our technical safety training programs include mine rescue training, the Stope School (at Ontario mines), equipment operation, first aid, simulator training and occupational health awareness training. We provide this training primarily at the operational level.

StepUP

In 2018, we continued developing our people and training them in our behaviour-based engagement program, StepUP. The program focuses on five core behaviours that are fundamental to the company's culture. It provides insight into how workers should conduct themselves at work as well as into what kind of conduct they should expect from others. StepUP defines our culture and is aligned with our core beliefs, values and vision. We are committed to a business strategy that empowers each employee to act responsibly, productively and safely. All five StepUP Behaviours are critical components of a safe workplace.

The Five Core StepUP Behaviours are:

We Commit to Safety: Our people are committed to a safe and healthy workplace. We take responsibility for the safety and health of ourselves and others. We contribute to a culture that values safe execution of all planned activities.

We Develop People: Our people proactively and willingly build the long-term capability of themselves and others. We promote diversity and inclusion. We want to learn and transfer expertise and are willing to coach/mentor team members in order to actively prepare potential leaders to assume greater roles at Goldcorp.

We Foster Collaboration: Our people collaborate with others to achieve mutual success. We build collaborative relationships by valuing diversity and inclusion, respecting others' points of view and openly sharing pertinent information.

We Communicate With Impact: Our people openly communicate with one another. We deliver specific messages that drive action and accountability, and we engage others by listening and using influencing skills.

We Plan and Align: Our people plan ahead, track progress and take accountability for achieving safe results and making sustainable improvements. We focus on the highest priorities by aligning activities with organizational values and strategic direction.

In 2017, every mine site in Canada – including Goldcorp's Executive and Corporate Teams – began implementing StepUP through a series of facilitator led modules.

As of December 2018, over 100 StepUP facilitator-led sessions were completed across our Canadian and Latin American sites, including Goldcorp's Executive and Corporate Teams. We reached close to 1,000 leaders and individual contributors through these sessions. Goldcorp's StepUP Behaviours were integrated into talent management practices and career development tools (CORE), aligning performance objectives (what we do) with expected behaviour (how we do it). As a result, each employee was evaluated not only on their performance objectives but also on the StepUP Behaviours.

In 2019, this behavioural-based engagement program will continue to grow as we plan to continue to gain momentum through reinforcing and integrating behaviours in existing and new initiatives.

Days of Remembrance/Days of Reflection

This day is our opportunity to reflect on the importance of safety and what actions we can take to make Goldcorp Safe Enough For Our Families.

In 2018, each site continued executing its own plan for its respective Day(s) of Remembrance/Reflection and held the event(s) at frequencies and times that were most effective for that site. Some mines have integrated the day into their StepIN programs while others have made it a stand-alone day. In all cases, production was halted for a period of time to ensure all site workers had their undivided focus on safety.

This initiative has even extended to Goldcorp's offices. All employees and contractors from the Vancouver office participated in its annual "Safety Day" at the Britannia Mine Museum, a 30-minute drive from downtown Vancouver. The day included presentations from Peter Calnan, VP Safety & Health and David Garofalo, CEO. It also featured a guest speaker who spoke first-hand about how mental health illness can impact families and how important it is to remove the stigma surrounding mental illness so that people can get the help that they need. A number of vendors were also at the event to share their expertise and offer their services. All participants were invited to bring their families along for the day.

StepIN

The StepIN leadership investment program is focused on providing the tools and skills supervisors need to do their jobs. It is a standardized application of the basic elements of mine site supervision. Its objective is for mine managers to work with supervisors to ensure they have all the skills and tools needed to be successful – and to make certain that our standard of excellence is well understood.

StepIN is currently in full implementation at all our sites where the standard for safe production and employee engagement has been defined and demonstrated. Each site is ensuring that supervisors have all the skills and tools needed to be successful in their own way. This is proving to be an extremely effective strategy for combatting incidents. Because each site runs its own leadership and engagement programs, the training can be tailored to the specific needs and nuances of

each site. This site-specific training allows the program focus to be placed on those areas that need it the most. Some Goldcorp sites use coaches to shadow supervisors as they interact with workers throughout their shift. Coaches observe, score and provide feedback on the quality of the engagements the supervisors perform.

Employee Engagements

In July 2015, we established employee engagements as a corporate leading indicator on safety performance. The purpose of these engagements is to involve our employees in the identification and discussion of safety and health practices and risks. In so doing, we aim to reduce injuries and achieve our objective of Zero Fatalities. Each site: 1) establishes a target of engagements for managers to complete each month (planned engagements) and 2) measures all completed engagements (actual engagements). In 2017, the sites had a target of 170,000 management engagements and achieved that number. The focus in 2018 continued to be on the quality of engagements rather than the quantity, and the StepIN program has evolved into a system at many of our operations that involves coaching and formal feedback mechanisms to improve this. The results are high-quality engagements, a complete understanding of the safety risks all workers are facing throughout their shift and a comprehension of the controls that should be in place so that the workers can perform their tasks as safely as possible.

Safety and Health Systems

[GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4,
GRI 403-7, GRI 403-8, GRI 403-9]

In 2018, we continued to enhance our incident investigation process by further developing investigative techniques relating to serious events. The program, launched in 2017, has simplified investigations and increased the effectiveness of corrective action plans at all of our sites. Under the methodology, investigation teams use two new tools to identify key factors and root causes that contribute to incidents: the Five Whys and the Why Tree.

The idea behind each of these methods is that investigation teams will ask “Why?” a number of times until a root cause can be identified and corrected. This will simplify the investigative process, identify systemic causes of incidents and allow teams to focus on the most important components of incident investigation: corrective actions. We consider the hierarchy of controls when looking at ways to improve our systems and processes, along with preventing reoccurrence.

Our focus in 2018 was on the collection of information on serious incidents, using those data to aid the root cause analysis process. This process has significantly reduced the number and frequency of PFOs at all of our sites.

In 2018, we made another significant advancement in our Sustainability Excellence Management System (SEMS): Goldcorp's Internal Audit team worked with SEMS leadership to refine the SEMS audit process into one that better reflects the management system's current state of maturity. We launched the project in early 2018, beginning by engaging various stakeholders at both site and corporate levels.

The SEMS is one of our most developed and widely accepted global frameworks. SEMS and its independent assurance protocols are aligned with Goldcorp's decentralized operating model, providing a structured process to enable corporate oversight. This assurance process is one of our most mature forms of corporate functional oversight, but like any system it needs to evolve with the maturity of the organization to remain valuable. The SEMS leadership team has successfully completed the first cycle of SEMS audits at all locations and commenced its second round during Q2 2018. The first cycle of audits had a wide scope (i.e., it covered a large number of areas/standards) and a limited depth. This was intentional: we felt it was the best approach for defining a consistent baseline. With the baseline now defined, it was determined that it was the right time to review the assurance approach for efficiency, effectiveness and continuity.

The objective of this project was to leverage Internal Audit's audit planning and scoping expertise to support the SEMS leadership team in enhancing the SEMS audit model. The two underlying drivers for this improvement included: a) decreasing site audit overload and redundancy and b) ensuring SEMS audit effectiveness, thus supporting the achievement of the SEMS purpose and objectives.

Internal Audit followed a methodical approach to achieve the engagement's objective consisting of the integration of inputs and insights from key SEMS stakeholders and Internal Audit's subject matter expertise. The engagement was focused on the corporate process for planning, scoping and executing the independent and periodical SEMS compliance audits. This included: overall audit governance; the planning and coordination process; execution of fieldwork; and identification, drafting and management of audit findings and their respective remediation protocols.

The project resulted in an updated SEMS Compliance Audit Procedures Manual. It incorporated several recommendations made by the Internal Audit team based on various themes the team identified. The updated manual provides opportunities for improvement and offers a set of draft audit testing templates for auditor use during a SEMS audit.

Peñasquito was the first site to pilot the updated 2018 SEMS audit. Overall, the audit process was found to be much smoother and notably less disruptive to the site. By narrowing the audit scope, the audit team was able to review each standard in more depth.

Potential Fatal Occurrences (PFOs)

[GRI 403-9]

Reporting and investigating Potential Fatal Occurrences (PFOs) is a critical part of preventing fatalities, as it allows for the sharing of information and enables us to learn from each other and implement changes based on the recommendations. We define PFOs as near-miss incidents or violations of our life-saving rules that had the potential to result in a fatality. In 2018, we changed the way we classify PFOs across the company by requiring that all events with a high learning opportunity are critically evaluated to determine the actual likelihood of a fatality based on our Corporate Risk Matrix. This has allowed us to focus on those events that truly had the potential to cause a fatality. Preventing such incidents is critical to achieving our number one objective: Zero Fatalities.

In 2018, there were 58 PFOs, compared with 93 in 2017, a 38% reduction. Approximately 88% of 2017 PFOs had no associated injury.

High-risk areas identified through the analysis of the 58 PFOs from 2018 include:

- Working at heights
- Driving

The improvement in reporting and investigating PFOs remains a focus across the company, as our safety leaders continue to emphasize the importance of prevention, mitigation and communication of the types of incidents that could potentially cause a fatality. As part of the closeout of the incident investigation, at least one member of our senior leadership team reviews each PFO.

Injury and Illness Performance Metrics

Our vision of making Goldcorp Safe Enough For Our Families is well understood by our employees, and we continue to advance safety performance across all regions of our operations and projects. At the end of 2018, we demonstrated improvement in our safety performance as measured by the frequency of reportable incidents. The All Injury Frequency Rate (AIFR) improved by 10%, and the Lost Time Injury Frequency Rate (LTIFR) improved by 36%. In 2018, the Global Reporting Initiative (GRI) added an indicator for Safety and Health called high-consequence work-related injuries, defined as work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. Data for this indicator is not available for years prior to 2018, but the 2018 data is shown in the table below.

We have spent years investing in improving the safety culture across the company, strengthening the systems that drive safety performance and focusing on the highest risk activities at all of our operations. As a result, 2018 was another outstanding year with respect to Safety and Health. Leadership programs such as StepUP and StepIN that further evolved in 2018 have helped our workers feel empowered to speak up for safety and have given them the required tools for challenging and engaging one another. In 2016, we put particular emphasis on improving our Ground Control Management Plans (GCMPs) across the company, not only from a geotechnical perspective, but also from an operational perspective. As a result, the number of ground stability related PFOs at Goldcorp has decreased by 59% since then. By focusing on fatal risks, empowering and engaging our workforce and identifying and strengthening gaps in our safety systems, we had the best safety performance in the history of the company in 2018.

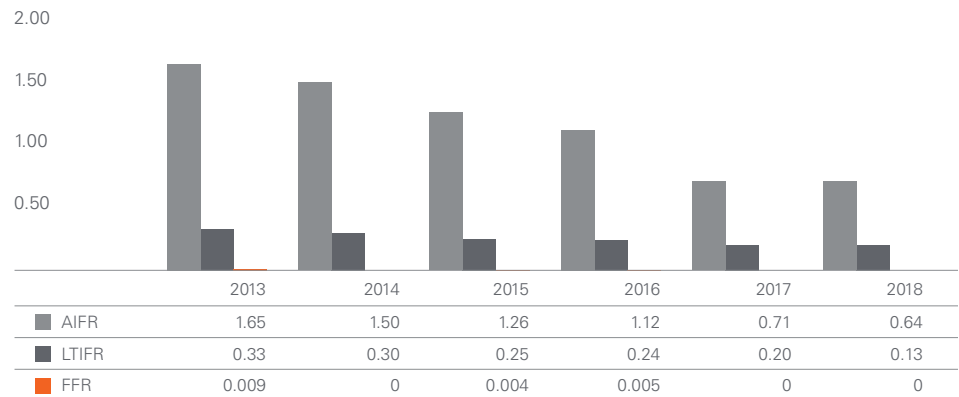
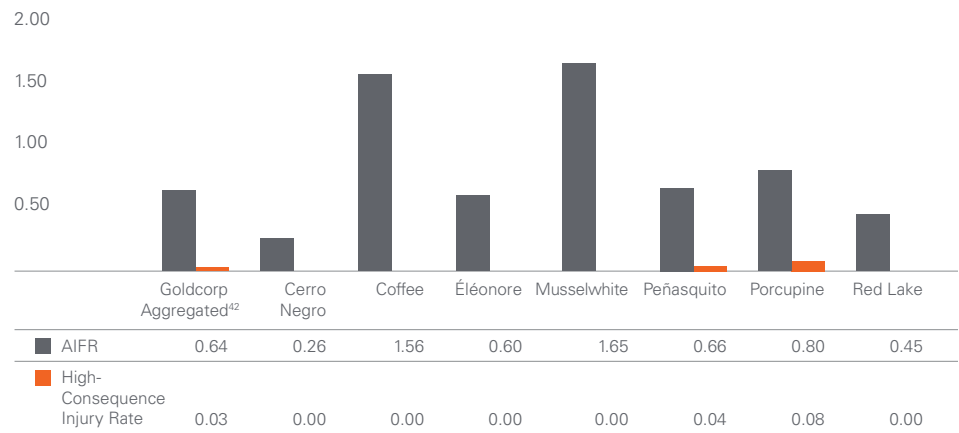
WORK-RELATED FATALITIES⁴¹

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Work-Related Fatalities	3 (1)	1 (0)	1 (0)	4 (2)	2 (2)	2	0	1	1	0	0

ALL INJURY FREQUENCY RATE (AIFR) AND LOST TIME INJURY FREQUENCY RATE (LTIFR)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
AIFR (200,000 hours)	3.39	2.89	2.63	1.94	1.65	1.65	1.5	1.26	1.12	0.71	0.64
LTIFR (200,000 hours)	0.61	0.34	0.36	0.31	0.33	0.33	0.31	0.25	0.24	0.20	0.13

41. Note: Contractor fatalities are in parentheses (e.g., in 2011, two of the four fatalities involved contractors).

FATALITY FREQUENCY RATE (FFR), ALL INJURY FREQUENCY RATE (AIFR) AND LOST TIME INJURY FREQUENCY RATE (LTIFR) (200,000 HOURS NORMALIZATION)

ALL INJURY FREQUENCY RATE (AIFR) AND HIGH-CONSEQUENCE WORK-RELATED INJURY RATE BY SITE

2018 WORK-RELATED INJURIES AND HIGH-CONSEQUENCE WORK-RELATED INJURY RATE BY SITE⁴³

SITE	WORK-RELATED INJURIES	AIFR	HIGH-CONSEQUENCE WORK-RELATED INJURIES	HIGH-CONSEQUENCE INJURY RATE
Goldcorp Aggregated	115 (59)	0.64 (0.62)	5 (5)	0.03 (0.05)
Cerro Negro	6 (1)	0.26 (0.15)	0 (0)	0.00 (0.00)
Coffee	3 (2)	1.56 (1.45)	0 (0)	0.00 (0.00)
Éléonore	8 (3)	0.60 (0.50)	0 (0)	0.00 (0.00)
Musselwhite	15 (10)	1.65 (2.55)	0 (0)	0.00 (0.00)
Peñasquito	65 (34)	0.66 (0.54)	4 (4)	0.04 (0.06)
Porcupine	10 (4)	0.80 (0.78)	1 (1)	0.08 (0.19)
Red Lake	6 (3)	0.45 (0.66)	0 (0)	0.00 (0.00)

42. The aggregated Goldcorp value includes hours and injuries from our projects and closed sites.

43. Note: Contractor information is in parentheses (e.g., at Porcupine, four of the ten work-related injuries involved contractors). Factor for rates is 200,000 hours.

We follow the International Council on Mining & Metals (ICMM) guidelines for reporting and recording injuries and incidents. In accordance with their guidelines, minor injuries, such as first aids, are not included in the rates above.

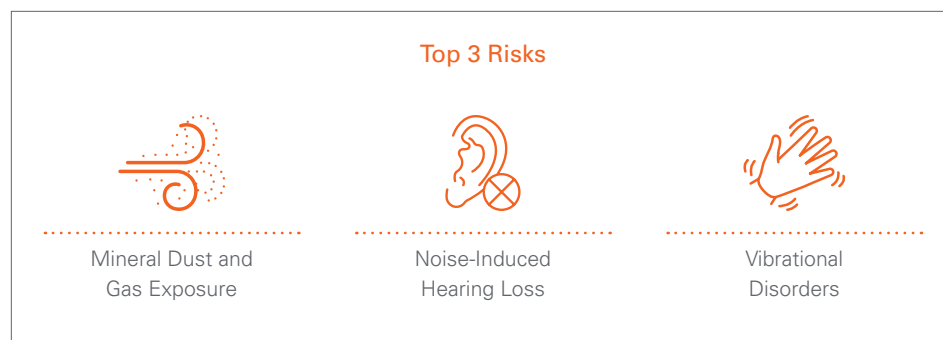
As per the Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) initiative, which looks at sustainability performance at the facility level, we are including individual safety performance for each of our operating sites.

Occupational Health and Wellness

[GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-6, GRI 403-10]

We recognize that there is more to ensuring worker and community health and well-being than simply working to prevent injuries. We strive to create and maintain a safe, healthy working environment through the prevention, control and mitigation of exposures that can lead to disease.

This is accomplished through environmental, biological and medical monitoring, and through the quantification of occupational exposure risks. Assessing these risks allows for the prioritization of control efforts as well as for exposure reduction or elimination. Common occupational diseases in the mining industry include respirable diseases associated with mineral dust and gas exposure, noise-induced hearing loss and vibrational disorders.



During 2018, sites continued to characterize site exposures to chemical, physical, ergonomic and biological agents, establishing quantitative baselines. These baselines serve as the foundation for generating site-specific exposure reduction plans for specific high-risk agents and for defining monitoring priorities in cases where additional work may be necessary.

Implementation of Industrial Hygiene and Occupational Health Software

Through 2018, we continued to customize, enhance and rollout the Industrial Hygiene/Occupational Health (IH/OH) modules, which are part of the Enablon suite of software. Completed IH/OH qualitative risk assessments and Similar Exposure Group (SEG) development were incorporated into the software tool to manage and report out on IH data, develop and communicate on leading indicators and manage and drive medical monitoring activities in the Occupational Health program. The software tool, and access to the detailed information captured within the tool, will improve our ability to anticipate, recognize, evaluate and prevent occupational diseases.

Shifting Occupational Health and Hygiene Activities Towards Exposure Reduction

In 2018, sites summarized their exposure data for three priority carcinogens – arsenic, crystalline silica and diesel particulates. The purpose of this was multifold: to determine our current exposure paradigm in relation to these agents; to understand the potential impact on the organization if impending occupational exposure limits change; and to target these three exposure agents in the initiation of site Exposure Reduction Plans. These will allow sites to set annual exposure reduction targets on a population basis and make meaningful reductions in the exposed worker population.

Prevention of Noise-Induced Hearing Loss

Occupational noise exposure is a pervasive hazard in the mining industry, and it is often very difficult to effectively control exposures to safe levels. Because of this, hearing protection is often worn to supplement engineering controls that are used to reduce noise levels. However, it is often difficult for employers to gauge the effectiveness of a hearing conservation program, and it is not always evident to employees if noise exposure is impacting their hearing.

Audiometric testing serves as a key component of a hearing conservation program. It allows both the employer and the employee to understand the impact of noise exposure on hearing and to take appropriate actions to intervene before irreversible damage occurs. Intervention might include the implementation of or change in hearing protection, additional employee training or the implementation of engineering controls or administrative controls. These interventions are all designed to reduce noise exposure.

A Goldcorp Occupational Health and Hygiene initiative launched in 2018 was a project to develop a predictive analytics tool for audiometric test results and allow for early intervention in cases of noise-induced hearing loss. This was a joint project with Dr. James Craner, MD MPH, who developed the analytics software. The first phase of the project was to gather historical employee audiometric data (over a five-year period) from our Porcupine Mine, import the data into the software and perform analytics on the data. Almost 1,500 records were exported from the Porcupine audiometric testing equipment software, reviewed for quality and imported into proprietary software. The data were then categorized by Similar Exposure Groups (SEGs) so that the analyses could be applied to specific work groups.

One of the key deliverables from the first phase of this work was the development of a best practices guidance for Occupational Health and Hygiene teams to optimize the execution and documentation of audiometric test results and facilitate their analysis going forward. Dr. Craner presented these best practice recommendations to the Occupational Health and Hygiene team in a trilingual webinar in September 2018. The recommendations, based on the early data set, will assist in ensuring quality in data is collected and can be analyzed.

Going forward, the technology will be used to:

- Identify and predict early-stage noise-induced hearing loss (NIHL) in comparison with regulatory significant threshold shift (STS).
- Measure year-over-year trends in audiometric hearing loss progression among individuals and similar exposure groups (SEGs) in participant mines.
- Measure the overall effectiveness of hearing conservation programs (HCP), using an objective metric for NIHL.
- Incorporate this methodology into a best practices program to complement compliance with provincial and federal noise regulations and applicable standards such as CSA Z1007-16.

Trend analytics of the data collected will assess aggregate changes specifically involving NIHL within individuals, among individuals within the same SEG and between SEGs.

Audiometric Testing Accreditation and Pulmonary Lung Function Testing Training

Audiometric testing serves as a key component of an effective hearing conservation program and allows both the employer and the employee to understand the impact of noise exposure on hearing so that appropriate actions can be taken to intervene before irreversible damage occurs. Therefore, it is important to ensure that the equipment being used to perform the testing and those performing the tests meet recognized best practices and standards. Council for Accreditation in Occupational Hearing Conservation (CAOHC) accreditation ensures this is the case. The certification training was provided to nurses and industrial hygienists from Red Lake and Musselwhite and included a hands-on practicum, testing and a certification exam.

Pulmonary lung function testing training (PFT), also known as spirometry, was also provided to participants. PFT is a surveillance tool that allows medical staff to monitor employees for early signs of impacts to the lungs that might be linked to occupational exposure, such as restrictive and obstructive lung conditions. Again, the purpose for the testing is proactive and allows for early intervention. This type of periodic training ensures that we are providing our employees with sound, quality medical surveillance.

Cannabis and Opioids

A Goldcorp Health and Safety Summit, titled “Cannabis and Opioids: Changing Canadian Society and Workplaces,” was held in Toronto in late 2018. The event, co-sponsored by our Legal department and Safety and Health department, was intended to raise awareness on issues respecting cannabis legalization and the opioid epidemic – as well as on the implications of these issues from a workplace perspective.

Presenters included the Chief Medical Review Officer from DriverCheck Inc. who gave a primer on both recreational and medical cannabis as well as a primer on opioids and the crisis in Canada. She also provided an overview of drug testing and impairment. This was followed by a presentation by Pharmacy Practice Leader from Willis Towers Watson. She spoke about drug coverage under Goldcorp's group benefit plan, use under our plan and future drug coverage. She also provided a summary of what other employers in the mining industry are doing regarding healthcare coverage and best practices, along with a report on legal cases on benefit coverage. A third and final presenter provided a legal update on alcohol and drug employment issues, accommodations, and Goldcorp's policies and expectations.

Closing remarks stressed to attendees the importance of communicating the information provided at the Summit back to site employees. Feedback regarding the Summit was very positive, and the information provided was comprehensive and informative.

Community Safety and Health Programs

For the benefit of our local communities, we coordinate health programs that provide basic medical services through local community and government organizations. Several mines also offer wellness programs for employees, family members and local communities.

Case Studies



Reducing the Risk of Open Stopes Through Engineered Controls

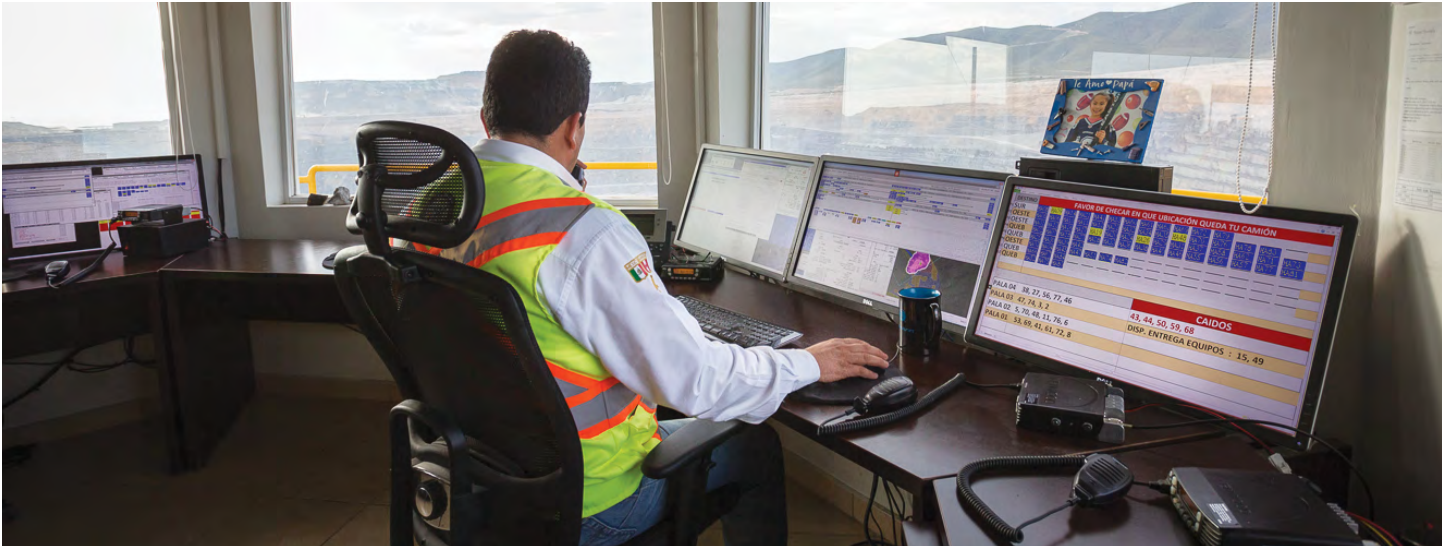


In November 2015, we experienced the heartbreaking fatality of one of our colleagues at our Musselwhite Mine. This event was thoroughly investigated and it was concluded that an unexpected fall of ground occurred in an open stope while the operator was mucking ore from it.

It was and is Goldcorp's policy that mucking open stopes must be done using a remote control, with the operator positioned in a "muck stand" outside of the stope, under supported ground and behind the No Person Entry (NPE) line. This is different from manual mucking, where the operator remains in the cab of the scoop while in the stope. The event and the results of the investigation were shared with all of our sites, and the policy was reinforced. Despite this, evidence was found on two other occasions at two other underground mines that workers were not adhering to this policy. Although this occurrence has been very rare, it is clear that the company cannot rely on worker behaviour to prevent a similar event from occurring.

A global action plan was developed for all Goldcorp sites to engineer out the risk of a worker entering an open stope, inadvertently or otherwise. We selected Brow Alert as a solution. Brow Alert is a system that shuts down a scoop if its bucket moves past the No Person Entry (NPE) line with an operator in it. Currently, all of Goldcorp's underground mines are either 100% compliant with the directive or will be before the end of 2019. Each site has conducted substantial testing and system refinement since first installing the system, to get it performing to the level at which it was intended to operate. By establishing an engineering control instead of relying on a policy to prevent recurrence of such a tragic event, we are taking human behaviour out as a factor in these types of incidents.

A New Approach to Mining Safety Systems at Peñasquito



Our Peñasquito Mine has been proactive in identifying areas of opportunity for continuous improvement in its systems and technologies, not only to minimize the occurrence of incidents but also to learn from the processes that led to those incidents.

In 2018, our Peñasquito team started the integration of Enablon, Goldcorp's event management platform, and GeoDas, a Geospatial Data Administration System, to obtain the geographic coordinates of the physical areas where the incidents occur and to produce risk maps. The mine used PowerBI to configure dashboards for site key indicators, and it carried out a pilot test of a mobile system for the identification and report of risks, using the Fulcrum app.

Geolocalization

With geolocalization, the site will be able to more easily identify the areas with a higher frequency of incidents and understand the origin of risks in each area. The incident information and its geographic data captured in Enablon integrate to a GeoDas database, and the solution analyzes the information and produces heatmaps in the areas where there were incidents within a site map. The use of heatmaps can provide alerts that previously weren't available.

The analysis of the heatmaps can identify the frequency of incidents in a given area. This is an advantage when the site makes decisions because the data generated in the maps will allow managers at the site to implement operational changes, improve existing controls and develop programs to reduce the number of incidents, injuries, equipment damage and production impacts. Furthermore, this tool is introduced as the beginning of an analysis that predicts incidents by using simple combinatorial algorithms to match events with other geostatistically relevant variables.

By filtering for Safety and Health events, GeoDas can produce colour-coded Safety and Health "Risk Maps" showing safety events by type for specific areas around the mine site.

PowerBI

Peñasquito has also integrated events captured in Enablon with a dashboard application called PowerBI to create interactive dashboards that help visualize and analyze key performance indicators (KPIs) for the site. These dashboards establish the standard for the weekly and monthly follow-up meetings in each area of the site, making the KPI reporting and revision processes significantly more efficient. Each area provides information from over 140 different sources of data – from handmade logs that are integrated daily to real life data from electronic instruments.

Fulcrum

Peñasquito also piloted the Fulcrum app, a mobile system that captures risks identified in StepIN engagements. The app uses the location where the risks are identified, shares the latitude and longitude and produces an image that can be used to create hazard maps of the site. The dangers the app finds are colour-coded according to their severity (serious: red; medium: yellow; minor: green), and the classification of each risk can be viewed in a risks map by the site areas. During the pilot test, 12 tablets were used to register all the information about identified risks, including the GPS coordinates. This resulted in more accurate and reliable location information. This platform is also being used for change management issues, personnel surveys, volume calculations of daily operative water and rescue work of flora and fauna. It will soon be integrated into our Safety and Health inspections.

Going forward, these new technologies and their integration with Enablon will allow Peñasquito to analyze additional and more predictive information to help manage incidents, control risks and define improvement opportunities.

Reducing Exposure Through the Exposure Reduction Plan – An Example



Exposure Reduction Plans were created to reduce exposures to 3 priority carcinogens identified at Goldcorp sites: crystalline silica, diesel particulate matter (DPM) and arsenic. Based on site-specific occupational hygiene exposure monitoring data, a baseline of the total number of employees at risk of exposure to one of these three agents was characterized. This information served as the basis for a targeted exposure reduction in the total number of employees exposed to these three agents by 10%. The specific agent targeted and the manner in which the reductions were to be achieved was left to the discretion of each site.

As an example of this initiative: Our Porcupine Mine chose to address diesel particulate matter (DPM) exposure at Hoyle Pond as part of their 2018 Exposure Reduction Plan. The site was able to significantly exceed its reduction target through several initiatives. First, the underground mine tested and implemented new diesel particulates filters (DPF) for some of its mobile equipment. Following some preliminary testing, the site decided to work with filter manufacturer, Clariant, as their DPF provider. Clariant has been working with Porcupine for over two years, trialling DPF filters designed specifically for site needs. These filters have proven to perform well and are very efficient and simple to maintain even after long intervals between servicing. The Clariant filters have also demonstrated the ability to reduce carbon monoxide (CO), nitrogen dioxide (NO₂) and other gas concentrations to desired levels. In 2018, several of the underground mine's scoops and haul trucks were retrofitted with the filters. Feedback from operations has been very positive. Operators and employees working underground have remarked

on the improvement in air quality, and they prefer using equipment that has been DPF retrofitted. This sentiment is similar to the feedback received from the workforce at the Borden Mine where diesel equipment use has been minimized. All new equipment purchased for the site will have Tier 4 engine performance and an Original Equipment Manufacturer (OEM) DPF system.

In addition to these measures, Hoyle Pond also implemented a performance-based engine maintenance program to ensure that all engines perform optimally with and without DPF. Exhaust gas analysis is performed with state-of-the-art tailpipe emissions testing equipment made by Ecom – an analyzer that provides accurate gas concentrations and DPM quality measurements in real time. The site is now capable of determining whether a piece of equipment is operating optimally or is exceeding acceptable DPM concentrations. Equipment fitted with DPFs runs approximately 95% cleaner than its non-filtered counterparts.

Site-specific exposure reduction plans will continue in 2019, with the goal of reducing the burden of occupational disease resulting from exposure to three priority carcinogens. The total number of individuals at risk, based on occupational hygiene exposure monitoring data, will continue to serve as the basis for these targeted plans. A similar risk-based approach will eventually be expanded to other priority carcinogens, such as asbestos and radon.

The requirement for annual Exposure Reduction Plans has been formalized in the revised Occupational Health and Hygiene Process, which supports the Sustainability Excellence Management System (SEMS) Occupational Health and Hygiene Standards. New plans will be formulated by each of the sites for 2019.





Leaving a Smaller Footprint

Goldcorp is committed to the protection of the environment during all phases of mining, from exploration to post-closure activities. Everyone conducting work or acting on our behalf is responsible to fulfill the commitments of our Sustainability Policy. We value and protect the earth’s natural resources by striving for pollution prevention. We seek and utilize practices, technologies and partnerships to reduce our water and carbon footprints. Finally, we take the necessary steps to operate our mine waste facilities to safeguard workers, the environment and local and Indigenous communities.



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2018 Highlights



Environmental Stewardship

In 2018, we completed important work in key material areas of water stewardship, energy and climate, and mine waste management.

100%

Sustainability Ratings for Water – We ranked in the 100th percentile in the area of water on the Dow Jones Sustainability Index scoring.

WWF

Water Value – We initiated a project to define a method for calculating water value as a function of cost and quantified risk. To do this, we collaborated with Water Foundry and WWF to develop a water value module for the WWF's Water Risk Filter tool.

Wind Farm

Renewable Energy – We began using renewable energy at the Cerro Negro Mine in Argentina; a significant portion of the site's electricity is now being supplied by a wind farm in the adjacent province of Chubut.

50%

Water reuse/recycle efficiency – We met or exceeded our 2018 recycling target of 50% at 5 of 6 sites, reaching a company average of 65%.

3.6%

Total water withdrawal decreased by 3.6% from 2017 to 2018, returning to the same level as 2016. Surface water extraction continued its downward trend, decreasing 5.2% from 2017 to 2018.

21,000

Beginning in May 2018, 21%, equivalent to 21,000 MWh, of the Cerro Negro electricity supply was from renewable energy produced by a third-party wind farm. During the first 8 months of the project, we saved approximately 12,000 tonnes of CO₂e, which is an 18.5% reduction in emissions intensity (kg CO₂e/tonne moved).

Management Approach

[GRI 103-2]

Macro-Trends

Some of the macro environmental trends facing the mining industry are water stewardship, climate change risks and opportunities, and the management of mining waste. We support the International Council on Mining & Metals (ICMM) position statements on climate change, water stewardship and tailings. There is increased competition for resources as the world's population continues to grow; therefore, the public and governments are expected to increase scrutiny of, expectations for and regulations on management of natural resources. Since water is currently a critical input for production, our stewardship of this resource must continue to evolve. Regulations and economic incentives to improve management of greenhouse gases (GHGs) are becoming more important to businesses. Dynamic weather patterns and changing ecosystems continue to influence society in new ways. Mine waste management is also under heightened public scrutiny because of mine sites with legacy environmental impacts and more recently as a result of tailings dam failures with catastrophic consequences. The extractives industry must work hard to improve its sustainability performance, transparency and innovation.

Why Is This Important to Our Stakeholders?

Stakeholders want assurance that we are either avoiding or properly managing the environmental impacts of our operations. They recognize the importance of the earth and its resources to their own livelihoods and well-being. For many of our stakeholders, water stewardship, climate change and mine waste management are top priorities.

Why Is This Important to Us?

We are committed to the efficient use of natural resources, and we understand the importance of these natural resources to our business and to our stakeholders. Success of a mining company is based on many factors beyond short-term economic profit, and it must be sustained from exploration through mine closure. Our stewardship of the environment and our ability to innovate in mining technology are integral to our company's sustainability.

Our Strategy

Our strategy is to comply with applicable regulations and to identify and proactively mitigate and manage our environmental risks and impacts. Additionally, our strategy includes specific initiatives for environmental aspects with high materiality for both our stakeholders and ourselves. This includes strong water stewardship and tailings stewardship programs as well as our intention to better understand the relevance of climate scenarios to our business. We have embedded our environmental stewardship strategy into the Sustainability Excellence Management Systems (SEMS).

With respect to water stewardship, in addition to our SEMS standard on water stewardship, our H₂Zero aspiration is a guiding vision for our long-term water stewardship goals. The H₂Zero Water Accounting Framework document developed in 2017 established numeric targets and organizational milestones for the ten-year program. These elements comprise the foundation of our strategic approach to water management.

Organizational Responsibility

At the Board level, the Sustainability Committee oversees our key environmental aspects and activities. Environmental programs are headed by the Vice President, Environment, Reclamation and Closure, who reports to the Executive Vice President of Corporate Affairs and Sustainability.

Management Approach: Energy and Climate Change

As a member of ICMM, we support their Climate Change Position Statement and understand that we have an important role in contributing to limiting global emissions. We are also prioritizing innovative policies and activities to address climate change and are promoting efficient and responsible energy use in our projects and operations. Energy is a key input and cost for our business, and we strive to ensure the most rational use of this resource. We are committed to the most efficient and responsible management of energy consumption and subsequently greenhouse gas (GHG) emissions.

Improving energy efficiency is a straightforward and effective way to reduce costs, decrease emissions and enhance energy security. We are committed to continue increasing our energy efficiency to succeed in an increasingly competitive and demanding marketplace.

We are committed to an effective response to climate change, and will:

- Continue to meet or exceed regulatory requirements, and, where appropriate, contribute to the development of new regulations.
- Monitor and report GHG emissions consistent with international standards.
- Share and promote good practices of energy efficiency and GHG emissions reduction across the mine sites.
- Promote the development and use of renewable energy.
- Monitor the development of new technologies and products, which, if substituted for existing processes, would result in an overall reduction in GHG emissions.
- Consider options to reduce GHG emissions in the design of new projects and operational upgrades.

We will continue to work with industry bodies, suppliers, governments and civil society to participate in a framework that will ensure effective and efficient responses to the global challenge of climate change. We are also working towards a better understanding of contributions we can make to a given climate change scenario as well as starting the evaluation of what science-based targets® would look like.

Management Approach: Water Stewardship

Why Water Matters

Water is consistently nominated as a material sustainability issue for the mining industry. This is natural because it is widely recognized that most of the sustainability macro-trends (e.g., climate change, population growth, income inequality, environmental degradation) have an interaction with water. To some degree, all these trends impact the quantity and quality of water available for society, the environment and industry. The use of water by society and industry, in turn, contributes to driving further change on the macro-trends. It is through this lens that Goldcorp views water stewardship as a critical part of our response to the trends and one of the mechanisms by which we can contribute to a more sustainable world.

Water stewardship is one the most important values shared by our company and our stakeholders. Given our geographical scope, we operate in areas of both water surplus and water scarcity, driving many and varied water challenges that interplay with the macro-trends mentioned above. We take care to collect water data as a matter of normal operating practices, which allows us to proactively manage our water balances in these diverse settings. These data are key for managing water performance, identifying and managing water-related risks and supporting public disclosure through our various reporting channels. This annual summary and disclosure of data and practices form important parts of our water stewardship response to the shared challenges we face.

Our Vision – H₂Zero

Our vision for water at Goldcorp is to move towards zero water – an initiative we refer to internally as H₂Zero. This means making significant reductions in our consumption of fresh water over the next ten years and maintaining the goal towards net zero new fresh water input into our operations.

In past years, our focus on water was aimed primarily at water management. We worked on our “Goldcorp Water Stewardship Strategy” between 2013 and 2017, with the objective of building competency in industry best practices for water management to support compliance, efficiency and reuse/recycling.

H₂Zero is our next, more aggressive phase of water stewardship: an ambitious, voluntary, industry-leading water stewardship vision. It reflects our commitment to sustainable mining and is a result of our understanding that the mining industry’s stewardship of water requires significant change in the coming years. H₂Zero includes short- and long-term targets to eventually get as close as possible to net zero new fresh water put into our systems. To enable us to pursue this goal, we intend to become continually more water efficient, to recycle more water and to invest in innovation related to tailings management and mineral processing.

Our Water Strategy

Our strategy for successful water stewardship consists of three interlinked actions:

- **Execute effective and continually improving water management** – Supported by our recently updated water stewardship Sustainability Excellence Management System (SEMS) standard, we support our sites in the implementation of best practices for water management at all stages of the mine life cycle. SEMS governance and audits then set the stage for accountability, performance improvements and ongoing evolution of the standards to reflect the demands on the company.
- **Pursue higher levels of water stewardship maturity** – Our updated sustainability policy and SEMS water stewardship standards reflect the current drive in the industry to move beyond a mindset of water management to one of water stewardship. Notably, this involves a higher standard of engagement and collaboration on a basin scale. This commitment will advance Goldcorp on our journey to more mature and embedded water stewardship. It will also increase the scope of our impact on water sustainability. Key components of the journey ahead include taking collective action with stakeholders, quantifying and implementing water value and driving innovation.
- **Move towards zero water** – We are pursuing our current ten-year program targets and ultimate H₂Zero vision with the following tactical layers as our platform and framework for progress:
 - Seek continual improvement with existing practices – reduce waste, increase recycling and improve site operations strategy to eliminate unnecessary withdrawals.
 - Employ improved technology – minimize water demand of our three main drivers (mining, processing and dust control) using best available technology.
 - Innovate in tailings and processing – pursue technological innovation, which will create step change reductions in our water needs:
 - Dewatered handling/disposal of tailings.
 - Less or no water use during comminution.
 - Less or no water use in mineral extraction processes.

Targets

H₂Zero

Goldcorp has established targets and milestones to measure our progress on H₂Zero over time. Initially disclosed in the 2017 annual Sustainability Report, we anticipate these milestones will evolve as we confront challenges. The table below summarizes the current targets and milestones. We are pleased to report that the Year 2 (2018) targets were achieved.

H₂ZERO TARGETS AND MILESTONES

YEAR	TARGETS & MILESTONES
Year 1 (2017) [all completed]	<ul style="list-style-type: none"> H₂Zero internally branded and acceptance well underway. H₂Zero framework and success criteria defined. Disclosure in the 2017 Sustainability Report of the H₂Zero initiative. Goldcorp's Investment Framework and SEMS revised to align with H₂Zero. True cost of water established for all operating sites.
Year 2 (2018) [all completed]	<ul style="list-style-type: none"> A consolidated water recycling efficiency of at least 50% for site-wide use of water in tasks achieved at operating sites. H₂Zero targets disclosed in 2018 annual Sustainability Report. True cost of water at operations is understood, communicated and utilized in analysis of business case scenarios. Peñasquito EcoTails optimized design prefeasibility study completed.
Year 3 (2019)	<ul style="list-style-type: none"> Reuse/recycle efficiency at all operating sites where baseline is <75% improves by at least 10%. Disclosure in the 2019 annual Sustainability Report of progress on H₂Zero targets.
Year 5 (2021)	<ul style="list-style-type: none"> Reuse/recycle efficiency at those operating sites where baseline is at less than 50% increases by 20%. New water input for use outside of mineral processing at operations is significantly reduced from baseline.
Year 10 (2026)	<ul style="list-style-type: none"> Operations achieve the lowest possible mineral processing raw water intensity measured by m³ per tonne processed. New tailings facilities store only dewatered tailings.

Corporate Water Summary Report

As a member of the International Council on Mining & Metals (ICMM), we are committed to supporting the ICMM Position Statement on Water Stewardship and disclosing our company's water performance, using ICMM's proposed metrics and disclosure statement framework. To this end, in addition to this portion of the Sustainability Report, Goldcorp also issues a Corporate Water Summary report that offers supplementary data on and details about our water performance. The reader is encouraged to refer to the 2018 Corporate Water Summary for information, which complements that published here.

Insights



Talking Environmental Stewardship



LISA WADE

Vice President, Environment,
Reclamation and Closure

1

Looking back on 2018, what were some of the main accomplishments and highlights that come to mind for the Environment team?

One of the major achievements of 2018 that really influenced our overall sustainability performance was the refinement and implementation of our new Sustainability Policy. Previously, we had separate policies in place for specific functional areas of safety and health, environment and social performance. We took a very hard look at each individual policy, clarified and updated our commitment in these areas and amalgamated them under one comprehensive Sustainability Policy. These updated commitments more accurately reflect the evolving nature of mining and changing stakeholder expectations. The new Sustainability Policy is an integral component of our upgraded Sustainability Excellence Management System (SEMS), which provides us with a structured framework for measuring the performance and effectiveness of our programs across the entire mining life cycle.

Another important achievement in 2018 was our overall performance in reducing water consumption as part of our Water Stewardship Strategy. During the year, we developed a fully revised version of our SEMS water stewardship standard, including guidance documents with robust details on water management plans and water balance models. We set a target for all our operating sites to source at least 50% of water consumed from reused or recycled water. By year-end, five out of six of our operating sites met or exceeded our water recycling target, with the company average reaching 65% – an impressive accomplishment.

One highlight I'm particularly proud of is Cerro Negro's utilization of renewable energy in Argentina. In 2018, Cerro Negro signed a Power Purchase Agreement with a third-party wind farm in the neighbouring province of Chubut to support the company's commitment to address climate change. The mine began purchasing renewable energy from this wind farm in May 2018, with 21% of its electricity needs, equivalent to 21,000 MWh, supplied from renewable energy. Over the ensuing seven months of 2018, Cerro Negro displaced approximately 12,000 tonnes of CO₂e, which is an 18.5% reduction in emissions intensity. The mine's consumption of clean energy will gradually increase over the coming years, with approximately 35% of its electricity needs provided by renewable energy by 2027. This renewable energy agreement enables Cerro Negro to meet the Argentinian government's climate change requirement for large consumers to ensure that 20% of its electricity is from renewable energy by 2025. The increased consumption of clean energy also improves the mine's health and safety environment and reduces its carbon footprint.

2

What were some of the challenges in 2018? What did the Company learn from them?

Even though we had good success incorporating renewable energy at Cerro Negro, doing the same at our other sites has proven to be far more challenging, both logistically and economically. Mines are typically located in remote locations, not always accessible to a nearby electricity grid. Many of our mines are maturing, which means they're getting deeper and more energy intensive. Even though the renewables landscape has evolved dramatically over the past few years, there are still some obstacles to overcome in terms of reliability, cost-effectiveness and limitations of battery storage technology. Energy is one of the biggest expenses for a mining company, accounting for approximately 20% of operating costs. So, incorporating cleaner energy solutions into our operations, without compromising the reliability of energy supply, remains a priority – but it's still a challenge.

Another challenge during the year, which was also a highlight, was our EcoTails research and development project. We completed our engineering feasibility study for a prototype of an EcoTails facility at Peñasquito. This technology could represent a transformational leap forward in tailings and waste rock management, which could eliminate the need to store conventional slurry tailings behind retention dams, reduce water consumption and allow for faster and more economical land reclamation. However, commercializing this technology is a capital-intensive undertaking, and since EcoTails has not been proven yet at large scale, it is a difficult investment decision to justify. There is a risk that a large capital investment to build a prototype EcoTails plant would not be successful, yet at the same time continued management of traditional slurry tailings behind retention dams also comes with significant environmental and community risk. The environmental and community risk of traditional tailings dams cannot easily be quantified monetarily; therefore, the struggle to make a business case for investment in serious tailings innovation continues.

3

In 2018, Goldcorp issued its first corporate water summary report, responding to the International Council on Mining and Metals' (ICMM) reporting guidance and water stewardship statement. How does this fit in with Goldcorp's water stewardship journey and overall sustainability evolution?

Societal expectations for mining companies to meet their environmental and sustainability obligations are consistently high, particularly regarding water use. The ICMM guide sets out a minimum disclosure standard for external water reporting to be adopted by ICMM member companies as part of their commitment to water stewardship. I think the standard really underlines the importance the industry has placed on water stewardship by requiring a deeper level of disclosure and transparency on the responsible management of this shared resource.

Reducing water consumption has been a corporate priority at Goldcorp since 2013. Last year, we embarked on an ambitious multi-year water-reduction strategy called Towards Zero Water (H₂Zero), with the ultimate goal of leading the mining industry in drastically reducing fresh water consumption and eliminating the use of traditional slurry tailings. That same year, we introduced our Water Accounting Framework, which defines the targets, milestones and success criteria for our H₂Zero strategy, enabling us to compare our water stewardship performance across all our sites. Key performance indicators for water stewardship are incorporated into our annual corporate scorecard, demonstrating the importance Goldcorp places on water stewardship.

Materials

[GRI 301-1]

Materials are reported in two categories: 1) raw materials, which is the ore from which we extract product and 2) associated process materials, which are used in processing but are not part of the final product.

Raw Materials

We extract ore, a non-renewable resource, from open pit and underground mines. This ore is either processed through a mill or placed on a heap leach pad to extract the product. In 2018, we processed 54.1 million tonnes (Mt) of ore, compared with 47.2 Mt in 2017.

RAW MATERIALS PROCESSED

	2016	2017	2018
Amount of ore milled [t (metric)]	42,921,528	45,463,066	43,698,223
Amount of ore placed on leach pads [t (metric)]	1,106,445	1,779,387	10,364,363
Total amount of ore processed [t (metric)]	44,027,973	47,242,453	54,062,586

Associated Process Materials

To process ore and extract metals, our operations use certain materials and reagents such as lime and cyanide, as shown in the table below.

ASSOCIATED PROCESS MATERIALS AND RECYCLED INPUT MATERIALS⁴⁴

	2016	2017	2018
Cyanide consumption [t (metric)]	11,001	5,640	18,936
Lime consumption (in all forms) [t (metric)]	24,085	20,315	21,239
Sodium Metabisulfite consumption [t (metric)]	5,200	1,861	6,509
Consumption of other reagent(s) [t (metric)]	89,839	50,067	33,919
Total reagent consumption [t (metric)]	130,125	77,883	80,602
Grinding ball consumption [t (metric)]	36,836	38,369	32,304

44. Quantities are typically from purchasing records.

Recycled Input Materials

[GRI 301-2]

Recycled input materials used at our mines include mainly waste oil, used grinding balls and fly ash. These recycled materials are all sourced internally. Recycled input materials as a percentage of our total tracked input materials (excluding raw materials and fuel) was 10% in 2018. The quantity of used oil and used grinding balls put into our processes has increased significantly because of the Peñasquito Mine's program to reuse oil in the blasting procedure, as well as both Peñasquito and Cerro Negro's practice of reusing grinding balls.

RECYCLED INPUT MATERIALS

	2016	2017	2018
Recycled glass consumption [t (metric)]	0	0	0
Fly ash consumption [t (metric)]	8,717	6,419	8,914
Recycled or reused oil consumption – converted to mass [t (metric)]	4	216	809
Used liner consumption [t (metric)]	0	0	0
Biosolids consumption [t (metric)]	94	0	0
Used grinding balls consumption [t (metric)]	0	2,424	2,248
Total recycled input materials consumed [t (metric)]	9,419	9,058	12,707
Total input materials [t (metric)]	176,380	125,310	125,613
Recycled input materials as percentage of total input materials [%]	5.3	7.2	10.1

Climate Change Risks and Opportunities

[GRI 201-2]

Regulatory Risks and Opportunities

Governments have introduced climate change-related legislation in every jurisdiction in which we operate, including Quebec, Ontario, Mexico and Argentina. We anticipate that our energy-related reporting requirements could increase with the new requirements. This kind of change often results in technological advances and cultural changes, and we are ready for opportunities to advance innovation, improve management practices and form new partnerships between vendors, stakeholders and research and development entities.

Physical Risks and Opportunities

Climate change has the potential to physically impact our operations. Several potential risks and opportunities are outlined in the table below:

CLIMATE CHANGE RISKS AND OPPORTUNITIES

RISK	DESCRIPTION	POTENTIAL OPPORTUNITIES
Sea level rise	Rise in global waterbodies because of changes in climate. Our mining operations are not directly threatened by sea level rise. All our operations are located well inland, at elevations of between 100 and 3,000 metres above sea level. We do ship product from a port facility in Mexico, and that facility has the potential for disruptions related to sea level rise.	As familiarization with climate change risks occurs, facilities can benefit from regular reviews of any risk areas that are noted by implementing mitigation measures.
Extreme weather events	Extreme events (increased frequency or intensity of hurricanes, increased snow pack, prolonged drought, flooding events, forest fires etc.) have the potential to disrupt mining operations.	Improvement and advancement of our water balance and modelling tools. Improved predictive modelling and analysis of potential operational impacts. Improved water stewardship.
Resource shortages	Mining and processing depend on the regular supply of consumables such as diesel, tires and reagents to operate efficiently. If the effects of climate change cause prolonged disruption to the delivery of essential commodities, then our production could be impacted.	Active engagement with our suppliers to understand forecasted resource shortages that could impact the supply of products required for our mining activities. Improved planning and increased efficiency of material usage.
Water availability	Various climate change models show potential increases or decreases in precipitation or evaporation at the macro level.	Reduction in water consumption. Innovation studies on improved tailings management systems to potentially result in lower water consumption intensities and smaller facility footprint.

Financial Implications of Climate Change

Emerging regulations and programs related to climate change may result in financial requirements linked to carbon emissions, whether in the form of a tax, a cap-and-trade system, a fine or the purchase of renewable energy credits. Typically, there is a phase-in period for these costs, and we expect that some of the costs could be offset by increasing our energy efficiency and technological innovation. The financial implications could also be positive given that some governments are providing incentives to implement energy efficiency initiatives and renewable or cleaner sources of power. We will continue assessing any positive or negative financial implications as a result of new requirements and changing power supply options, where applicable.

Energy Consumption

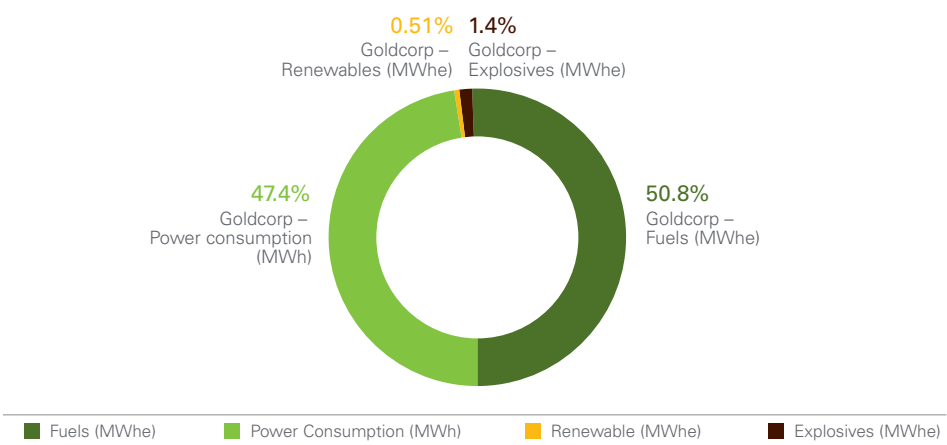
[GRI 302-1, GRI 302-2]

Energy used at our operations is primarily in the form of fuels (e.g., diesel, propane, natural gas) and electricity. Fuels are consumed primarily for digging and transporting ore and waste rock (tonnes moved), as well as for on-site power generation in certain cases. Electricity is purchased for both mining and milling operations.

Our total energy consumption has been relatively constant over the last five years. As our mines have matured and deepened, we have managed our energy consumption more efficiently through the different energy efficiency initiatives that we have implemented. In 2018, total energy consumption increased by 4.9%; specifically, as our mines matured and the haul distances became greater, the consumption of diesel for mobile equipment increased by 10.8%.

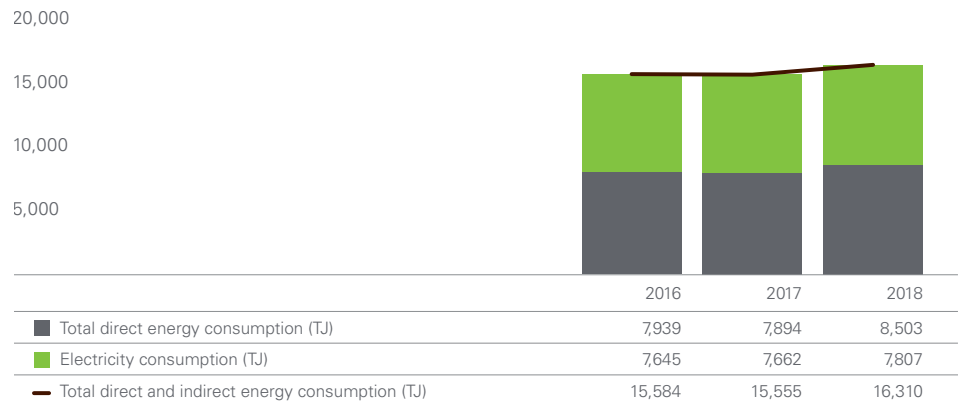
The distribution of the energy types used in 2018 is shown in the figure below. Further details, by energy type for the last three years, are shown in the tables and graphs that follow.

ENERGY TYPES



DIRECT AND INDIRECT ENERGY CONSUMPTION (MWHE)⁴⁵

	2016	2017	2018
Diesel [MWhe]	1,903,726	1,818,177	2,022,811
Biodiesel [MWhe]	0	42	0
Gasoline [MWhe]	18,205	18,578	19,228
Propane [MWhe]	94,164	105,232	98,823
Natural gas [MWhe]	120,365	189,079	158,205
Renewables: operated [MWhe]	413	413	413
Explosives [MWhe]	68,332	61,170	62,399
Power from public grid: non-renewable [MWhe]	1,976,793	2,073,509	2,146,060
Power from public grid: renewable [MWhe]	146,900	54,702	22,675
Total Energy [MWhe]	4,328,889	4,320,902	4,530,614

ENERGY CONSUMPTION**2018 ENERGY CONSUMPTION (TJ) BY SITE**

SITE	DIRECT ENERGY CONSUMPTION [TJ]	INDIRECT ENERGY CONSUMPTION [TJ]	TOTAL DIRECT AND INDIRECT ENERGY CONSUMPTION [TJ]
Cerro Negro	289	397	686
Éléonore	422	932	1,355
Musselwhite	548	522	1,071
Peñasquito	5,947	4,404	10,350
Porcupine	800	705	1,506
Red Lake	496	846	1,342
Total	8,503	7,807	16,310

45. Energy consumption data are obtained from purchasing records, metered data or direct measurement.

Energy Intensity

[GRI 302-3]

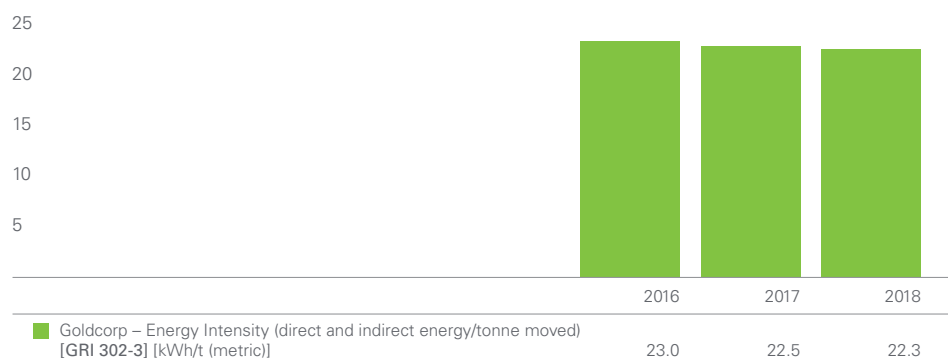
The energy intensity of each of our mines depends on the type and maturity of the mine, depth, haul distance, rate of production, mine development, waste rock stripping ratios and ore characteristics, as well as on the type of processing. Energy intensity tends to increase as we mine deeper and expand existing operations.

Even though our total energy consumption in absolute terms increased during 2018, our energy intensity (normalized by tonnes moved) decreased by approximately 1% with respect to the previous year. This was a result of our various energy efficiency initiatives implemented at the sites.

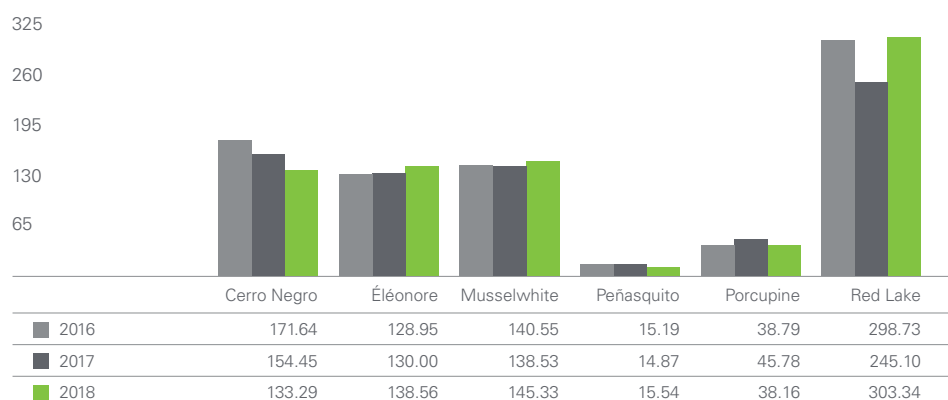
ENERGY INTENSITY

	2016	2017	2018
Total material moved (ore + waste rock) [t (metric)]	188,449,705	192,329,298	203,550,394
Total direct and indirect energy consumption [kWh]	4,332,347,566	4,324,356,639	4,535,313,644
Energy intensity (direct and indirect energy/tonnes moved) [kWh/t (metric)]	23.0	22.5	22.3

ENERGY INTENSITY



ENERGY INTENSITY BY SITE



Energy Savings and Initiatives

[GRI 302-4]

The energy savings we have achieved in the last five years are in the approximate range of 490,000 MWh, which represents 10% of our annual energy consumption. Some of the efforts made during 2018 are described below. The energy savings are calculated as compared with baseline energy consumption, where baseline energy consumption is the consumption that would have occurred if the energy savings project had not been implemented.

Éléonore Key Energy Optimization Initiatives

Propane Optimization in the Biological Treatment of Industrial Effluent (MBBR):

We implemented actions in 2018 to voluntarily bleed a continuous small amount of process water to the Industrial Water Treatment Plant and monitor the performance of Moving Bed Bio-Reactor (MBBR) treatment. The MBBR bacteria were fed and reinforced over time up to the point that preheating was no longer required before year-end. Other than pre-seasonal delivery, no propane was used to preheat water before MBBR treatment. These actions resulted in a decrease of propane consumption of 382,563 litres, which is equivalent to saving 2,712 MWh of heat energy.

Red Lake Key Energy Optimization Initiatives

Red Lake Gold Mines (RLGM) Energy Management Program:

Evolution of the energy conservation culture at RLGM was the primary focus in 2018. Efforts concentrated on communication, initiation, identification and implementation. We identified and initiated several opportunities. Examples include reduced auxiliary fan power consumption, primary ventilation optimization, electrical equipment upgrades and peak power shedding. These initiatives yielded approximately 3,380 MWh in energy savings. The site's energy conservation program is also estimated to have contributed approximately C\$15.6M in associated cost savings.

Greenhouse Gas (GHG) Emissions

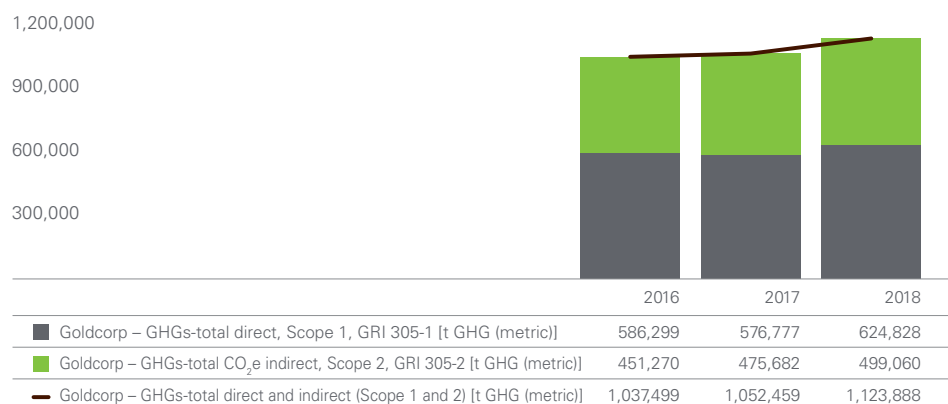
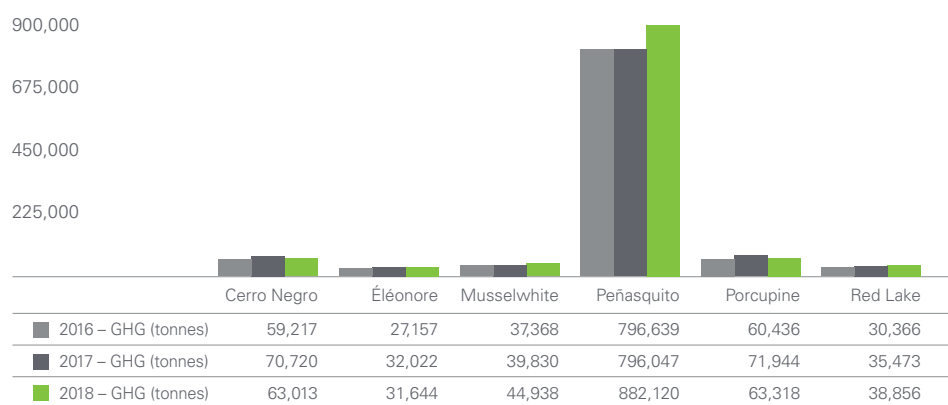
[GRI 305-1, GRI 305-2, GRI 305-3]

We monitor and annually report our direct and indirect greenhouse gas (GHG) emissions both on an absolute (tonnes of GHGs) and on an intensity (GHGs per tonne of material moved) basis. Our emissions calculations are based on the GHG Protocol Corporate Accounting and Reporting Standard and are divided into three categories, depending on the source:

- **Scope 1 (direct)** – GHGs are derived from sources that are owned or controlled by the reporting organization. Our principal source of Scope 1 emissions is fuel consumption for: our fleets (used to move material), heating and on-site power generation needs.
- **Scope 2 (indirect)** – GHGs are generated at sources owned or controlled by another organization. Our reported Scope 2 emissions include purchased electricity.
- **Scope 3 (other indirect)** – GHGs from air transport of mine employees to remote work locations.

At our operations, Scope 1 and Scope 2 GHGs on an absolute basis have been decreasing since 2014 by 9.1%; however, during 2018, GHGs emissions increased by 6.8% compared with the last two years. This increase is due to more tonnes of material being moved (6%) in the same period because of increased ore being placed on the leach pad at Peñasquito. Additionally, more waste rock was moved overall.

Scope 3 GHGs on an absolute basis in 2018 increased by 31% from 2017. Scope 3 emissions were 8,661 tonnes as compared with 6,606 tonnes in 2017. This is due to the addition of new transportation routes for our employees at the Peñasquito and Cerro Negro mines.

GREENHOUSE GAS EMISSIONS**GREENHOUSE GAS EMISSIONS BY SITE⁴⁶****2018 Scope 3 Greenhouse Gas Emissions by Site**

SITE	GHGS-TOTAL, SCOPE 3 [T GHG (METRIC)]
Cerro Negro	1,069
Éléonore	2,286
Musselwhite	1,929
Peñasquito	3,034
Red Lake	343
Total	8,661

By 2019, some of our operations in Canada will be involved in a system of a regulatory trading for large industry: the federal Output-Based Pricing System (OBPS). The federal OBPS is designed to ensure there is a price incentive for large industrial emitters to reduce their greenhouse gas (GHG) emissions and spur innovation while maintaining competitiveness and protecting against carbon leakage. The final OBPS regulations will be published in spring 2019.

46. 2017 Scope 2 emissions were recalculated based on updated emission factors that were published after our 2017 Sustainability Report was released.

Greenhouse Gas (GHG) Intensity

[GRI 305-4]

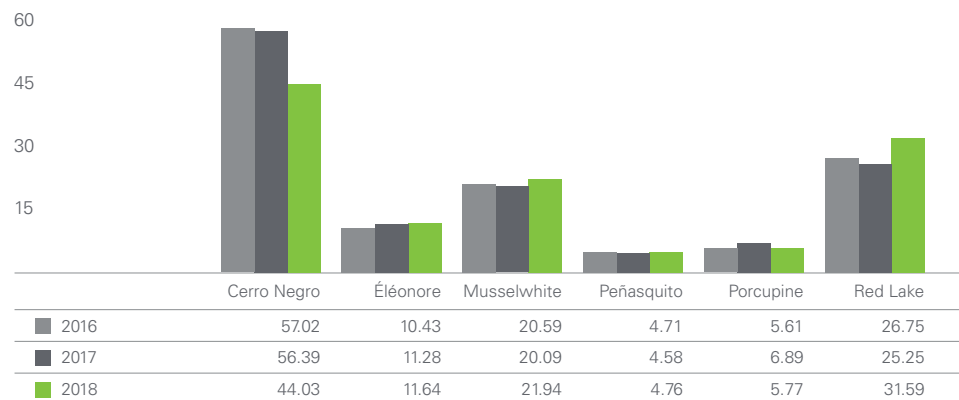
GHG intensity represents the GHGs produced for each tonne of material moved. We track GHG intensity across the company to measure our progress as we experience growth or divestment. In 2018, our GHG intensity was similar to the last two years, as shown in the table below.

As our mines mature, production zones tend to move deeper and further from material handling and processing infrastructure. This typically leads to increased emissions intensity, but our energy management effectiveness has helped to mitigate this increase.

GREENHOUSE GAS INTENSITY

	2016	2017	2018
GHGs, total direct and indirect (Scope 1 and 2) [t GHG (metric)]	1,037,499	1,052,459	1,123,888
Total material moved (ore + waste rock) [kt]	188,450	192,329	203,550
GHG Intensity (Scope 1 and 2/ tonne moved) [t GHG (metric)/kt]	5.51	5.47	5.52

GREENHOUSE GAS INTENSITY BY SITE



Greenhouse Gas (GHG) Emissions Intensity Targets

As part of the Sustainability Performance Index (SPI) developed and implemented in 2017, each of the operating sites established a GHG emissions intensity target during 2018 to evaluate their performance on this relevant issue. The results of this effort are shown in the following table. They are a basis for starting the evaluation of what science-based targets® would look like.

COMPLIANCE WITH GHG EMISSIONS TARGET (KG GHG/TONNE MOVED) BY SITE

SITE	2018 PERFORMANCE	2018 TARGET	ACHIEVED GHG TARGET
Cerro Negro	44.03	75	Yes
Éléonore (Absolute Target in Tonnes GHG)	31,644	33,528	Yes
Musselwhite	21.94	25	Yes
Peñasquito	4.76	5.63	Yes
Porcupine	5.77	4.0	No
Red Lake	31.59	31	No

Greenhouse Gas (GHG) Emissions Savings

[GRI 305-5]

GHG savings are calculated as compared with baseline GHG emissions, where baseline is the GHG emissions that would have occurred if the initiatives had not been implemented. The GHG emissions that we have avoided emitting into the atmosphere in the last five years are estimated at 500,000 tonnes CO₂e. The following projects and initiatives in 2018 contributed to these savings:

- Cerro Negro Renewable Energy Supply:** Beginning in May 2018, 21%, equivalent to 21,000 MWh, of the Cerro Negro electricity supply began coming from renewable energy produced by a third-party wind farm. During the first eight months of the project, we saved approximately 12,000 tonnes of CO₂e, which is an 18.5% reduction in emissions intensity (kg CO₂e/tonne moved). The percentage of consumption of clean energy will gradually increase from 2019–2027 to 38,000 MWh/year, meaning that 35% of Cerro Negro's electricity consumption will come from renewable energy.
- Peñasquito – Reuse of Used Oil as an Alternative Fuel in the Blasting Process:** This project is to replace a certain portion of the fuel oil in ammonium nitrate and fuel oil (ANFO) with used oil. This not only results in cost savings but also reduces greenhouse gas emissions and the risk of environmental impacts from poor waste disposal practices. During 2018, 87% (approximately 900 m³) of the used oil generated in the sulphide process plant was reused, avoiding the emissions of 2,500 tonnes of CO₂e.

Water Stewardship

Global Reporting Initiative (GRI) disclosure 303-1 requests information on our interactions with water and our approach to identifying and addressing water impacts. Goldcorp's interactions with water are summarized in each of the sections below. Additionally, more detailed information on our interactions with water and our approach to identifying and mitigating our water-related impact is covered in our 2018 Corporate Water Summary.

Water Withdrawals

[GRI 303-3]

Water withdrawals represent the volume of water received by an operational facility through voluntary extraction from the surrounding environment or a third party. Alternatively, they may represent the volume of water received by an operational facility through involuntary withdrawal because of the physical placement of facilities (e.g., through dewatering of mining operations or by operating surface facilities that collect atmospheric water). Withdrawals encompass both the water necessary to meet an operation's demands and the additional water that must be managed effectively for compliance. Together, they make up an important aspect of an operation's water footprint.

The data reported in this section address GRI disclosure 303-3 Water Withdrawal. The source categories used are in full alignment with the latest version of GRI 303. However, in alignment with recommendations of ICMM, the water quality categories have been interpreted as follows:

- GRI "Fresh water" = ICMM "high quality" category
- GRI "Other water" = ICMM "low quality" category

The quantities of water withdrawn are typically measured using flow meters. However, there are points of withdrawal that may not be equipped with a flow meter and, in these cases, the quantity is estimated, calculated or modelled. For instance, precipitation volumes (i.e., rainwater withdrawal) are estimated by combining measured precipitation from site or local meteorological stations with the measured size of applicable capture areas and estimated runoff coefficients.

The new version of GRI 303 added the category of "produced water." A possible interpretation of produced water could include the moisture contained in mined materials. However, following ICMM's recommendations, we will continue to include this volume of water in the groundwater category.

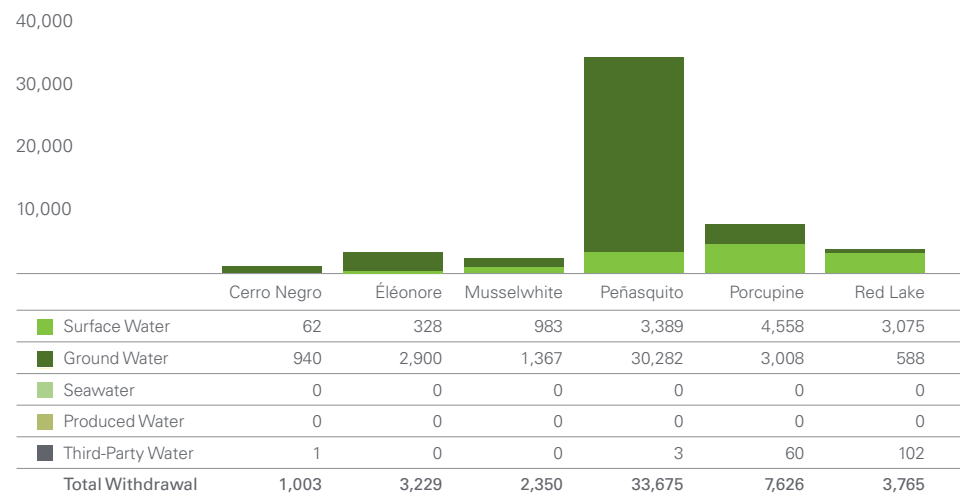
Additionally, the new version of GRI 303 requests a breakout of water withdrawals from sites in areas with water stress. Goldcorp has one operation in an area of water stress, as determined using the World Wildlife Fund's (WWF's) Water Risk Filter tool: Peñasquito.

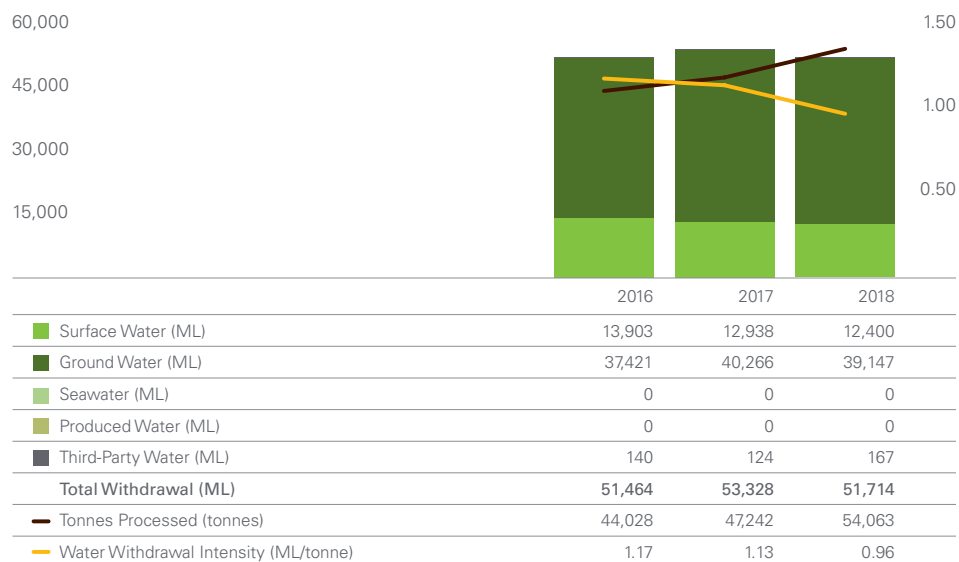
In 2018, in a continuing drive for consistency and alignment with reporting standards, we chose to combine two previously separate withdrawal categories. The "surface water" category now includes both "rainwater" (which represented direct precipitation and collected runoff) and "surface water" (which in past years represented only withdrawals from freshwater lakes, rivers, creeks, etc.).

The new combined "surface water" category continued its downward trend, decreasing 5.2% from 2017 to 2018. The water recycling projects that have been installed at Red Lake and Musselwhite have most recently allowed those sites to extract less water from lakes, resulting in this downward trend. Since surface water is a component of total water, total water withdrawal also decreased by 3.6% from 2017 to 2018, returning to the same level as 2016.

GRI 303-3 WATER WITHDRAWALS SUMMARY, 2018 [GRI 303-3 A TO C]

SOURCE	VOLUME OF WATER BY QUALITY (ML)					
	ALL SITES			SITES IN AREAS WITH WATER STRESS		
	FRESH WATER	OTHER WATER	TOTAL	FRESH WATER	OTHER WATER	TOTAL
Surface Water	12,397	0	12,397	3,389	0	3,389
Ground Water	39,085	0	39,085	30,282	0	30,282
Seawater	0	0	0	0	0	0
Produced Water	0	0	0	0	0	0
Third-Party Water	167	0	167	3	0	3
from Surface Water	–	–	–	–	–	0
from Ground Water	–	–	–	–	–	3
from Seawater	–	–	–	–	–	0
from Produced Water	–	–	–	–	–	0
Total Withdrawal	51,648	0	51,648	33,675	0	33,675

WATER WITHDRAWAL BY SITE, 2018 (ML)

TOTAL WATER WITHDRAWAL BY SOURCE, 2016–2018**Water Discharges**

[GRI 303-2, GRI 303-4, GRI 306-1, GRI 306-5]

Goldcorp's operations involve various active discharges to surface water and third parties, as well as passive discharges to groundwater via seepage. The subsections below discuss the following aspects of Goldcorp's water discharges and map to the relevant GRI disclosures as follows:

- Discharge volumes – GRI 303-4 and GRI 306-1
- Water reuse by another organization – GRI 306-1
- Water treatment and quality – GRI 303-4 and GRI 306-1
- Discharge standards – GRI 303-2
- Priority substances – GRI 303-4
- Non-compliances – GRI 303-4
- Waterbodies affected by discharge – GRI 306-5

Discharge Volumes

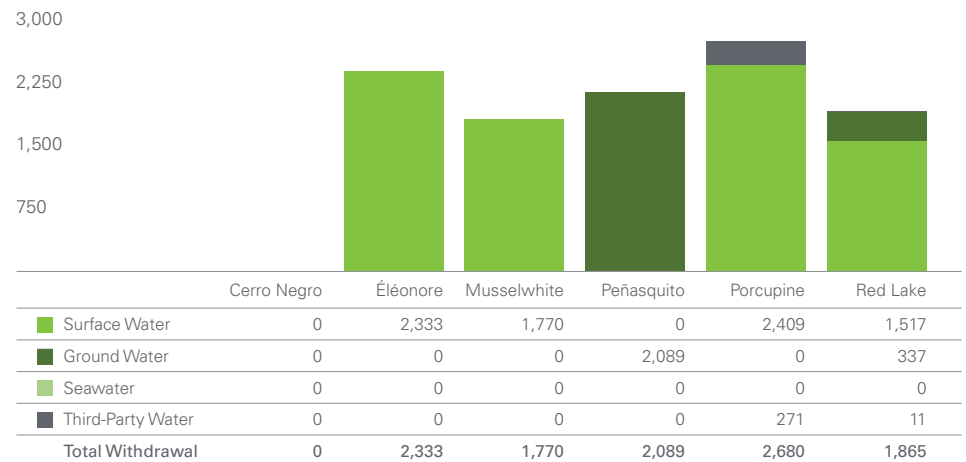
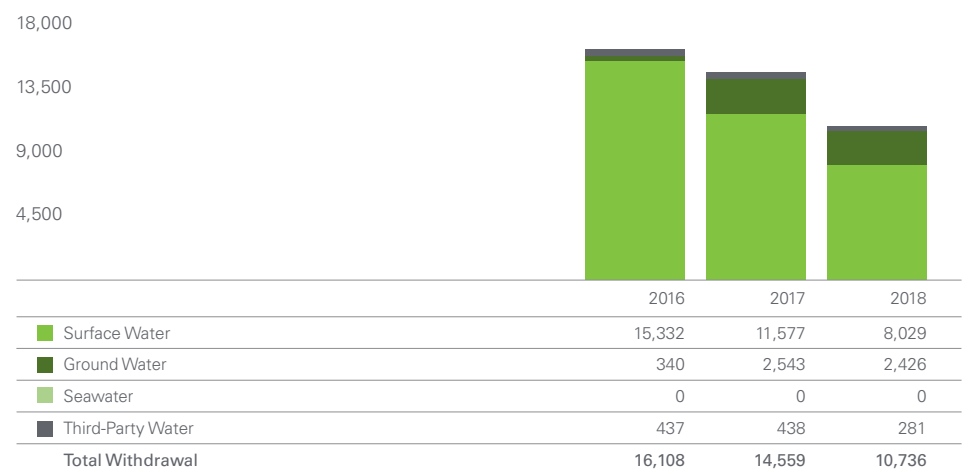
The tables and figures below present Goldcorp's water discharge volumes by destination. The destination categories used are in alignment with those specified by GRI and ICMM. In response to GRI disclosure 303-4, breakouts are provided for sites in areas with water stress and according to water quality category, both applied as discussed above, under Water Withdrawals.

The reported discharge volumes have been compiled from the following sources:

- **Surface water** – Discharges are typically closely monitored via a flow meter or weir.
- **Ground water** – Discharges to groundwater generally represent losses to seepage from tailings impoundments. These rates are estimated in the site's water balance model.
- **Seawater** – There are currently no operating facilities with this type of discharge.
- **Third Party** – Discharges to third parties include both piped discharge for reuse (which is metered) and discharge of domestic wastewater (which is estimated using rates of potable water consumption reported on municipal water bills).

GRI 303-4 WATER DISCHARGES SUMMARY, 2018 [GRI 303-4-A TO C; 306-1-A-I, II]

DESTINATION	VOLUME OF WATER BY QUALITY (ML)					
	ALL SITES			SITES IN AREAS WITH WATER STRESS		
	FRESH WATER	OTHER WATER	TOTAL	FRESH WATER	OTHER WATER	TOTAL
Surface Water	8,029	0	8,029	0	0	0
Ground Water	0	2,426	2,426	0	2,089	2,089
Seawater	0	0	0	0	0	0
Supply to Third Party	0	281	281	0	0	0
Third-Party Water Sent for Use to Other Organizations	–	–	271	–	–	–
Total Discharge	8,029	2,707	10,736	0	2,089	2,089

WATER DISCHARGE BY SITE, 2018**TOTAL WATER DISCHARGE BY DESTINATION, 2016–2018**

Water Reuse by Another Organization

The 271 ML of third-party discharge reported for Porcupine is sent to Glencore's adjacent Kidd Metallurgical Site. The discharged water is dewatering water (i.e., a mixture of raw and reused water), and it is our understanding that the flows are subsequently reused by Glencore.

Water Treatment and Quality

Each site is responsible for compliance with applicable regulations and standards for treatment and management of discharged water. The objectives are to avoid significant environmental impacts and to ensure compliance with applicable regulations and permits. The methods and requirements for treatment vary widely and depend on the applicable standards, the pre-treated water quality and the receiving environment.

The table below provides a summary of treatment processes utilized for discharges from operating sites. Each site monitors and reports at frequencies determined by applicable regulations, permits and our Sustainability Excellence Management System (SEMS) standards as to the discharge compliance status.

DISCHARGE WATER TREATMENT SUMMARY, 2018 [GRI 303-4-D, GRI 306-1-A-II]

DISCHARGE WATER TREATMENT				
SITE	FACILITY	TREATMENT METHOD(S) [GRI 306-1-A-II]	PRIORITY SUBSTANCES OF CONCERN [GRI 303-4-D]	VOLUME OF DISCHARGE (ML) [GRI 306-1-A-II]
Cerro Negro	No active discharge or associated water treatment	NA	NA	NA
Éléonore	Industrial water treatment plant	Metals and suspending solid removal by precipitation (pH adjustment) and filtration (geotubes) followed by a biological treatment (MBBR) to remove ammonia, thiocyanates, cyanates and nitrites.	Ammonia, thiocyanates, cyanates and nitrites	2,333
Musselwhite	Polishing pond & wetlands	Segmented polishing pond for settling off suspended solids and degradation of residual cyanide and nitrogen compounds (notably ammonia). Four-hectare surface flow wetland system for further polishing.	Ammonia	1,770
Peñasquito	No active discharge or associated water treatment	NA	NA	NA

DISCHARGE WATER TREATMENT				
SITE	FACILITY	TREATMENT METHOD(S) [GRI 306-1-A-II]	PRIORITY SUBSTANCES OF CONCERN [GRI 303-4-D]	VOLUME OF DISCHARGE (ML) [GRI 306-1-A-II]
Porcupine	Effluent treatment plant	Tanks, reactor and ponds for treatment of suspended solids, cyanide and metals prior to discharging directly to the final effluent control point or back to the No. 6 Tailing Basin.	Cyanide, metals (total/dissolved)	2,409
Red Lake	Red Lake water treatment plant	Coagulation/ ballasted flocculation for arsenic treatment.		
	Campbell effluent treatment circuit	Hydroxide precipitation for heavy metals removal.		
	Cochenour water treatment plant	Coagulation/ ballasted flocculation for arsenic treatment.		
	Polishing pond & wetlands	Retention ponds/ artificial wetlands for ammonia treatment.	Arsenic, heavy metals, ammonia	1,517

Discharge Standards

For all Goldcorp operations, minimum standards for water discharge are taken directly from applicable local regulations. Every jurisdiction in which we operate has water quality standards, and our assessment of those standards relative to our water quality and receiving environments is that they are appropriate and protective of the environment. With these in mind, we have not needed to incorporate any additional industry guidelines or develop additional internal water quality standards into our current portfolio.

Priority Substances

Priority substances of concern for water treatment are defined internally, based on routine water quality sampling. We treat as priorities those substances that are observed to most frequently encroach on the relevant discharge limit, thus requiring the most careful monitoring and management. Typically, these substances and their management challenges are well-known to sites based on the specifics of the operation, and treatment processes have been designed specifically to address them.

As mentioned above, discharge standards in the locations we operate are considered robust and appropriate, and the discharge limits for our priority substances are drawn directly from the regulations. No special consideration of unique limits has been deemed necessary in our operations to date.

It should also be noted that, at all operations where we treat and discharge excess water, we perform aquatic effects monitoring in accordance with Canadian regulations. This activity is designed as an extra layer of protection beyond water sampling and discharge limits. The intent is to ensure there are no ill effects from the discharged water on certain sensitive aquatic species (typically daphnia and trout).

Non-Compliances

From 2016 to 2017, the Éléonore operation experienced an ongoing challenge meeting the toxicity standards for trout and daphnia in local waterways. Throughout the period, Éléonore worked proactively and transparently with the regulatory authority to achieve compliance. The Moving Bed Bio-Reactor (MBBR) was fully operational in 2018, and the upgraded process has remedied the toxicity issue. There were no instances of non-compliance during 2018.

There was one report of non-compliance at the Red Lake Mine, specifically at the Campbell Complex: A water discharge event of 8,435 m³ failed the acute toxicity Daphnia Magna test on September 19, 2018. After data analysis and discussions with the regulatory agency, we concluded that this result may be due to a laboratory error. A second acute toxicity sample was taken on September 24, 2018 and was non-lethal to both Rainbow Trout and Daphnia Magna. There have been no further occurrences since the event.

The wastewater treatment plant at Peñasquito exceeded the permit requirement for volume of discharge allowed. The authorized annual volume is 96,991 m³, and the actual discharge was 114,705 m³, therefore exceeding the allowable volume limit by 17,714 m³. It is important to note that the water quality of the discharge complied with the applicable requirements. The excess water that was treated and discharged was due to the increase of people housed at the camps related to temporary construction projects. Another factor was that the pumping equipment that distributes the treated water to the processing facilities for recycling was not sufficient to pump the additional volume, thus resulting in a discharge of above average volume of treated water at the authorized discharge point. An application was submitted to the regulatory agency in November 2018 to request an increase in the discharge limit to 250,000 m³. A review and response is in process. In addition to requesting authorization for additional discharge volume, a project has been proposed and is under review to pump additional capacity of treated water to then be recycled in the process plant, thus helping further improve water use efficiency.

Water Bodies Affected by Discharge

Waterbodies and related habitats significantly affected by water discharges and/or runoff that meet one or more of the GRI criteria include Balmer Lake. The Red Lake Mine discharges a quantity larger than 5% of the receiving waterbody, Balmer Lake. This lake is a small, headwater lake that drains south into the Chukuni River and eventually into Keg Lake. It is not designated as protected, either nationally or internationally, and does not have high biodiversity value. There are no known negative impacts related to effluent quality from the current mine discharges. Environmental monitoring in Balmer Lake has indicated significant improvements in its water quality and overall biological health in recent years.

As mentioned above, in 2018 there was one incident of non-compliant discharge. In accordance with applicable regulations, Red Lake performs aquatic effects monitoring in addition to water quality sampling. Results from the aquatic effects monitoring have continued to show no negative impacts from the discharge.

Water Consumption

[GRI 303-5]

Water consumption is generally taken to refer to the volume of water that is used by an organization but is not subsequently returned to the environment or a third party. Water consumption is a key concern of water management for the mining industry because minimizing consumptive losses drives increased availability of reused or recycled water and results in reduced water withdrawals and overall water footprint.

The data and information reported in this section respond to Global Reporting Initiative (GRI) disclosure 303-5. The definition of consumption currently provided by GRI includes water stored for use or later discharge. To promote consistency and to reinforce sector-specific best practice, the International Council on Mining & Metals (ICMM) recommends that members continue to report water consumption using the ICMM definition of consumption, which mirrors the aspects of consumptive loss but excludes the storage component. The ICMM recommends that the change in storage be reported separately, where material, with an accompanying explanation. We have opted to follow this approach, as reflected in the information provided below.

The water consumption of our operations is reported in three principle categories aligned with the recommendations of ICMM: evaporative losses; water entrained in deposited tailings; and other operational losses. The sources of the reported values are as follows:

- **Evaporation** – evaporation rate (either observed directly from an evaporation pan or calculated from site-specific observed atmospheric data) is applied to measured areas of exposed water and saturated surfaces (e.g., tailings, beach, footprint areas) of a significant size with an estimated pan factor to produce the calculated volume.
- **Entrainment** – typically estimated within the site's GoldSim water balance model, using observed rates of tailings deposition, observed incoming slurry density and estimated initial and long-term bulk density.
- **Other operational losses** – includes estimates of water bound in products, water entrained in mine backfill and water lost to domestic consumption. These components are generally estimated in the site's water balance model, using a combination of observed and approximated inputs.

For Goldcorp's operations, the change in water storage during 2018 was not identified as having a significant water-related impact, and as such, has not been reported here.

GRI 303-5 WATER CONSUMPTION SUMMARY, 2018 [GRI 303-5-A, B]

TYPE	VOLUME OF WATER BY QUALITY (ML)					
	ALL SITES			SITES IN AREAS WITH WATER STRESS		
	FRESH WATER	OTHER WATER	TOTAL	FRESH WATER	OTHER WATER	TOTAL
Evaporation	0	14,082	14,082	0	8,970	8,970
Entrainment	0	26,493	26,493	0	24,020	24,020
Other	0	556	556	0	304	304
Total Consumption	0	41,131	41,131	0	33,294	33,294

Water Reuse and Recycling

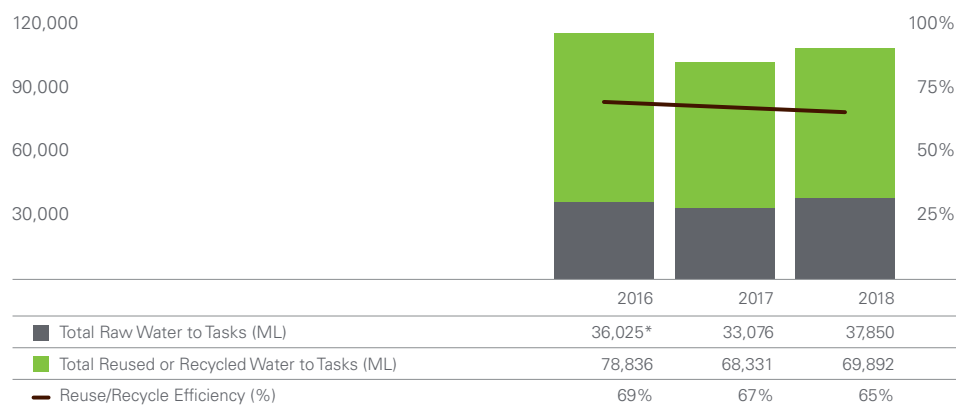
Most of the water used in tasks at our operations is subsequently reused or recycled. This may take several forms, from reuse of process water in mineral processing facilities to capture and recycling of water used in truck washes. The main driver of reuse and recycling for the company is the reuse of supernatant water collected in tailings storage facilities. This water is recirculated back to milling and recovery tasks. Maximizing reuse and recycling is a key part of Goldcorp's strategy for minimizing water withdrawals.

GRI 303 no longer contains an indicator for water reuse and recycling. Nonetheless, we have opted to continue reporting on this topic because of its importance to our overall strategy and to maintain alignment with the reporting requirements of ICMM.

Given that GRI no longer has a specific requirement, we have taken the opportunity to modify our reuse and recycling reporting to align with the indicators used by ICM. Moving forward, the key metric will be reuse/recycle efficiency. This is calculated as the volume of reused and recycled water returned to tasks as a percentage of total water used in tasks.

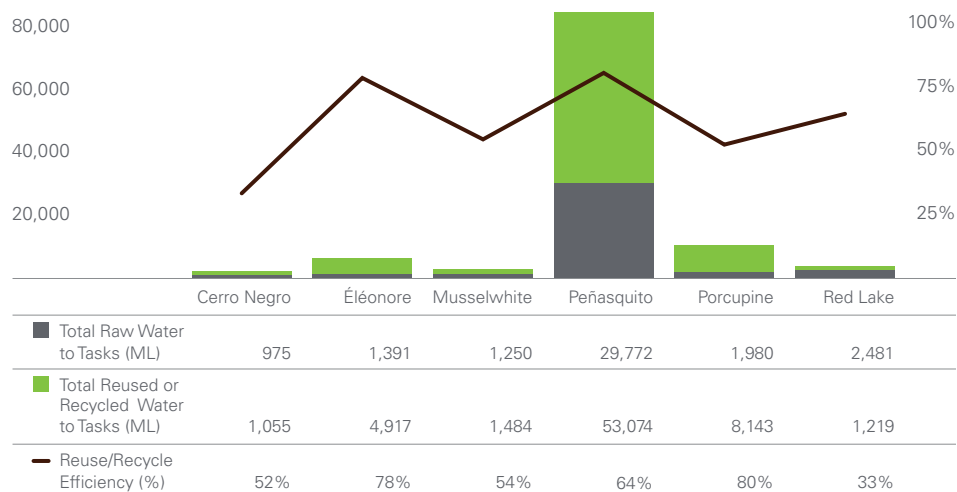
The total volume of reused and recycled water is up slightly in 2018, while the efficiency is down slightly because of an increase in raw water used in tasks. As can be seen from the site-level data in the table below, the driver for the company is the Peñasquito operation. The increase in raw water use for the company was due largely to a decrease in efficiency at Peñasquito.

TOTAL WATER REUSE AND RECYCLING, 2016–2018



*Data collection for the volume of raw water to tasks was initiated in 2017. The volume reported here for 2016 has been estimated as 70% of total water withdrawals, based on similar percentages calculated for 2017 and 2018.

WATER REUSE AND RECYCLING BY SITE, 2018



Mine Waste and Air Emissions

Mining activities generate mined material waste in the form of tailings and waste rock, solid and hazardous waste and air emissions.

Mine Waste

[GRI MM3]

Tailings are the by-product of processed ore after crushing, grinding and mineral extraction. We use retention dams and raised embankments to store and manage tailings. We strictly enforce the design and operational requirements of our tailings facilities, regarding their location, water management, maintenance, operation and monitoring.

In some cases, tailings are used as backfill in underground and open pit projects. The Marlin Mine, for example, used filtered tailings to backfill one of the two open pits. We do not dispose of any tailings in riverine systems or marine environments.

We have a tailings stewardship program embedded in our Sustainability Excellence Management System (SEMS) to ensure good practices in construction, operation, maintenance, monitoring and, ultimately, closure of our tailings storage facilities. The strategy addresses stakeholder concerns and assures stakeholders that tailings facilities are well-managed, providing secure storage, reduced costs and impacts, improved operational excellence and consistent monitoring.

Tailings stewardship ensures planning, design, construction, operation and closure of our tailings storage, and water retention facilities will be carried out in a manner such that:

- Structures are regularly examined/tested via a third party.
- Structures are physically stable under all anticipated conditions.
- Solids and water are managed within designated areas.
- Facilities meet or exceed regulatory or standard engineering guidelines.
- Facilities are chemically stable so that the quality of any seepage or surface runoff does not endanger human health or the environment.
- Facilities can be closed in a manner that is compatible with the surrounding land use and that will have a manageable impact on the environment.

Waste rock management is also a key environmental aspect of our operations. Depending on the characteristics of the waste rock, appropriate waste rock management procedures are developed as required by our SEMS. Most of the waste rock produced in our underground mines is returned underground to fill mining voids. In open pit mines, the waste rock is moved to waste rock storage areas on the surface. In some limited cases, we can sequence mining in different pits or pit sections to allow for some use of waste rock as pit backfill. At the end of the mine's life, the waste rock dumps are re-contoured and re-vegetated to provide long-term stabilization of the material.

The quantities of waste rock and tailings generated are shown in the table below.

WASTE ROCK AND TAILINGS

	2016	2017	2018
Waste rock handled [t (metric)]	144,421,732	145,086,845	149,488,808
Tailings generated [t (metric)]	42,689,418	44,386,630	43,084,198

Solid and Hazardous Waste Management

[GRI 306-2]

Responsible storage, handling and disposal of solid and hazardous waste are central components of sound environmental management. At our operations, our practices are based on minimizing the generation of wastes and residues, reusing and recycling wastes and, when materials cannot be recycled, disposing of them responsibly.

Our most significant non-hazardous waste streams include scrap metal, used tires, used oil, used antifreeze, inert industrial garbage and organic waste. All our scrap metal and some tires are recycled. Many of our operations have implemented recycling programs for materials such as paper, pallets, glass and aluminum, and some of our sites have implemented composting programs for organic wastes.

Used hydrocarbons and glycol/antifreeze are removed by licensed waste disposal or recycling operators for reuse, recycling or incineration. We reuse waste hydrocarbons at Peñasquito to partially substitute fuel oil in the ammonium nitrate and fuel oil (ANFO) blasting program.

WASTE MANAGEMENT

MATERIAL [TONNES]	2016	2017	2018
Scrap steel	18,400	20,339	15,815
Tires	3,800	3,323	3,785
Used hydrocarbons	2,740	2,981	4,935
Used glycol/antifreeze	130	65	72
Inert industrial garbage	13,730	3,737	7,461
Organic waste	3,800	1,145	8,592
Batteries	110	85.5	35
Laboratory waste	660	600	713

Our approach to management of mercury is aligned with the International Council on Mining & Metals (ICMM) position statement on mercury risk management. Mercury occurs naturally in some ore deposits and is typically recovered as elemental mercury, along with the targeted metals. Peñasquito is currently the only mine that generates mercury during ore processing. In 2018, Peñasquito generated 1.396 kg of mercury from ore processing. The current practice at Peñasquito is to collect the mercury in United Nations approved shipping containers, which are stored within the locked, secured area of the processing facility. This process is in accordance with local requirements and with our Sustainability Excellence Management System (SEMS) standard for mercury management. We are evaluating an outside facility in Europe that would receive the mercury to store it long-term under rigorous controls. There are 134.1 kg of elemental mercury stored on-site.

Air Emissions

[GRI 305-7]

Air contaminants, such as nitrogen oxides (NOx), sulphur compounds (SOx) and particulate matter (mainly dust) are generated, and these are often regulated by national and local legislation as well as by specific air permit conditions for control of these emissions. The table below shows the emissions of significant air pollutants. The information reported is derived from multiple methodologies, including direct measurement, calculations based on site-specific data and calculations based on published emissions factors and estimations.

SIGNIFICANT AIR EMISSIONS

	2016	2017	2018
Carbon monoxide [t]	1,790	4,900	4,750
Oxides of nitrogen [t]	2,430	6,280	6,180
Sulphur dioxide [t]	40	60	88
Particulate matter <10 µm [t]	740	10,000	8,500

Significant Spills

[GRI 306-3]

Spills are reported, investigated and analyzed to identify root causes. Corrective actions are implemented as appropriate and to prevent recurrences. Spill incidents are classified in and reported in ascending order of severity, from Category I (lowest) to Category V (highest), based on their impacts. Incidents of Category III and above are reported to the corporate level environmental team; in addition, IV and above are also reported to the Executive Leadership Team. Initial reporting for Category III, IV and V spills are uploaded into the Enablon events module within 24 hours of the incident.

There were 14 spills in 2018 that were Category III or above. All spills were responded to immediately and did not result in any significant environmental impacts or financial reporting liabilities. Additionally, all our sites are certified under the International Cyanide Management Code, which provides direction for the appropriate management of cyanide-related spills.

REPORTABLE SPILLS IN 2018

SPILL CATEGORY	NUMBER	% OF TOTAL	ESTIMATED VOLUME SPILLED [M ³]
Hydrocarbon spill	4	29	3 m ³
Cyanide-related spill	3	21	31 m ³
Other material spill ⁴⁷	7	50	833 m ³
Total	14	100	867 m³

47. Other material spills in 2018 included domestic wastewater and non-cyanide process material.

Biodiversity Management

[GRI MM1, GRI MM2]

As a member of the International Council on Mining & Metals (ICMM), we support their position statement on Mining and Protected Areas and are committed to biodiversity conservation and sound land use practices. Protecting the world's ecosystems is important to us and our stakeholders. As resources become scarcer, ecosystems are altered, with potential impacts on biodiversity in wildlife, plants, soil, water and air. We are committed to biodiversity conservation and sound land use practices through all stages of our mine life cycle. As part of our Sustainability Excellence Management System (SEMS), all sites are required to assess potential risks and impacts related to sensitive areas, habitats and wetlands.

A high level of knowledge about the past and present land uses and biological resources in the area is needed, including species and populations that are rare, threatened, endangered or hold special value to Indigenous Peoples. A good understanding of the past and current land uses, traditional knowledge and biological diversity in the area shall also help support:

- The selection of valued components on which to focus for future environmental and social assessments.
- Risk assessments and the selection of mitigation measures to avoid or reduce potential adverse environmental effects to acceptable levels.
- Concurrent reclamation of the site to re-establish natural resources and allow for their possible use by future generations.
- Partnership opportunities with other organizations for biodiversity conservation and land use planning.

We manage or own 360,000 hectares of land at and around our operating mines. Our operations span a range of ecosystems, from the Boreal forests of northern Canada to the Patagonia area of Argentina. In all cases, we seek to design, construct, operate and ultimately close our operations in ways that minimize the risks to biodiversity. All our operating sites are required to have a biodiversity management plan in place.

After land is disturbed by exploration or mining, we reclaim the disturbed areas as quickly as possible. By the nature of hard rock mining, large areas of disturbance (such as the pit, active waste rock storage areas and tailings dams) typically remain active throughout the life of the mine and may not be reclaimable until mine closure. Land areas, disturbance and reclamation activities are indicated below and include concurrent, temporary and final reclamation.

DISTURBANCE AND REHABILITATION

	2016	2017	2018
Previous year disturbed and not yet rehabilitated [ha]	8,265	8,810	7,832 ⁴⁸
Newly disturbed land [ha]	555	500	423
Newly rehabilitated land [ha]	15	20	60
Current year disturbed and not yet rehabilitated land [ha]	8,810	9,290	8,194

48. In 2018, many of Goldcorp's Canadian sites modernized their methodologies for measuring land disturbance. This accounts for the change in 2017 disturbed land area.

Protected or High Biodiversity Areas

[GRI 304-1, GRI 304-2]

In Mexico, a Land Use Change Authorization is required before land can be designated as “mining land.” The authorization identifies the areas in which operational activities and infrastructure can be located. Under Mexican legislation, the permitted area must include a buffer zone around the area of impact, which must be maintained as a conservation area. The Peñasquito Mine has established conservation buffer zones around their permitted areas of operation. These buffer zones will remain in effect throughout the life of the mine. No specific conservation requirements or management activities are required within the conservation area. However, the mine has implemented management plans to minimize impacts in these areas. There have been no significant impacts to biodiversity from our activities in these areas.

Habitats Protected or Restored

[GRI 304-3, GRI 304-4]

All rehabilitated land can be considered potential habitat; therefore, across our operations, there were 60 hectares of habitat restored during the 2018 reporting year. This rehabilitation was overseen by us and our contractors.

International Union for Conservation of Nature (IUCN) and National Red List Species

The International Union for Conservation of Nature (IUCN) Red List of Threatened Species is the world’s most comprehensive inventory of the global conservation status of plant and animal species. Each site has assessed the risk of impacting habitat for any Red List species as well as species registered on local conservation lists. This assessment is updated on an as-needed basis.

In 2015, we completed an analysis of IUCN and locally listed special status flora and fauna around our three Ontario mines; Musselwhite, Porcupine and Red Lake. The IUCN Red List (IUCN 2015) was searched for species occurring in Ontario. The list was refined by including only those species occurring in the ecoregions surrounding the three mines: Lake Abitibi (Porcupine), Big Trout Lake (Musselwhite) and Wabigoon (Red Lake). Additional species noted also included those listed as special concerns by the Committee on the Status of Endangered Wildlife in Canada (COSEWIC). Across the three Ontario mines, there were 54 listed species with habitats in areas affected by the mine operations. This is further support to our concurrent reclamation efforts that the company is driving to improve access to habitat through revegetation efforts.

Our Marlin closed site and other operating sites outside of Ontario (Éléonore, Peñasquito and Cerro Negro) include possible habitat for 194 special status flora and fauna species in the areas affected by our operations. Since the last report (2017), an additional 15 species of flora and 24 species of fauna have been counted at the Marlin closed facility, indicating that the rehabilitation work is enhancing the area’s biodiversity.

Some biodiversity practices include:

- Minimizing disturbances to vegetation and waterbodies.
- Implementing programs to control pests and weeds.
- Maintaining cyanide levels in all open waters (including tailings dams) below levels that pose a threat to wildlife (consistent with the International Cyanide Management Code).
- Promoting employee and community awareness programs regarding wildlife.
- Reclaiming disturbed areas as quickly as possible and promoting habitat diversity within these reclaimed areas.

Environmental Compliance

[GRI 307-1]

We are committed to complying with all environmental laws and regulations of the jurisdictions where we operate. Our sites are subject to strict internal and external scrutiny to verify full adherence to applicable regulations and permits as well as to our own internal standards. Our properties are routinely inspected by the applicable regulatory authorities to verify compliance. They are also periodically audited for compliance with our Sustainability Excellence Management System (SEMS) standards. The Sustainability Committee of the Board of Directors is responsible for overseeing the Sustainability Policy.

The following paragraphs describe the incidences of environmental non-compliance we experienced in 2018, as well as the corrective actions.

The closed site El Sauzal received two Notices of Violation (NOVs) in 2018. The first was from the Mexican Regulatory Commission for Energy (CRE) on August 16, 2018 for a violation of the Industrial Energy Law with regards to our authorized permit from the Electric Power Public Service Law. The NOV states that the site did not comply with its permit requirement to report on-site power generation in Q3 and Q4 2016 and Q1 2017. A fine of approximately C\$253,000 was issued as part of the NOV. A second NOV was received from the Federal Agency for Environmental Protection (PROFEPA) on August 22, 2018 for El Sauzal's 2016 hazardous waste management. During an audit of the waste generation permit, the government identified that there was a discrepancy between the 2016 annual report called COA (Cedula de Operacion Anual) and the waste manifests. We were able to find the missing manifests and provide this to the government. The NOV is for the administrative error in the report and resulted in a fine of approximately C\$3,310.

At the closed site Equity, the British Columbia Ministry of Environment and Climate Change Strategy issued a non-compliance advisory letter on January 30, 2018. Three non-compliances with a permit were noted: Two were a result of a discharge non-compliance from the rain-on-snow event as previously reported in our 2017 Sustainability Report, and the other was due to an exceedance of iron that occurred at the emergency pond in May 2017. It was an anomalous result of 0.383 mg/L, and the permit limit is 0.3 mg/L. When we conducted a follow-up sample, the iron level was in compliance.

Peñasquito received two NOVs. The first was from PROFEPA on August 1, 2018 for exceeding ambient air quality standards for particulates during the monitoring period of May 2016 to May 2017. The exceedance was detected during a PROFEPA inspection at the site in October 2017 when the inspectors requested and reviewed the ambient air quality monitoring data for the noted monitoring period. The site was issued with a fine of approximately C\$20,800. The site has made significant investments in the dust control program, which will continue during the life of the operation. Improved ambient air quality results are demonstrating that the measures are helping improve the ambient air quality. A second NOV was received in Q4 2018 related to sediment in mine runoff affecting local crops. The NOV was issued by PROFEPA and resulted in a fine of approximately C\$85,000. The fine was a result of observations during a site visit in November 2016 by PROFEPA officers. To better manage the runoff and resulting sediment, the site has implemented a series of corrective actions, including designing a new sediment control system for presentation to the Federal Ministry of the Environment (SEMARNAT). The site has also undertaken cleanup efforts to clear the accumulated sediment.

Porcupine received two NOVs from the Ministry of Environment and Climate Change (MOECC) on September 20, 2018 for ground vibration exceedances because of blasting conducted in September 2016. Corrective actions to minimize ground vibrations have been identified, including changing timing of the blasts to reduce the likelihood of having multiple holes exploding simultaneously. Additional vibration monitors will be installed at strategic areas within the vicinity as well.

Case Studies



Application of Biodiversity Conservation: From the Project Phase to Mine Closure



At Goldcorp, we are committed to managing our impact on the environment from the project phase through to mine closure. At the project phase, Goldcorp undertakes investigations to understand the natural and human environment, to assess the potential impacts of mining activities and to implement mitigative actions. For new mine projects and significant expansions, these investigations involve comprehensive baseline environmental studies. For smaller projects at existing mines, surveys are conducted to evaluate the presence of sensitive ecological receptors or valuable archeological resources to allow for sound stewardship and impact mitigation. Not only do these studies and surveys inform stewardship activities at project and operating sites but they also help us define our mines' closure plan objectives.

Two Examples of Technologies Used for Baseline Studies:

At our Coffee project, we utilized innovative technologies to efficiently collect baseline data. DNA analysis of water samples have allowed the project team to detect aquatic organisms because these species shed DNA into the waters they inhabit. The use of DNA analysis allows the detection of rare and hard-to-find species.

Motion-activated cameras have been deployed in strategic locations to understand wildlife use of remote areas. Infrared air surveys have been employed for detecting grouse mating sites. The use of remote sensing technologies for terrestrial surveys reduces disturbance, and motion-

activated cameras allow for continual monitoring of wildlife. The use of technology supports comprehensive baseline studies while being less intrusive, safer and more cost effective.

Closure Activities Informed by Baseline Studies:

Goldcorp's closed Marlin Mine has transitioned into a reclaimed and reforested area of biodiversity interest and research. In the early stages of Marlin's development, one of the main environmental commitments listed in the Marlin Mine Environmental Impact Assessment (EIA) was to recover 190 hectares (ha) of forest during its operation. This was to compensate for the 60 ha that were planned to be affected by the construction and operation of the mine.

By 2016, from the 190 ha committed, 632 ha of pine forest had been recovered. The EIA determined the existence of protected species in the forests around the Marlin Mine. One of them was the epiphytes, more commonly known as "air plants," which grow on the surface of a plant and derive moisture and nutrients from the air, rain and water. Specimens of this plant were rescued and reproduced in Marlin nurseries before they were placed back into the forest. As an outcome of the rehabilitation efforts, animals have returned to live and reproduce in great numbers. Marlin has become a hotspot for birding, with more than 185 species recorded at the site in 2018 – significantly higher than the 80 species observed in 2010. The Marlin Mine demonstrates that environmental baseline studies conducted at the beginning of a mine project can inform stewardship activities during the life of the operations and closure priorities for the rehabilitation phase. Through sound planning with local stakeholders and meticulous execution, rehabilitation efforts can support biodiversity conservation activities.

Novel Wastewater Treatment Process Improves Éléonore's Environmental Performance



For any mining operation, effective wastewater treatment to remove contaminants is indispensable in minimizing environmental impacts and maintaining the mine's social license to operate.

When elevated concentrations of ammonia and residual cyanide by-products were detected in mill effluent at Éléonore in 2014, the mill and environmental team introduced a novel wastewater treatment process that provided a sustainable solution and improved environmental performance.

Following Éléonore's mill start-up in 2014, the new process water bleed (discharge) to the water treatment plant (WTP) resulted in increased concentrations of contaminants in water effluent. Even though the source of the ammonia and residual cyanide couldn't readily be identified, the Éléonore team immediately notified all major stakeholders, including the Quebec Environment Ministry, Environment Canada and the Cree Nation Government–Environment Committee of Opinagow Collaboration Agreement. We informed them of the extent of the problem and communicated our plans to address the situation.

"From the outset, we wanted to be very open and transparent with key stakeholders on steps we were taking to resolve the problem," says France Trépanier, Éléonore's Environmental Coordinator. "Through ongoing dialogue and regular reporting, we were able to maintain a collaborative climate and establish strong partnerships based on mutual trust."

During 2015 and 2016, the Éléonore team developed an action plan, investigated various water treatment options and proactively executed a series of projects, including cyanide detox and leaching circuits optimization, to reduce effluent contamination. The team also worked on mill water balance through its zero-bleed project, with the objective of reducing contaminant process water discharge to the WTP. This involved reducing fresh water consumption by replacing water-sealed pumps used in the mill with mechanical seal pumps. These projects increased control

of process water contaminant concentration but didn't completely resolve water quality issues.

The Éléonore team started investigating zeolite treatment and a Moving Bed Bacteria Reactor (MBBR) system commonly used for municipal water treatment. Zeolite is a mineral well-known for its ability to adsorb a variety of heavy metals and ammonia. MBBR is an activated bacteria aeration system, where bacteria collected on porous plastic carriers breaks down some specific contaminant from wastewater.

A pilot project found that zeolite treatment removed ammonia but did not eliminate all potentially toxic contaminants. MBBR, on the other hand, could remove ammonia and cyanide by-products, delivering non-toxic results at low water temperatures (8°C).

In spring 2016, the Quebec government granted approval for Éléonore to expand its water treatment plant by adding MBBR treatment while continuing to reduce its process water discharge to reach a zero-bleed operation. Construction got underway in fall 2016, and the MBBR treatment plant was commissioned in May 2017.

Following the MBBR ramp-up, Éléonore reduced ammonia and cyanide by-product concentrations in its effluent by more than 90% and reached full compliance with water quality regulations in October 2017. Since MBBR has been in steady operation maintaining the water quality, mandatory effluent sampling frequency returned from weekly to monthly.

The Éléonore team recently shared their experience in implementing this novel water treatment technology at a symposium on mining and the environment. Since then, they've received numerous inquiries from other mining companies and have hosted site visits to demonstrate the water treatment process.

"It's very gratifying to be recognized both externally and by our peers at Goldcorp for a successful outcome," states Trépanier. "We're very happy to share what we've learned with other mining companies to help improve the industry's environmental performance."

Reducing Fresh Water Use at Red Lake Gold Mines



Goldcorp's Towards Zero Water (H₂Zero) Strategy targets dramatic reductions in our use of fresh water and increased water recycling rates at every one of our operations. An immediate goal is to reduce all forms of "high calorie water" extraction, which we define as either the extraction of water not necessarily as a result of dewatering or the inadvertent capture or precipitation by our existing facilities. Ultimately, we will attempt to eliminate the use of "high calorie water" entirely at our operations.

The strategy has sparked some immediate water savings at our sites, such as that resulting from the water recycling project commissioned at Red Lake Gold Mines in 2018, within the Campbell Complex Paste Backfill Plant. The project involved recycling overflow water from the paste plant thickener back into the milling process in order to reduce fresh water consumption from the neighbouring Balmer Lake.

Originally, the overflow water from the paste plant was sent directly to the waste treatment plant and ultimately discharged to the tailings pond. This year, we installed a new four-inch pipeline to redirect the overflow water to the leach thickener for sediment removal prior to being sent to the process water tank for reuse within the mill.

Based on water accounting throughout 2018, the water recycling project has dramatically reduced fresh water consumption from Balmer Lake by approximately 80%, or 25,000 m³/month. Additionally, in 2018, Red Lake Gold Mines looked to further reduce fresh water consumption with a recycling project in the reagent mixing area. This project was completed in 2018.

We expect H₂Zero to trigger other improvements and innovation that will lead us to significantly reduce our water footprint. To learn more about Goldcorp's water stewardship, please visit our annual Corporate Water Summary, which can be found at www.newmontgoldcorp.com.





De-Risking Closure

Our vision is to make mine reclamation and closure a smooth transition, with careful management of the environmental and social transition challenges as the operation moves through reclamation, monitoring, passive care and eventual transfer to the government or surrounding communities. Our goal is to practise comprehensive land reclamation to ensure that the local ecosystem is healthy, thriving and supportive of meaningful use for nearby communities.



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Map of Closed Sites



Golden Bear, British Columbia, Canada

Operated as a seasonal heap leach facility in the far north of British Columbia.

Mine Closed: 2001

Ownership: 100%

Status: Post-closure monitoring

Equity Silver, British Columbia, Canada

Innovative solar-powered system allows real-time remote tailings monitoring.

Mine Closed: 1994

Ownership: 100%

Status: Ongoing water treatment

Dona Lake, Ontario, Canada

Located within 200km of the Musselwhite Mine.

Mine Closed: 1994

Ownership: 100%

Status: Post-closure monitoring / maintenance

Porcupine, Ontario, Canada

The Porcupine district includes 20 closed sites in and around Timmins, Ontario.

Mines Closed: 1961 through 2008

Ownership: 100%

Status: Design, rehabilitation or monitoring depending on the site

Rand, California, United States of America

Located in 100 year old historic mining district of Randsburg.

Mine Closed: 2003

Ownership: 100%

Status: Post-closure monitoring / maintenance

El Sauzal, Chihuahua, Mexico

The first decommissioned mine in the world to be certified as a non-cyanide facility.

Mine Closed: 2014

Ownership: 100%

Status: Post-closure monitoring / maintenance

Marlin, Western Guatemala

Investments in health, education and infrastructure build a strong socio-economic legacy.

Mine Closed: 2017

Ownership: 100%

Status: Reclamation in progress

San Martin, Central Honduras

Reclaimed site supports eco-tourism and agri-business.

Mine Closed: 2010

Ownership: 100%

Status: Maintenance and monitoring

2018 Highlights



Mine Reclamation and Closure

1 year

The Marlin Mine in Guatemala completed the first full year of reclamation activities. Many of the ongoing community water and social projects were completed, with more to come in 2019.

El Sauzal

Ongoing post closure maintenance activities continued at the El Sauzal Mine in Mexico. Revegetation efforts continue, and all required water quality monitoring reports have been submitted to the Mexican authorities for review and permit sign-off.

25%

Completed final design and permitting for the Equity tailings dredging program to de-risk the property by reducing the volume of water stored by 25%.

32

32 closed sites are in various states of reclamation and closure in Canada, the U.S., Mexico, Guatemala and Honduras.

100%

100% of our properties have updated closure costs, including current and Life of Mine estimates, with all operating properties using a standardized estimation tool.

\$28M

US\$28 million was invested in progressive or active reclamation projects in 2018.

Management Approach

Macro-Trends

Historically, mine closure has focused on the environmental aspects of land reclamation. In recent years, we have expanded our emphasis to take an integrated approach to closure planning, including social transition and cultural and economic impacts. Mine closure at Goldcorp is evolving to bring in new aspects, including integration into the life of mine plan, progressive reclamation and increased focus on risks and opportunities.

We understand that closure planning should begin at the earliest phases of mine development and include active participation from all internal and external stakeholders. Prior to construction, from conceptual through to feasibility studies, each Goldcorp site is required to identify the regulatory framework, communities' commitments and the technical aspects of project closure, including their associated costs. Post-closure land use or re-purposing of the mine site for some beneficial future use needs to be considered during all stages of the mine life cycle.

Implementing plans for a successful mine closure can be challenging, particularly as these plans are typically very technical and can evolve over many years or decades. However, mine closure can bring new opportunities to a community. Maximizing the potential for a sustainable, long-term, positive impact requires community involvement, good planning and strong leadership.

Why Is This Important to Our Stakeholders?

Stakeholders are concerned about potential environmental and health effects related to closed mine sites. These issues generally arise from sites that have been poorly managed. The closure of any mine can cause significant change to the social norms that a community has established. Transitioning from a local economy that has been driven by the mine operations for many years or decades to one that may no longer have similar high-paying jobs and investment to the community can be very difficult. These changes are best communicated, understood and mitigated when the communities and government are involved in the closure planning process from the outset. Multi-stakeholder involvement in a solid social transition plan that looks at opportunities for communities to diversify their economy and reduce the reliance on mine jobs during the operating years will help increase the community's socio-economic independence once the mine closes.

Why Is This Important to Us?

We believe mine closure is critical for the sustainability of both our legacy and the communities surrounding the mines. For this reason, our Reclamation and Closure team focuses on an integrated approach to closure. For Goldcorp, improving our mine reclamation and closure practices is important to:

- **Enhancing our social licence** – Inviting public and regulatory scrutiny of our closure planning and practices gives us the opportunity to earn and increase stakeholder support throughout the mine lifecycle.
- **Prioritizing and reducing risk** – Early and ongoing planning for closure allows us to identify risks and mitigate them before they become a long-term liability. Proactively designing for closure and progressive reclamation will result in a reduction in risk and a faster reclamation process, which will allow for the handover to post-closure land use to happen much sooner.
- **Improving the closure process** – A closed mine is a long-term responsibility. Improving our engineering, planning and reclamation activities while the mine is in operation will result in better management and reduction of environmental liabilities. Ensuring proper closure of the mine site – with the future in mind – will allow for more flexible post-closure land use that will become an asset.

Our Strategy

We are committed to developing, operating and closing our mining properties in a sustainable manner. Our most recent update to our Sustainability Excellence Management System (SEMS) requires all sites to close in such a way that the closure poses no threat to public health and safety, is geotechnically and chemically safe and stable, minimizes long-term environmental impacts and includes the implementation a socio-economic transition plan.

Closure planning begins at the earliest phases of a project. It involves bringing together various internal and external stakeholders to share their views, concerns, aspirations and knowledge. In the early stages of project development and operations, we meet with stakeholders to collect their closure and post-closure goals and views. We conduct risk assessments to maximize the benefits of closure and apply multidisciplinary expertise to develop an effective mine closure plan.

While it is not possible to restore a site to its original pre-mining state, it is possible to reclaim a site and establish a healthy, thriving ecosystem that can support productive land use.

Organizational Responsibility

In 2018, the Reclamation and Closure group merged with the Environmental group under the VP, Environment, Reclamation and Closure, who ultimately reports to the Executive Vice President, Corporate Affairs and Sustainability. The team is responsible for managing our closed sites and assisting on new projects in the pipeline, such as the Coffee and Century projects, as well as joint venture projects, such as NuevaUnión. The team also supports all operating mines in their closure and progressive reclamation planning. Over the past several years, the Reclamation and Closure group has led a number of major site reclamation projects and focused on improving planning and reporting, Asset Retirement Obligation (ARO) accounting and Life of Mine (LOM) processes. In 2018, the Sustainability Excellence Management System (SEMS) standard for Reclamation and Closure was updated, and new Sustainability Performance Indicators (SPI) were added to the site's scorecard for 2019.

Insights



Talking Reclamation and Closure



LISA WADE

Vice President, Environment,
Reclamation and Closure

1

Looking back on 2018, what were some of the main accomplishments and highlights for the Reclamation and Closure function?

One of the major highlights of the year was the ongoing closure of our Marlin mine in Guatemala. Marlin ceased production in May 2017, after operating for 12 years, producing 2.3 million ounces of gold and 63 million ounces of silver. Reclamation work continued throughout 2018 and will continue through the remainder of 2019 and into 2020. Projects that were completed include the backfilling, revegetation and drainage of the Marlin Open Pit, capping of numerous underground mine openings, demolition of numerous buildings and partial covering of the tailings facility. One of the many notable aspects of Marlin's closure was the forest recovery program, where 632 hectares of pine forest was recovered at the mine site, 10 times more than the original forested area before the mine started construction. Marlin became the second mine in the world, after our El Sauzal Mine, to be decommissioned and verified under the International Cyanide Management code. This project serves as a model of successful mine closure and reclamation that Goldcorp can be proud of.

However, with any closed mine, we will be on site for the next ten years, monitoring reclaimed areas and providing required maintenance. Long-term care and maintenance of closed sites is just one of the economic realities mining companies must bear to minimize risks and reduce liability. Recognizing this, we streamlined our closure cost estimation process across all our operating and closed sites in 2018 to improve the consistency of our approach in planning for closure and reclamation. We actually increased budget provisions for care and maintenance of closed sites to more accurately reflect the true costs of shutting down a mining operation, which is an area all mining companies need to keep a close eye on.

2

What were some of the challenges in 2018 from a mine closure and reclamation perspective? What did the Company learn from them?

One ongoing challenge is the oversight required for our legacy mining sites. Our closed Equity Silver Mine, for example, located near Houston in Northern British Columbia, was acquired by Goldcorp when it purchased the Canadian Placer Dome mining assets from Barrick Gold in 1996. This site has a 120-hectare water-covered tailings storage facility which requires ongoing monitoring and maintenance. In 2018, we partnered with our Technical Services Innovation Team to see if we could come up with a better way to manage these tailings. Collectively, we identified an opportunity to reprocess these tailings to extract some residual gold to cover some of the ongoing maintenance costs. There's also the potential to set up a small EcoTails project to filter those tailings after reprocessing, mix the filtered tailings with some waste rock to create GeoWaste, which would be used as a cover for Equity Silver's waste dump reducing the amount of acid mine drainage at the site.

3

What are the biggest opportunities for new projects and existing operations with respect to closure planning?

At the earliest stages of mine planning, it's imperative to come up with a realistic projection of the closure costs because that will drive new ways of thinking and uncover new opportunities that could be incorporated into the final mine design to reduce risks and potential liabilities. As stated previously, more precise closure cost estimates could ultimately influence the mine's final design whether it's building a mine with a smaller footprint or deploying new technology to limit long-term liabilities. Take tailings management, for example. The cost of managing a traditional tailings facility in perpetuity is considerable. Taking a different approach to tailings management, such as scaling up the EcoTails process, may be more capital intensive over the life of the operation, but it has the potential to make mining safer and more sustainable helping secure the mine's social license to operate.

To ensure a successful transition from operation to closure, a company must integrate closure planning into every aspect of the mine lifecycle, from the earliest stages of project planning through existing operations. These plans need to be reviewed and updated on a regular basis to reflect new legislative requirements, operational priorities, community needs and technological advancements. At Goldcorp, we work to integrate both reclamation with the social aspects of mine decommissioning as part of a robust closure plan. Our ultimate goal of reclamation is to restore mined lands to a productive state, conserving and enhancing biodiversity, in cooperation with local communities and Indigenous Peoples.

We also work closely with local communities during planning and operation, identifying community values and objectives, and providing appropriate economic and social opportunities that are consistent with their long-term goals. This includes helping a community successfully transition to a post-mining economy. At Marlin, for example, we sponsored numerous economic development programs, secured funding for local businesses, supported vocational training, literacy classes, among other initiatives to help the community take advantage of new opportunities following the mine's closure.

Successful mine closure requires a comprehensive, long-term perspective, because safe, sustainable mine closure, reclamation and oversight, incorporating environmental, economic and social values, are the hallmarks of a responsible mining company in the 21st century.

Objectives and Initiatives

[GRI MM10]

The Reclamation and Closure group has been focused on managing all compliance requirements, reclamation projects and ongoing maintenance of our 32 closed sites. Over the past few years, there has been a focus on quantifying all of our environmental, safety, security and social risks at each of our properties.

On an annual basis, all operating and closed sites review – and revise as required – their closure assumptions regarding the physical work and costs that would be required to complete closure. This ensures that our closure objectives are current and that our closure planning accounts for both any new or revised conditions at the operation and any regulatory changes that may affect closure plans or require changes to the closure design.

Closure planning begins at the earliest phases of a project's lifecycle and evolves as the project matures. Effective closure planning:

- Includes active stakeholder participation.
- Understands and addresses the regulatory requirements.
- Improves project transparency.
- Identifies risks earlier so they can be mitigated.
- Reduces long-term liabilities and moves the project towards passive care and eventual transfer to local communities or government.
- Recognizes and plans for potential post-closure land uses and social transition opportunities.

2019 Objectives

Post-Closure Monitoring at the El Sauzal Mine

In 2016, we completed the closure of our El Sauzal Mine in Mexico. During 2017, our focus was on monitoring the site and completing maintenance work in site drainage channels and the tailings facility to control water runoff and erosion damage. 2018 was the first year with only expected site maintenance, monitoring and inspections taking place. Moving forward, the expectation is to focus on monitoring water quality, drainage channels, revegetation success, biodiversity and physical slope stability. Complete revegetation of the site to ensure long-term stability is likely to take several more years. During this time, we will continue to work with the local Ejidos (landowners) to ensure that the reclamation work completed remains intact and that the site is available for any future land use requirements.

Continuing Closure of the Marlin Mine

Operations at the Marlin Mine in Guatemala ended on May 31, 2017. Progressive reclamation had been performed at the site throughout the life of mine, with the pit backfill starting in 2012. The backfill was a mixture of dry tailings, cement and rock. In December 2015, backfilling of the main pit was completed. By the end of 2017, the pit wall was covered. By 2018, the entire pit was revegetated and drainage channels had been installed.

December 2011

January 2016

March 2017

September 2017



Marlin 2018



A major focus in 2018 was the installation of a dry soil cover over the tailings facility. Construction started in December 2017 and continued until May 2018 (the start of the rainy season). Work started again in November and by year-end, 50% of the surface area had been covered and 36% revegetated. We expect that the majority of the cover and drainage channels will be in place in 2019, with 100% revegetation established. This will substantially reduce the risk of this tailings facility, which lies upstream of several nearby communities.

In 2019, remaining work to be completed will include construction of all major site drainage channels, dismantling or demolition of the remaining site infrastructure and removal of all equipment and infrastructure that was sold to a third-party company. In 2019, opportunities will be reviewed for use of the mine site, including the old office complex, for use in attracting new business to the region.

Dredging of Tailings to Reduce Risk at the Equity Mine

The Equity tailings pond in British Columbia, Canada, has a water cover to inhibit the oxidation of the sulphides in the tailings. The cover is approximately 5.6 million cubic metres of water to cover 33 million tonnes of acid generating tailings. Goldcorp has looked at options for removing a portion of the pond water. To reduce the water volume, a dredging program is proposed to move 115,000 tonnes of tailings from around the perimeter of the dams to the deeper middle section. Once the dredging is complete, the water level can be decreased by 1.5 metres while still maintaining a sufficient water cover over the tailings. This reduction in water volume of approximately 1.8 million cubic metres would decrease the extent of a hypothetical dam breach and also provide abundant storage capacity for large storms. This will substantially reduce the risk with respect to public safety for those people and communities downstream of the site.

Several engineering studies were completed to determine the extent of dredging required, the resulting dam break analysis, the dam stability during and after dredging and the geochemistry of the dredged materials. The project has the support of all stakeholders, and the intent is to complete the work during the summer of 2019.

Revegetation at Rand Mine

The Rand Mine, located in California, USA, has been in the post-closure monitoring stage for over ten years. The only liability remaining at site is the inability to meet the required revegetation standards in order to finalize the reclamation plan. The main reasons for the lack of revegetation success on the heap leach facilities and waste rock piles are the lack of fine-grained soil to retain moisture in the desert conditions and a lack of precipitation.

The plan to mitigate these issues in 2019 includes regrading any steep slopes, adding fine growth medium over these slopes and planting a native-seed mix.

Case Studies



Marlin Biodiversity Monitoring – Bird Watching Program



For more than 15 years in the area, Marlin Mine implemented reforestation programs during construction, operation and mine closure: 700 hectares of new forest was planted, and 300 hectares of natural forest was protected. In 2010, the reclamation activities started at the main facilities of Marlin's open pit and the waste rock storage facility. In 2017, mine operations ended, and the reclamation of the entire mine site started.

To evaluate the environmental reclamation process, Marlin's Environment Department initiated a Biodiversity Monitoring Program, with a focus on the mine's reclaimed and surrounding forest areas. Preliminary data obtained in 2015 showed an increase in the number of bird species in the Pine-Oaks Forest, wetlands, shrubs and open areas. With this data, the Marlin Bird Watching Program was started to document the dynamics of migratory patterns and bird populations within the mine.

The importance of birds in the reclaimed areas lies in the fact that different species help indirect forestation habitat. For example, woodpeckers help oak trees, and seedeaters' revegetation of shrubs help alder and pine trees. Warblers help control arthropods and fungi, while jays, robins, flycatchers and thrushes help control larger insects; hawks, falcons and kites help control rodents and mice that eat the newly planted sensitive vegetation. Kingfishers help ensure water quality and available food on wetlands and sandpipers that live and forage food on the tailings storage facility. Additionally, the presence of diverse bird species is a good indicator of habitat restoration in reclaimed areas.

Between 2015 and 2018, participants in the Marlin Bird Watching Program reported 195 species of birds and took 10,000 images. This is an increase of 100 species from that which was reported in the 2003 baseline studies. Likewise, rare and uncommon species for which there had been no previous records in the area were also reported over the past four years (2015–2018). The Marlin Bird Watching Program records and data were validated by the eBird platform at the Cornell Laboratory of Ornithology (University of Cornell). As a result of this program and the increasing number of images and records, Marlin Mine is now a "hot spot" for birdwatching activities.

In 2018, the above information was documented in the book titled *Aves del Norte de San Marcos, Mina Marlin (Birds of Northern San Marcos, Marlin Mine)*, written and edited by Marlin Mine's environmental department personnel. This book contains information on the species at Marlin mine, a catalogue of photos, technical information, common names, migratory patterns, endemic, regional and local species. The goals of the book are to show and share the biodiversity richness of the area with the stakeholders, communities, schools, universities and local government, to promote birdwatching tourism in the area and communities and to contribute to publicly available information on various bird species.

The results of these activities have proven to be a great tool in monitoring the closure of the mine. These follow-up activities help improve and provide care for the area's biodiversity. They also provide new opportunities for sustainability programs for local communities.

El Sauzal Biodiversity Monitoring



Located in northwestern Mexico, the El Sauzal Mine operated from 2004 to 2014. As of 2018, over 400 hectares in this region have been reforested with native trees and seeds.

The El Sauzal area is biologically rich due to its location within the mountainous region's (low deciduous forest) ecosystem. Despite the shallow and stony soils derived from the bedrock, the reforested areas where the slopes are relatively flat have good vegetative cover. We are currently seeing jarilla (*Dodonea viscosa*) and the tabaquillo (*Nicotiana glauca*) at the shrub and arboreal level as well as the annual return of species at the soil (grass) level.

In 2016, the Reclamation and Closure department initiated an ongoing Fauna Monitoring Program to evaluate the effectiveness of the reclamation process. Part of this monitoring program is the annual biological inventory, which demonstrates the diversity of the fauna and shows the resilience presented by each fauna family within the perimeter of the mine site or surrounding areas based on communities, size, detectability and abundance of species.

In 2018, we placed ten cameras in various monitoring stations to help us achieve more precise results. These cameras have allowed us to identify individual species and present statistical results for biodiversity indexes. Each camera station is set up with the camera at a height of 20-40 cm off the ground and a photographic capture distance of 3m.

Another type of station used to monitor animals includes using some sort of attractant ie. Food to bring the animal to a station where their footprints are captured.

As a result of the Fauna Monitoring Program, we have recorded the presence of: charismatic mammals such as the ocelot (*Leopardus pardalis*); endangered species such as the puma (*Puma concolor*), which is subject to special protection included in the NOM-059-SEMARNAT-2010 (a federal guideline in Mexico that aims to establish the species or populations of wild flora and fauna at risk in the country); and predators such as the wildcat (*Felix rufus*). The monitoring program has identified a small feline commonly known as Margay or tiger cat (*Leopardus wiedii*), which was not located within the site during the first monitoring effort. These are four of the six wild felines that live within Mexico in various states, demonstrating that the biodiversity at the El Sauzal Mine site is high.

Community Infrastructure Projects at Marlin and El Sauzal



Marlin:

As part of our ongoing social commitment at our Marlin Mine, numerous municipal projects were completed and several more started in 2018 that will continue through 2019.

In 2018, we completed the water and sanitation project in the Escupijá Village of the Municipality of Sipacapa. This project benefited 196 families and 1,176 people with domestic water services and sanitation systems for gray water. This project is part of the inter-institutional agreement between CIDH-Montana- INFOM-Municipalities of Sipacapa-Municipality of San Miguel Ixtahuacán.

An agreement was signed in 2018 with the Municipality of Sipacapa to build a social closure project called “Building for municipal public services offices.” This project will start in the first quarter of 2019. The two-storey, approximately 1,200 square metre building will be in the central square of Sipacapa. The first storey will house 12 commercial rooms, which will be rented out by the municipality. The second storey will be occupied by 12 municipal offices.

The land donations process for the communities near our Marlin Mine continues. In 2018, the local authorities of Salem, Cancil and Nueva Victoria received 32, 58 and 4 hectares, respectively, as well as the documents that accredit them as the legal owners.

We also provided support to municipalities through the “Institutional Strengthening Plan.” The goal of this plan is to strengthen and modernize municipal management for better service to the neighbours of these municipalities. San Miguel Ixtahuacán invested funds in education and health: 82 teachers and 9 professionals were hired for the health program. Sipacapa used funds to complement pre-existing health and education projects.

Ten communities in the area of direct influence of our Marlin Mine implemented a project each. These projects focused on the improvement of school kitchens and bathrooms, directly benefiting 1,153 students and 45 teachers.

El Sauzal:

In 2018, El Sauzal made the third annual post-closure contribution to the Ejido of Piedras Verdes in accordance with the three signed agreements: 1) Access, 2) Surveillance and 3) Social Collaboration. These agreements were signed after operation ceased. They allow the Ejido to gradually transition away from support of the mine. The Social Collaboration Agreements enable the Ejido to select projects that will bring prosperity to the community such as:

- **New Dorms to the Community School:** The Ejido Piedras Verdes is located in a very remote area in the Tarahumara range, and children have to travel long distances to receive education. These new dorms will permit the students to stay in the school area during the week.
- **Heavy Equipment:** As a result of the remoteness of the area, the Ejido have to contract machinery from other cities to do work in the community (e.g., cleaning and repairing roads, miscellaneous construction). With the contributions the Ejido have been able to buy the following: a backhoe, an excavator, a motor grader and four hauling trucks.
- **Food Security:** According to the Food and Agriculture Organization (FAO) in Latin America and the Caribbean, hunger affects 37 million people (6.1% of the population). Through our contribution, all the Ejido members received 100 kg of bean seeds and 50 kg of corn seeds.

In 2019, El Sauzal will complete an extension of the community medical clinic and improve the access to the Health House building through the construction of a new bridge.





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At Goldcorp, sustainability is a company-wide commitment rooted in our vision of **Together, Creating Sustainable Value**. Each and every day, we work to provide meaningful and lasting social and economic benefits to the communities in which we operate. Through safe, sustainable and responsible mining, we endeavour to have a positive impact on society. This includes leaving the areas in which we operate in as productive a condition as that in which we found them. While we are proud of our track record, we acknowledge that we can always do better and, to that end, we continually challenge ourselves to improve our sustainability performance.

In 2018, we were faced with a number of challenges. In response, we embraced innovation, refined our policies and practices for environmental stewardship, strengthened our community relationships and introduced new health and safety initiatives to protect our employees, contractors and partners.

Environmental Stewardship: Efficient Water Management

Reducing water consumption and protecting water quality are top priorities for all mining companies. They are also constant challenges. Competition for this shared resource requires that mining operations carefully examine how water is being used, understand the cost of water, reduce and optimize water use, increase recycling and recovery and embrace new technology.

Goldcorp's Towards Zero Water Strategy (H₂Zero) sets out our aspirational goals for reducing water consumption company-wide. Central to this strategy is the adoption of our Water Accounting Framework, which we use to monitor and measure the unit costs of all water activities. This makes each site accountable for implementing specific water stewardship measures at the site level. This has resulted in our sites' adoption of several approaches to reduce water use.

For example, a water recycling project commissioned at Red Lake Gold Mines, within the Campbell Complex Paste Backfill Plant, involved recycling overflow water from the paste plant thickener back into the milling process in order to reduce fresh water consumption from neighbouring Balmer Lake. We also successfully installed a novel wastewater treatment process – at Éléonore to reduce concentrations of ammonia and residual cyanide by-products in mill effluent.

We completed our feasibility study of EcoTails in 2018, which could potentially eliminate the need for conventional slurry tailings, dramatically reducing water consumption. If adopted, this technology could be a transformational leap forward in the industry's approach to water stewardship.

Mine Closure: Calculating the True Cost of Reclamation and Closure

Mine closure planning is a complex process spanning a time horizon that can stretch across decades. Planners must prepare for and address social, economic and environmental issues that will inevitably change over the life of a mine and long after the mine has closed. Fundamental to the planning process is the preparation of accurate cost estimates to address closure activities and ongoing post-closure site care and maintenance. These need to be reviewed and updated to reflect changing circumstances such as legislative requirements, community needs and technological advancements.

We take an integrated approach to mine closure, working closely with our host communities to plan for and address environmental, economic and social issues from the earliest stage of mine development throughout the mine site's life and beyond. Drawing on experience gained closing two of our mines – El Sauzal in Mexico in 2014 and Marlin in Guatemala in 2017 – and on our ongoing oversight of our legacy sites, Goldcorp carefully scrutinized mine closure budgets in 2018 and streamlined the closure cost estimation process for all operating and closed sites to improve the consistency of our approach to planning for mine reclamation and closure. The updated process will help ensure best practices are uniformly followed, and environmental, economic and social values are upheld, so that we leave a positive legacy wherever we operate.

Safety and Health: Reducing Risks Underground

In November 2015, a tragic incident at our Musselwhite mine claimed the life of one of our valued colleagues. After a thorough investigation, it was determined that the main cause of the accident was unauthorized access of a scoop into an open stope. Immediate action was taken to address this problem and a global action plan was developed for all Goldcorp sites to reduce the risk of a worker entering an open stope, inadvertently or otherwise. A system called Brow Alert was introduced that physically shuts down a scoop if its bucket moves past the No Person Entry (NPE) line of the stope with an operator inside the equipment. After the 2015 fatality and before the Brow Alert system was fully operational, there were two additional reported PFOs involving unauthorized access of equipment entering open stopes. This prompted us to expedite the implementation of the Brow Alert program at all our Canadian mines. Even though these types of incidents are extremely rare, it is clear that we have to focus on engineered controls to reduce fatal risks so everyone working at Goldcorp returns home safely at the end of the workday.

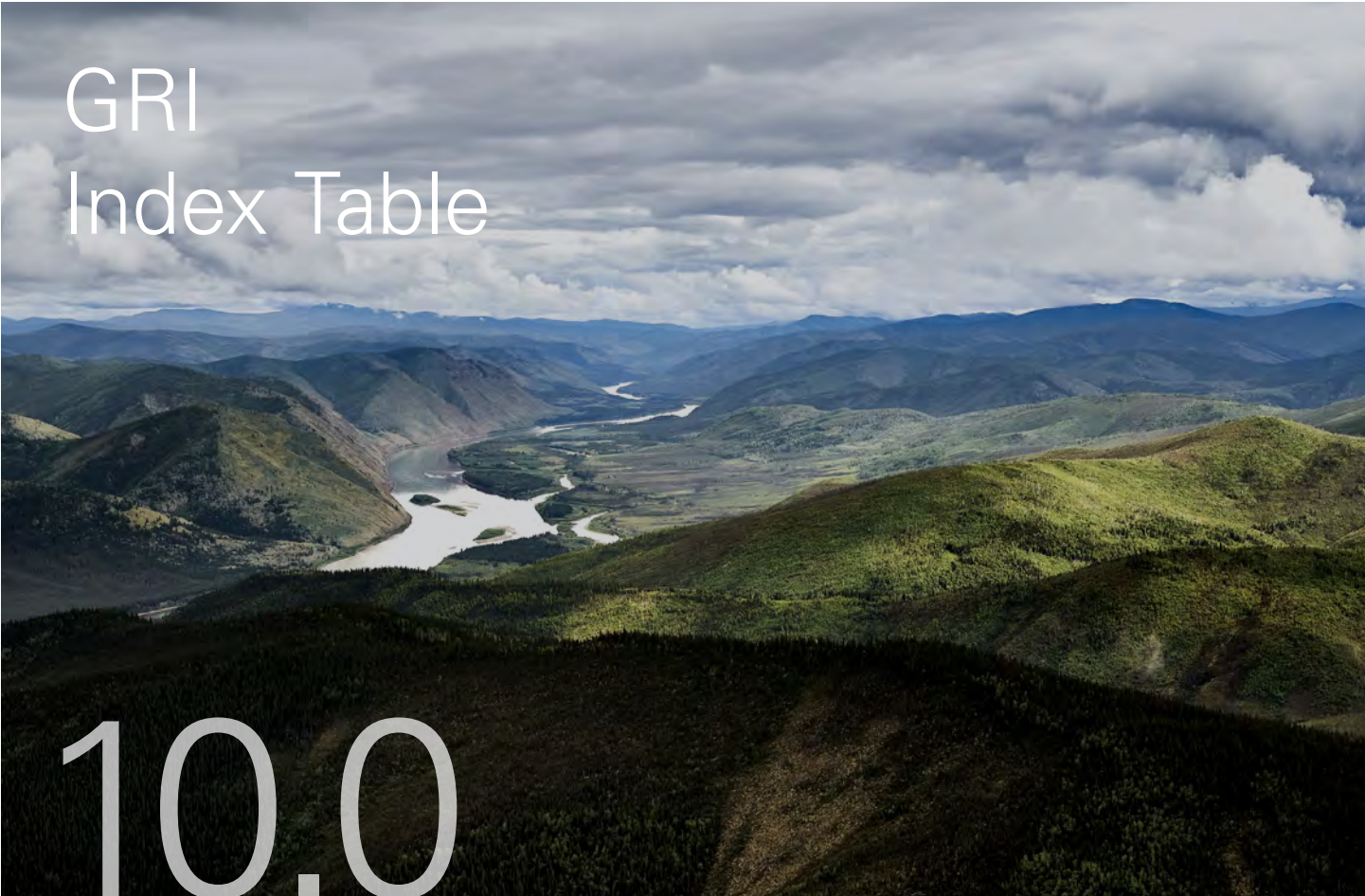
Communities: Building Meaningful Relationships in Our Operating Areas

Building meaningful, mutually beneficial relationships in our operating areas is a priority for Goldcorp. Generating trust is a long-term proposition that must be reinforced through consistent positive action. Ultimately, this comes down to fostering ongoing, meaningful dialogue and aligning our values with those of our host communities.

An example of our attention to relationship building in 2018 was in Mexico, with the election of the new government. We made a concerted effort to establish a positive working relationship with the incoming administration as soon as possible, answering all their questions and providing concrete examples of best practices that helped improve economic performance, raise living standards and help protect the environment in the communities in which we operate.

As another example, at our Borden site in Ontario, after more than two years of negotiations, we signed an Impacts and Benefits Agreement with three First Nation communities – the Brunswick House First Nation, Chapleau Cree First Nation and Chapleau Ojibwe First Nation. This was the first time these three First Nation communities have been involved with a mining project.

We recognize the importance of listening to and involving the community in the decision-making process. Working with First Nations at Borden, stringent measures were adopted to control stormwater runoff and divert discharged water north, away from Borden Lake, via a newly constructed culvert to protect water quality. To reduce the mine's impact on residents, surface infrastructure, such as offices, the maintenance garage, low-grade ore stockpiles and storage area, was moved away from Borden Lake, as far north as possible. This helped minimize light and noise pollution. Working with the community to find mutually beneficial solutions to our shared challenges resulted in an improved mine design and solidified important relationships, while reinforcing our reputation as a responsible mining company.



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GRI Index Table

[GRI 102-55]

Organizational Profile

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-1	Name of the organization	About Us	5					
102-2	Primary brands, products and/or services	About Us	4, 5					
102-3	Location of organization's headquarters	About Us	5					
102-4	Number of countries where the organization operates	About Us	4					
102-5	Nature of ownership and legal form	GRI Index Table	220	As at December 31, 2018 Goldcorp was a public company listed on the Toronto Stock Exchange and the New York Stock Exchange.				
102-6	Markets served	About Us	4, 5					
102-7	Scale of the reporting organization	About Us	4, 5					
102-8	Total workforce	Our People	120				8, 10	
102-9	Description of the organization's supply chain	Communities	82					
102-10	Significant changes during the reporting period regarding size, structure or ownership including the location of or changes to operations	About Us	5					
102-11	Description of how the precautionary approach or principle is addressed by the organization	Strategy and Governance	66			2		7

Organizational Profile

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-12	Externally developed charters, principles or initiatives endorsed	About Us	8			2		
102-13	Memberships in associations	About Us	8			2		

Strategy

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-14	Statement from the most senior decision-maker	About Us	2			2, 10		
102-15	Description of key impacts, risks and opportunities	About Us	9			4		

Ethics and Integrity

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-16	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	About Us	6			1, 2, 4	16	1, 2, 6, 10

Governance								
GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-18	Governance structure	Strategy and Governance	57			1, 2, 4		
102-21	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Strategy and Governance	57				16	
102-25	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Strategy and Governance	62			1	16	10
102-28	Evaluation on performance of the highest governance body	Strategy and Governance	57					
102-29	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance, including relevant risks	Strategy and Governance	59			1, 4, 10	16	1, 2, 7, 8, 9, 10
102-30	The Board's role in reviewing sustainability impacts, risks and opportunities	Strategy and Governance	59			1, 2, 4		1, 2, 7, 8, 9, 10
102-31	Frequency of the Board's review of economic, environmental and social impacts, risks and opportunities	Strategy and Governance	59			1, 2, 4		1, 2, 7, 8, 9, 10
102-33	Process for communicating critical concerns to the highest governance body	Strategy and Governance	57			1, 2, 4, 10		1, 10

Governance

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-35	Remuneration policies for the highest governance body and senior executives	Strategy and Governance	60			1, 2		10
102-36	Process for determining remuneration	Strategy and Governance	60			1		10
102-37	How stakeholders' views are sought and taken into account regarding remuneration	Strategy and Governance	60			10	16	

Stakeholder Engagement

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-40	List of stakeholder groups engaged by the company	Communities	90					
102-41	Percentage of employees covered by collective agreements	Our People	133				8	3
102-42	Basis for identification and selection of stakeholders with whom to engage	Communities	90					
102-43	Approaches to stakeholder engagement	Communities	90					
102-44	Key topics and concerns that have been raised through stakeholder engagement	Communities	91					

Reporting Practice

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
102-45	Operational structure of the organization	About Us About This Report	4, 5					
102-46	Process for defining report content	About This Report Our Priorities	25, 32					
102-47	Material aspects identified in the process for defining report content	Our Priorities	36					
102-48	Explanation of the effect of any restatements	GRI Index Table	133, 224	No restatements were made.				
102-49	Changes in reporting	About This Report GRI Index Table	25, 224	Our 2018 material topics have been updated from 2017. For consistency purposes we have reported on 2017 and 2018 material topics.				
102-50	Reporting period for information provided	About This Report	25					
102-51	Date of most recent previous report	About This Report	25					
102-52	Reporting cycle	About This Report	25					
102-53	Contact point for questions	About This Report Contact Us	240					
102-54	Claims of reporting in accordance with GRI standards	About This Report	25					
102-55	Location of the standard disclosures in the report and the "in accordance" option the organization has chosen	GRI Index Table	220					
102-56	External assurance	About This Report	27					

Management Approach

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
103-1	Management approach	About This Report	25					
103-2	The management approach and its components	Strategy and Governance Communities People Safety and Health Environmental Stewardship	53, 76, 118, 143, 166			10	16	1, 2
103-3	Evaluation of the management approach	Our Corporate Governance	6					

Economic Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
201-1	Direct economic value generated and distributed	Communities	80, 84, 85			9	2, 5, 7, 8, 9	10
201-2	Financial implications and other risks and opportunities due to climate change	Environmental Stewardship	174			4, 7	13	7
201-3	Coverage of defined benefit plan obligations	Our People	125					
201-4	Significant financial assistance received from government	Communities	84					
202-1	Range of ratios of standard entry-level wage by gender compared to local minimum wage	Communities	81				1, 5, 8	6


Economic Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
202-2	Local hiring – proportion of senior management and total workforce hired from local communities at operations	Communities	81			2, 9	8	6
203-1	Development and impact of infrastructure investments	GRI Index Table	226	Report does not attempt to explain the development and impact of infrastructure on the local communities. Building on 2018, our operations and corporate offices will continue to focus on strengthened reporting of their community contributions impacts in 2019.		9	2, 5, 7, 9, 11	
203-2	Significant indirect economic impacts	Communities	80	We have not attempted to estimate the indirect economic benefits that flow to local and regional communities from our operations and development activities. The impact on regional economic activity will vary depending on local circumstances, but the potential economic stimulus is significant.		2, 9	1, 2, 3, 8, 10, 17	
204-1	Proportion of spending on locally based suppliers	Communities	82			2, 9	1, 5, 8	

Economic Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Strategy and Governance	63	We undertake a periodical, formal and stand-alone anti-corruption risk assessment which is complemented by the Company's Enterprise Risk Management Process which provides for a well-structured avenue to escalate significant risks to senior management and, as applicable, to the Board.		1, 2, 4	16	10
205-2	Communication and training on anti-corruption policies and procedures	Strategy and Governance	65			1, 2, 4	16	10
205-3	Confirmed incidents of corruption and actions taken	Strategy and Governance	63	All reports of alleged fraud received during 2018 are proprietary information and have been resolved or are currently under active investigation. We have zero tolerance for fraud and corruption and those cases where fraud allegations are confirmed, the individual(s) and/or entities involved face disciplinary measures that could include termination of employment or contract and criminal and/or civil liability as applicable.			16	
206-1	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practice	Strategy and Governance	62				16	



Environmental Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
301-1	Materials used by weight or volume	Environmental Stewardship	172			6	8, 12	7, 8, 9
301-2	Percentage of materials used that are recycled input materials	Environmental Stewardship	173			6, 8	8, 12	8
302-1	Energy consumption within the organization	Environmental Stewardship	175			6	7, 8, 12, 13	8
302-2	Energy consumption outside of the organization	Environmental Stewardship	175			6	7, 8, 12, 13	8
302-3	Energy intensity	Environmental Stewardship	177			6	7, 8, 12, 13	8
302-4	Reduction of energy consumption	Environmental Stewardship	178			6, 8	7, 8, 12, 13	8, 9
303-2 ⁴⁹	Management of water discharge-related impacts	Environmental Stewardship	184			6	6	8
303-3 ⁴⁹	Water withdrawal	Environmental Stewardship	182			6	6	8
303-4 ⁴⁹	Water discharge	Environmental Stewardship	184			6	6	8
303-5 ⁴⁹	Water consumption	Environmental Stewardship	189			6, 8	6, 8, 12	8, 9
304-1	Location and size of land adjacent to protected areas and areas of high biodiversity value	Environmental Stewardship	195			6, 7	6, 14, 15	8
304-2	Significant impacts on protected areas and areas of high biodiversity value	Environmental Stewardship	195			6, 8	6, 14, 15	9
304-3	Habitats protected or restored	Environmental Stewardship	195			6, 9	6, 14, 15	10

 Indicates information assured in 2018

49. This indicator refers to the updated version of GRI 303: Water Effluents, released in 2018.

Environmental Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
304-4	Number of The International Union for Conservation of Nature (IUCN) Red List species and national conservation list species with habitats affected by our operations	Environmental Stewardship	195			6, 10	6, 14, 15	11
305-1	Direct greenhouse gas (GHG) emissions	Environmental Stewardship	178			6	3, 12, 13, 14, 15	8, 9
305-2	Indirect greenhouse gas (GHG) emissions	Environmental Stewardship	178			6	3, 12, 13, 14, 15	8, 9
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Environmental Stewardship	178			6	3, 12, 13, 14, 15	8, 9
305-4	Greenhouse gas (GHG) emissions intensity	Environmental Stewardship	180			6	13, 14, 15	8, 9
305-5	Reduction of greenhouse gas (GHG) emissions	Environmental Stewardship	181			6, 8	13, 14, 15	7, 8, 9
305-7	NO _x , SO _x and other significant air emissions by type and weight	Environmental Stewardship	192			6	3, 12, 14, 15	8
306-1	Total water discharge by quality and destination	Environmental Stewardship	184			6	3, 6, 12, 14	8
306-2	Total weight of waste by type and disposal method	Environmental Stewardship	192			6, 8	3, 6, 12	8
306-3	Total number and volume of significant spills	Environmental Stewardship	193			4, 6	3, 6, 12, 14, 15	8
306-5	Identity, size, protected status and biodiversity value of waterbodies and related habitats significantly affected by the organization's discharges of water and runoff	Environmental Stewardship	184			6, 8	6, 14, 15	7, 8, 9

 Indicates information assured in 2018

Environmental Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
307-1	Monetary value of significant fines, and non-monetary sanctions	Environmental Stewardship	196			1, 6	16	8
308-1	New suppliers that were screened using environmental data	Communities	105					
308-2	Negative environmental impacts in the supply chain and actions taken	Communities	105					

Social Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Our People	127			3	5, 8, 10	6
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees, by significant locations of operation	Our People	125				3, 5, 8	6
402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Our People	133			3	8	1, 3
403-1 ⁵⁰	Occupational health and safety management system	Safety and Health	151			5	3, 8	6

50. This indicator refers to the updated version of GRI 403: Occupational Health and Safety, released in 2018.

Social Indicators


GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
403-2 ⁵⁰	Hazard identification, risk assessment, and incident investigation	Safety and Health	151, 156			5	3, 8	6
403-3 ⁵⁰	Occupational health services	Safety and Health	151, 156			5	3, 8	6
403-4 ⁵⁰	Worker participation, consultation, and communication on occupational health and safety	Safety and Health	151	Management–employee Joint Safety and Health Committees (JSHCs) are valuable tools for including employees in the safety decision-making process. Every Goldcorp operating site and project, along with our corporate and regional offices, has a JSHC, meaning that 100% of our workforce is now represented. In most cases, decisions and policies made by the JSHCs apply to all on-site personnel.		5	3, 8	3, 6
403-5 ⁵⁰	Worker training on occupational health and safety	Safety and Health	149, 156			5	3, 8	6
403-6 ⁵⁰	Promotion of worker health	Safety and Health	156			5	3, 8	6
403-7 ⁵⁰	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Health	151			5	3, 8	6
403-8 ⁵⁰	Workers covered by an occupational health and safety management system	Safety and Health	151			5	3, 8	6
403-9 ⁵⁰	Work-related injuries	Safety and Health	151, 152			5	3, 8	1, 6
403-10 ⁵⁰	Work-related ill health	Safety and Health	156			5	3, 8	6

50. This indicator refers to the updated version of GRI 403: Occupational Health and Safety, released in 2018.

Social Indicators								
GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
404-1	Average hours of training per year per employee	GRI Index Table	232	Given the size of our workforce and the wide range of site-based and external training that they receive, we do not currently have a way to account for hours-per-employee.			4, 5, 8, 10	
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our People	123			9	8	
404-3	Percentage of employees receiving regular performance and career development reviews	Our People	124			9	5, 8, 10	
405-1	Composition of governance bodies and breakdown of employees by category	Our People	129			1, 3, 4	5, 8	1, 6
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Our People	131				5, 8, 10	
406-1	Total number of incidents of discrimination and corrective actions taken	Communities	106			1, 3	5, 8, 16	1, 2, 6
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk	Our People	133				8	

Social Indicators								
GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
408-1	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	GRI Index Table	233	No incidents of child labour were reported in 2018, nor were any operations or significant suppliers considered to have significant risk for incidents of child labour.		3	8, 16	
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour	GRI Index Table	233	We support the principle that individuals must be accorded an equal opportunity to participate in the free enterprise system and to develop their ability to achieve their full potential within that system. We do not engage in, or condone, forced or compulsory labour. No incidents of forced or compulsory labour were reported in 2018, nor were any operations or significant suppliers considered to have significant risk for incidents of forced or compulsory labour.		3	8	
410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Communities	103				16	
411-1	Total number of incidents of violations involving rights of Indigenous Peoples and actions taken	Communities	106			2, 3	2	1, 2
412-1	Number and percentage of operations that have been subject to human rights reviews or impact assessments	GRI Index Table	233	As part of the implementation of the UN Voluntary Principles, Cerro Negro, Marlin and Peñasquito all conducted applicable risk reviews.		1, 3, 4, 9		1, 2

Social Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
412-2	Total hours of employee training on policies and procedures concerning human rights	Communities	103					
412-3	Significant investment agreements that include human rights clauses or that have undergone human rights screening	Communities	105					
413-1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Strategy and Governance Communities	66, 90, 91, 106			2, 9, 10		
413-2	Operations with significant actual and potential negative impacts on local communities	Communities	91			2, 4, 9	1, 2	2, 8
414-1	Percentage of new suppliers that were screened using human rights criteria	Communities	105				5, 8, 16	
414-2	Negative social impacts in the supply chain and actions taken	Communities	105				5, 8, 16	
415-1	Total value of political contributions by country and recipient/beneficiary	Strategy and Governance	65			1	16	10
419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance	Strategy and Governance	62			1	16	

 Indicates information assured in 2018

Mining and Metals Sector Supplement Indicators

GRI INDEX	DESCRIPTION	LOCATION	PAGE NUMBER	NOTES	ASSURANCE	ICMM PRINCIPLE	SDGS	UNGC PRINCIPLE
MM1	Amount of land disturbed or rehabilitated	Environmental Stewardship	194			6, 7	3, 6, 12, 14, 15	
MM2	Sites identified as requiring biodiversity management plans, and sites with plans in place	Environmental Stewardship	194			6, 7	6, 14, 15	8
MM3	Total amounts of overburden, rock, tailings and sludge presenting potential hazards	Environmental Stewardship	191			6	3, 6, 12	8
MM4	Number of strikes and lockouts exceeding one week's duration	GRI Index Table	235	In 2018, there were no strikes or lockouts that lasted more than one week.		3	8	3
MM5	Operations in or adjacent to Indigenous Peoples' territories, and formal agreements in place with Indigenous Peoples	Communities	96			2, 3, 9	1, 2	1, 2
MM6	Significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples	Communities	96			2, 3, 4, 9, 10	1, 2	1, 2
MM7	Grievance mechanisms used to resolve disputes related to land use and the customary rights of local communities and Indigenous Peoples	Communities	90, 96			10	1, 2	1, 2
MM8	Artisanal and small-scale mining	Communities	98				1, 2, 3, 6, 8, 12	
MM9	Resettlement	Communities	106				1, 2	
MM10	Mine closure	Mine Closure	209			2, 6, 9		



All Injury Frequency Rate (AIFR)

A standard safety indicator in the extractive industries, the All Injury Frequency Rate is calculated based on the total number of reportable incidents per 200,000 hours worked. For our purposes, we have considered the following incidents as reportable: medical aid, restricted work duty, lost time and fatalities.

Assurance

A service often provided by an independent third party which reviews documentation and information to confirm its validity.

Closure Plans

A plan that establishes the objectives and actions for the closure phase of the mine life cycle, particularly on post-mining land use.

Community Contribution

An investment of employee time, resources and a monetary contribution, the target beneficiaries of which are external to the company. We are involved in some capacity in the design, implementation or administration of the resources (e.g., a community relations person sits on the project steering committee). These contributions consist of money or in-kind benefits provided directly to community organizations or community representatives for specified purposes.

Conflict-Free Gold Standard

A voluntary standard developed by the World Gold Council to provide assurance that gold has been extracted in a way that does not cause, support or benefit unlawful conflict, or contribute to serious human rights abuses or breaches of international law.

Contractors

“Contractors” refers to external labour, hired to do a specific task. In some jurisdictions, a contractor is defined as a “supervised worker” – i.e., an individual who performs regular work on-site for, or on behalf of, the reporting organization but is not recognized as an employee under national law or practice.

Donation

A cash or physical gift made to the larger community where the target beneficiaries are external to the company and we are not involved in the administration or delivery of that gift. An example is donating money to a school to purchase books or supplies.

Ejido

An area of communal land used for agriculture, owned and operated by members of the community.

Employee

Full-time, direct Goldcorp personnel.

Environmental Impact Assessment (EIA)

The process of examining the anticipated environmental effects of a proposed project.

Executive Leadership Team

The Executive Leadership Team (ELT) includes the Chief Executive Officer, Executive Vice President and Chief Operating Officer, Executive Vice President and Chief Financial Officer, Executive Vice President Corporate Affairs and Sustainability and Executive Vice President Legal Counsel.

Global Reporting Initiative (GRI)

A sustainability reporting framework consisting of principles, guidelines and indicators to measure and report on an organization's economic, environmental and social performance.

Golden Rules

A set of ten rules which pinpoint the most high-risk situations for our workforce, as identified by analyzing past Potential Fatal Occurrences (PFOs) both at Goldcorp and in the industry. They are intended to help workers understand the potential hazards and risks they face and to begin a task only when they have thoroughly understood all the rules and how they apply to the work at hand.

Greenhouse Gas (GHG) Emissions

Any of the atmospheric gases that contribute to the greenhouse effect by absorbing infrared radiation produced by solar warming of Earth's surface. They include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (NO₂) and water vapour.

Greenhouse Gas (GHG) Intensity

GHG intensity is a metric that normalizes GHGs per a defined unit of production. This can be defined as the total amount of GHGs per tonne moved. It is a metric that we track to determine how we are managing our GHGs across the company as we experience growth or divestment.

Grievance

A grievance is a formal complaint, concern, problem or claim (perceived or actual) that an individual or community group wants us to address. These must be communicated to appropriate Goldcorp personnel in writing or verbally.

Grievance Mechanism

A process that allows us to receive and respond to feedback and concerns from stakeholders on matters of interest to them related to our activities. Feedback may include questions, concerns, claims or complaints from internal (i.e., employees and contractors) or external stakeholders (i.e., Indigenous groups or special interest groups, such as non-profit organizations). At Goldcorp, we have two formal channels for receiving complaints and grievances (*Ethics from the Ground Up* and Community Response mechanisms), as well as other informal channels, which are implemented on a site-by-site basis.

Heap Leach

An extractive process whereby ore is stacked on a pad (forming a "heap") and leaching solutions are introduced at the top of the heap. The leaching solutions dissolve valuable metals (typically gold and silver) as they percolate through the ore and are collected from a sloping, impermeable liner below the pad.

High-Consequence Work-Related Injury

As defined by the Global Reporting Initiative (GRI) Standards, "work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months".

Human Rights

Human Rights are defined as those set forth in the Universal Declaration on Human Rights and international humanitarian law. Human rights are those rights and freedoms that are inherent to all human beings, regardless of nationality, place of residence, gender, ethnic origin, colour, race, religion, political views, sexual orientation, language, age, education, disability or any other status. Human rights can be classified in many ways. Common categorization includes civil and political rights, labour rights, Indigenous rights and other economic, social and cultural rights.

Indigenous Peoples

As defined by the International Labour Organization (ILO) Convention 169, "Indigenous and Tribal Peoples Convention," 1991:

"(a) Tribal peoples in independent countries whose social, cultural and economic condition distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;

(b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

Self-Identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which the provisions of this Convention apply."

International Cyanide Management Code

A voluntary industry program for gold mining companies which focuses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions. The objectives of the Cyanide Code are: to improve the management of cyanide used in gold mining, to assist in the protection of human health and to reduce environmental impacts.

Lost Time Injury Frequency Rate (LTIFR)

A measure of the number of occurrences of Lost Time Incidents per 200,000 hours worked.

Material Topic

As defined by the Global Reporting Initiative Standards:

"Topic that reflects a reporting organization's significant economic, environmental and social impacts; or that substantively influences the assessments and decisions of stakeholders."

Occupational Disease

An occupational disease is a disease or disorder that is caused by the work or working conditions. Some examples of occupational diseases in mining include: dust and noise exposure, fatigue, and trauma from vibration and strains.

Ore

Rock generally containing metallic and non-metallic minerals that can be mined and processed at a profit.

Potential Fatal Occurrence (PFO)

Safety events where the potential consequence could be a fatality.

- a. Actual incident with injury/illness or property damage that has:
 - Sufficient *energy* or *toxicity* (*chronic* or *acute*) to be fatal; and
 - High probability of affecting *critical body part* (such as head injury).

OR

- b. Violation of a Life Saving Rule or other critical control, either a near miss or an observation, where there was sufficient energy or toxicity to have been fatal.

Reagent

Chemicals used in mineral recovery processes.

Reclamation

The process by which lands disturbed by mining activity are reclaimed for a beneficial land use. Reclamation activity includes the removal of buildings, equipment, machinery and other physical remnants of mining, as well as the closure of tailing impoundments, leach pads and other mine features. It also includes contouring, covering and revegetation of waste rock piles and other disturbed areas.

Recycled Water

Worked water that is reused after being treated.

Resettlement

As defined by the International Finance Corporation (IFC):

“Refers both to physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to the loss of income sources or means of livelihood) as a result of project-related land acquisition and/or restrictions on land use.”

We are committed to ensuring that any people we resettle are moved to a location of equal or better value than the one they leave.

Reused Water

Worked water that is reused without being treated.

“Say on Pay”

An advisory vote on “Say on Pay” is provided to shareholders of the company to allow them to show their approval or disapproval of the company’s executive compensation policies. An advisory vote is non-binding on the company, and it remains the duty of the Board to develop and implement sufficient executive compensation policies for the company. If the advisory vote is not approved by at least a majority of the votes cast at the meeting, the Board undertakes to discuss with the shareholders of the company why they do not approve of the company’s executive compensation policies and to consider modifications to such policies.

Scope 1 (Direct) Greenhouse Gas Emissions

Emissions that are derived from sources that are owned or controlled by the reporting organization.

Scope 2 (Indirect) Greenhouse Gas Emissions

Emissions that are generated at sources owned or controlled by another organization.

Scope 3 (Other Indirect) Greenhouse Gas Emissions

Indirect emissions not covered in Scopes 1 or 2, such as emissions from business materials, travel and commuting to work.

Stakeholder

As defined by the Global Reporting Initiative Standards:

“Entity or individual that can reasonably be expected to be significantly affected by the reporting organization’s activities, products and services, or whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its objectives.”

Stakeholder Engagement

Stakeholder engagement is a dynamic, two-way dialogue based on mutual respect and benefit, with the goals of building lasting relationships, managing risk and impacts, and providing a forum to address and resolve potential issues.

StepUP

The Five Core StepUP Behaviours are:

We Commit to Safety: Our people are committed to a safe and healthy workplace. We take responsibility for the safety and health of ourselves and others. We contribute to a culture that values safe execution of all planned activities.

We Develop People: Our people proactively and willingly build the long-term capability of themselves and others. We promote diversity and inclusion. We want to learn and transfer expertise and are willing to coach/mentor team members in order to actively prepare potential leaders to assume greater roles at Goldcorp.

We Foster Collaboration: Our people collaborate with others to achieve mutual success. We build collaborative relationships by valuing diversity and inclusion, respecting others’ points of view and openly sharing pertinent information.

We Communicate With Impact: Our people openly communicate with one another. We deliver specific messages that drive action and accountability, and we engage others by listening and using influencing skills.

We Plan and Align: Our people plan ahead, track progress and take accountability for achieving safe results and making sustainable improvements. We focus on the highest priorities by aligning activities with organizational values and strategic direction.

Surface Water

Water derived from rainfall captured on our sites or from site-surface water sources.

Tailings

Material rejected from a mill after most of the recoverable valuable minerals have been extracted.

United Nations Global Compact (UNGC)

A strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. By accepting these principles, businesses can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

Voluntary Principles on Security and Human Rights

A multi-stakeholder initiative involving governments, companies and non-governmental organizations that promotes the implementation of a set of principles that guide oil, gas and mining or other extractives companies in providing security for their operations in a manner that respects human rights. The Voluntary Principles guide companies in conducting a comprehensive human rights risk assessment in their engagement with public and private security providers to ensure human rights are respected in the protection of company facilities and premises.

Vulnerable Group

As defined by the Global Reporting Initiative (GRI) Standards, “set or subset of persons with some specific physical, social, political, or economic condition or characteristic that places the group at a higher risk of suffering a burden, or at a risk of suffering a disproportionate burden of the social, economic or environmental impacts of the organization’s operations

Note 1: Vulnerable groups can include children and youth, the elderly, people with disabilities, ex-combatants, the internally displaced, refugees or returning refugees, HIV/AIDS-affected households, indigenous peoples, and ethnic minorities.

Note 2: Vulnerabilities and impacts can differ by gender.”

Waste Rock

Rock that is removed from the mining process to provide access to the ore and is not further processed during the reporting year.

Workforce

Refers to full-time Goldcorp employees and outside labour, such as contractors, who do work on Goldcorp’s behalf.



Contact Us

[GRI 102-53]

We are committed to transparency and open communication. We welcome feedback about our programs and specific comments for improvements in our sustainability reporting.

YOUR INQUIRIES MAY BE DIRECTED TO:

Email:

feedback@newmont.com

Mail:

Suite 3400, 666 Burrard Street,
Vancouver, BC, Canada V6C 2X8*

Telephone:

(604) 696-3000

*We acknowledge that our Vancouver Head Office is located on the traditional and unceded territories of the Musqueam, Squamish and Tsleil-Waututh Nations.

Together,
Creating
Sustainable
Value