# OPINAGOW COLLABORATION AGREEMENT

LOOKING BACK - MOVING FOWARD ]



**=**GOLDCORP ÉLÉONORE





In February 2011, the Cree Nation of Wemindji, the Grand Council of the Crees of Eeyou Istchee (GCC/(EI)), the Cree Nation Government (CNG), previously the Cree Regional Authority, and Les Mines Opinaca signed the Opinagow Collaboration Agreement. In preparation for commencement of commercial production of the Éléonore mine, it is now time to look back for a moment, in order to better move forward together.

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GEORGE BURNS
GOLDCORP EXECUTIVE VICE PRESIDENT
AND CHIEF OPERATING OFFICER

"My participation in the development of our Cree – Goldcorp Collaboration Agreement is one of my proudest career accomplishments. Our partnership was achieved through several years of hard work by many people, overcoming significant challenges, learning about one another, building trust, making new friendships and developing a unique partnership. Since the exploration phase of the project, our partnership has grown and matured. We have acquired many permits, constructed the mine, plant and infrastructure and together we will enjoy the benefits of operating a world-class gold mine.

We must all respect the privilege of working in Cree territory. Together we will overcome whatever challenges lie ahead to reap the rewards from all our hard work. All of us must respect the spirit of our partnership and the commitments in our Collaboration Agreement. We must also respect the land, water, air and wildlife for future generations. The degree to which every employee and person that sets foot on this awesome gold mine understands, respects and embraces our Collaboration Agreement will largely determine the degree and sustainability of our success. Let's continue working together to make this mine Safe Enough for Our Families."

# OPINAGOW COLLABORATION AGREEMENT

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RODNEY MARK
DEPUTY GRAND CHIEF, GCC(EI)/CNG

"We need to address all challenges before us with a team approach. This is what the Opinagow Collaboration Agreement embodies. The Agreement was negotiated based on mutual respect, building respectful relationships and providing sustainable and meaningful employment opportunities. All Cree and Goldcorp representatives who were part of the negotiations embraced this approach and I feel proud of having been part of an awesome team."

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**GUY BELLEAU**GENERAL MINE MANAGER. GOLDCORP – ÉLÉONORE

"I am proud of this unique partnership. We have a great responsibility ahead of us. I am confident that as we walk together, we will continue to build on our successful partnership by providing an effective path to sustainable prosperity for all."

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CHIEF DENNIS GEORGEKISH
CREE NATION OF WEMINDJI

"There is added value to our partnership. I believe our knowledge of the territory, environmental responsibility and a great tradition of partnerships are meaningful contributions to the Éléonore mine. And in return, this partnership allows our community to go further in its economic growth and business development for our youth while we still pursue our traditional activities and stress the importance of our way of life. We build on what we achieved so far and look forward to many more successes."

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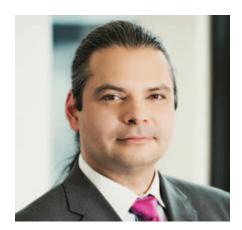
# WEE CHEHUUT TUUTAW LET'S WALK TOGETHER · ふしゝつ に。



ABEL BOSUM GCC(EI)/CNG

"The Opinagow Collaboration Agreement is a vibrant example where, with the participation of the Crees, mining development can take place and prosper in Eeyou Istchee. We were successful in striking the right balance between economic development, protection of the environment and our traditional way of life."

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JOHN PAUL MURDOCH GCC(EI)/CNG

"It was a privilege and an honour to work with and for leaders who had the vision and courage to choose a new path with a view to reconciling two worlds whose relations were historically defined by fear and mistrust. Today we stand together taking pride in a project which can be held up as an example of collaboration, standard for environmental protection and the inclusion of all stakeholders in meaningful and respectful ways."

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KATHERINE MOSES
TREASURER, CREE NATION OF WEMINDJI

"When developing our territory, we have a duty to respect our environment and to promote the social and economic development of our people and this Agreement has the provisions within it to facilitate that. To me, the Collaboration Agreement acknowledges Wemindji's inherent right to participate and determine what happens in its own backyard. It strives to balance and respect Cree traditional activities and authority while promoting modern economic and sustainable development."

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**JEAN M. GAGNÉ**FASKEN MARTINEAU FOR GOLDCORP

"Now that the Éléonore Project is advancing towards commercial production, new challenges shall arise and the collaborative philosophy of the Opinagow Agreement, as developed at the outset, is the success to providing sustainable prosperity to the Cree Nation, Goldcorp shareholders and all other stakeholders, while respecting the traditional way of life of the Cree."

#### **ὑ° Μ. ὑσ4Δ,** ጵነρ° ἰናስၨቃ ኦግቦ ὑናናὑናና

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FRANÇOIS DANDONNEAU
GOWLINGS FOR GCC(EI)/CNG

"The Opinagow Collaboration Agreement truly established a new standard for companies seeking to do business in Cree territory and to establish genuine partnerships with the Crees. I am extremely proud to have been part of a negotiating team which sought to do things differently."

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"Δ° ΣΛσὸο ἀἰΛηνίτολο σόσμος, ἀΔο Γιηνά ὰ Δνὰσιιιο ἐ ἀ Σνοὶ ἱ Γιηρικόνιο ἰ ἀσολάνιηιιο ἱ Ληλνιςιο ἀληνάσερο ασςιι ἀρερο αιριιο εριιο ι σιιάλερο ἱ ἐ ἀναὶς ἐ ἱ ἐ ἀνιάνος ασ ἑ ἀι αν αποτιομός ὰ ἐ ανὰσιιο ἱ ἐ ἀριαλός ας ἑ ἀι Δν Λοιιόροδο στολος ασὲ ὰ ἐ σολάνητιο ἀλος ασὲ ὰ ἐ σολάνητιο ἀλος ασὲ ὰ ἐ



## PURPOSE OF THE COLLABORATION AGREEMENT

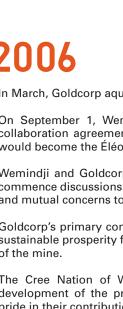
The purpose of the Opinagow Collaboration Agreement is to establish a collaborative relationship between the Crees and Goldcorp during the construction and operations phases of the Éléonore Project while respecting Cree traditional activities and ensuring the promotion of Cree economic and social development in a manner that is beneficial to all parties involved.

Left to right: Andrew Mark, Nancy Bobbish, Marcelino Jobin, Martin Duclos, Pierre Goulet, Guy Belleau, Manon Bérubé, To Brisson, Andy Fortin, Russell Ball, Charles J. Ronkos, Chris Woodal, Rodney Mark, John Paul Murdoch, George Burns, Luc

## HISTORY COLLABORATION AGREEMENT

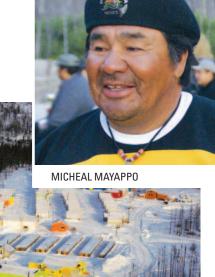
#### PRIOR TO 2006

- The first record of exploration work on the Éléonore property dates back to 1964, when Noranda Exploration discovered and drill tested a copper showing located within the Ell Lake diorite intrusion (a significant geological feature on the property).
- In 2001, Virginia Gold Mines' ("Virginia") regional reconnaissance work led to the "re-discovery" and evaluation of the Ell Lake showing, among other findings, that Virginia recognized that gold was associated with copper
- · Late in 2003, Virginia discovered a mineralized boulder near Ell Lake an analysis of which returned over 20 grams of gold per tonne (which is considered to be relatively high grade). The following year, the source of
- this boulder was found on an island on the northeast portion of the Opinaca Reservoir. As a result, the "Roberto Deposit", the main ore body at the Éléonore Project, was discovered.



- In March, Goldcorp aguired the Éléonore property from Virginia Mines.
- On September 1, Wemindji approved and signed a letter of intent to discuss a collaboration agreement with Goldcorp for the development and operation of what would become the Éléonore Mine.
- Wemindji and Goldcorp each appointed representatives to form a team that would commence discussions leading towards an agreement. The team identified the matters and mutual concerns to be addressed in an agreement.
- · Goldcorp's primary concern was the establishment of a project which would provide sustainable prosperity for the benefit of all stakeholders during and after the operation
- The Cree Nation of Wemindii's objective was to participate in and support the development of the project in a manner that would allow the community to take pride in their contribution while being recognized as valuable partners by Goldcorp.
- Throughout the process, discussions were conducted in a spirit of openness, and the team members shared critical information that facilitated the creation of a relationship based on mutual trust.





#### 2007

- On March 19, a letter of undertaking was sent by Goldcorp to Mr. Michael Mayappo, the Tallyman of the territory, in response to the challenges of balancing Cree traditional activities with mining activities. The approach taken in the letter was one of many innovative measures put forward by the team.
- The joint management of relations in the field during the exploration phase of the project set the tone for what would become the Collaboration Agreement.
- Goldcorp and the Cree Nation of Wemindji signed a team memorandum on May 28, which included the following joint mission statement:

"To develop an agreement based on strong core values and principles of collaboration, sustainability and excellence aimed at adding and enhancing value to both parties.

The principle of sustainability includes the involvement and collaboration of communities, employees and stakeholders, so as to ensure positive impacts and development in the areas of community relations, employee development, a healthy workplace and the environment.

To strive to continuously enhance and develop ourselves individually and as a team, to fully benefit from this experience, and to establish long-lasting personal and professional relationships."

• The discussions regarding the Collaboration Agreement began with a series of brainstorming sessions to identify the expectations and concerns of each party.

# SIGNING OF THE AGREEMENT

On February 21, Goldcorp, the Cree
Nation of Wemindji, the Grand Council of
the Crees (Eeyou Istchee) and the Cree
Regional Authority signed the Collaboration
Agreement. The signing ceremony took
place in Wemindji, Quebec.

#### 2008

- The Cree stakeholders developed a unified approach to mining throughout the Cree Territory based on the framework provided by the discussions on the Collaboration Agreement.
- On July 2, the parties signed the "Cree-Opinaca Advanced Exploration Program Agreement". This agreement reflected the commitments made by Goldcorp, Wemindji, the Grand Council of the Crees (Eeyou Istchee) and the Cree Regional Authority to promote a common assessment of the permanent road, landing strip, power transmission line and mine, while ensuring compliance with the social and environmental review process in place.







#### 2009

- Global economic and stock market crisis: a decision was taken to suspend development activities of the Éléonore Mine; Goldcorp wanted to review its strategies in light of the prevailing global economic crisis. However, Goldcorp pursued the discussions on the Agreement as well as the permitting process.
- The Grand Council of the Crees (Eeyou Istchee) and the Cree Regional Authority enacted the "Cree Nation Mining Policy".

#### 2010

• On December 14, the Cree Nation of Wemindji, Grand Council of the Crees (Eeyou Istchee) and the Cree Regional Authority and Goldcorp concluded an agreement in principle on the proposed text of the Collaboration Agreement.

• In early 2011, the negotiating team (COCAD) finalized the detailed terms of the

• The Cree Nation of Wemindji formally approved the Collaboration Agreement on

• On February 3, the Collaboration Agreement was subsequently approved unanimously

• Together, these approvals represented the support of the Cree Nation as a whole, and ensured a stable regional environment for the development and operation of the

• The Board of Directors of Les Mines Opinaca (subsidiary of Goldcorp) approved the

by the Grand Council of the Crees (Eeyou Istchee) and the Cree Regional Authority.

January 26, with the unanimous consent of Wemindji's Chief and Council.

Collaboration Agreement

Éléonore Gold Project.

Collaboration Agreement.

COLLABORATION AGREEMENT, SIGNING CEREMONY, FEBRUARY 21, 2011
Left to right: Colin Webster, Former Deputy Grand Chief Ashley Iserhoff, Alfred Loon, Alan Penn, Abel Bosum,
François Dandonneau, Mark Wadden, Jean M.Gagné, John Paul Murdoch, Former Chief of Wemindji Rodney
Mark, Louise and Michael Mayappo, Steve Reid, George Burns, Former Deputy Chief of Wemindji Dennis
Georgekish, Grand Chief Matthew Coon Come, Dina Aloi, Guy Belleau, Andrew Moshoian, Jacqueline Leroux,
Andy Fortin, Jacques Simoneau, Daniel Guay, Brenda Brooks.

THE PARTIES

**GOLDCORP** ÉLÉONORE



# GOLDCORP ÉLÉONORE

Goldcorp is one of the world's fastest growing senior gold producers, with operations and development projects located in safe jurisdictions throughout the Americas. A Canadian company headquartered in Vancouver, British Columbia, Goldcorp employs more than 19,000 people worldwide. The Company is committed to responsible mining practices and is well positioned to deliver sustained, industry-leading growth and performance. Goldcorp advocates strong values of employee growth and development, partnership, environment and safety.

Goldcorp's operating assets include five mines in Canada and the U.S., three mines in Mexico, and three in Central and South America. Goldcorp also has a solid pipeline of projects, including the Cerro Negro project in Argentina, the Éléonore gold project in Quebec, Canada, the Cochenour project in Ontario, Canada, and the El Morro project (70% interest) in Chile.

Proud of its Collaboration Agreement with the Cree Nation, and its business partnerships with the Nord-du-Québec and Abitibi-Témiscamingue regions, Goldcorp is positioned as a stakeholder in regional social and economic development.



# THE CREE NATION OF WEMINDJI

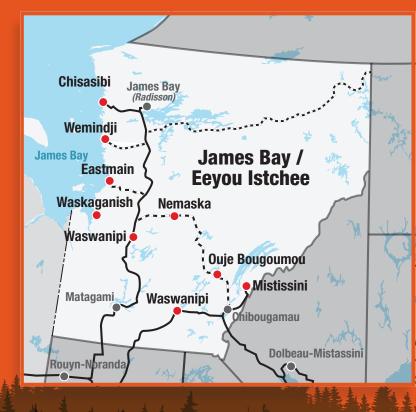
The community of Wemindji today is located at the mouth of the Maquatua River, on the east coast of James Bay, in northern Quebec/Eeyou Istchee. In 2014, it has approximately 1,400 residents.

The community is managed by a Band Council with a Chief elected by the community. The Tallymen also play a unique traditional role by guiding and transmitting essential knowledge to ensure the preservation and protection of Eeyou Istchee.

Wemindji's vision is to maintain their Cree Culture by practising traditional activities and speaking the Cree language, thereby passing this precious heritage on to their children. It shares strong values based on family, elders, the community, access to education and employment, good governance, protection of the environment and respect for the land.

Wemindji is proud of its ability to adapt to change and deal constructively and fairly with it. In the light of this, it is not only a major partner of Goldcorp – Éléonore, but also a stakeholder firmly committed to the success of the Éléonore mine.





# GRAND COUNCIL OF THE CREES (EEYOU ISTCHEE) / CREE NATION GOVERNMENT

The Grand Council of the Crees (Eeyou Istchee) (the "GCC (EI)") is the political body that represents the approximately 18,000 Crees. The GCC (EI) Board of Directors comprises twenty (20) members including: the Grand Chief and Deputy-Grand Chief elected at large by the Eeyou, the Chiefs elected by each of the nine (9) recognized Cree communities<sup>1</sup>, and one (1) other representative elected by each community. The head office of the GCC(EI) is in the Cree community of Nemaska. The GCC(EI) also has offices in Montreal, Quebec City and Ottawa.

Now known as the Cree Nation Government (the "CNG"), the Cree Regional Authority ("CRA") was established pursuant to the James Bay and Northern Quebec Agreement (the "JBNQA", amended by numerous complementary agreements) as the administrative arm of the Cree Nation Government. The CNG exercises certain municipal powers on Category II lands and is responsible for land use and development planning, environmental protection, the hunting, fishing and trapping regime, economic and community development, Cree governance and other matters as decided by the Board of Directors. The Council of the CNG is composed of the same representatives as the Board of Directors of the GCC(EI). These two bodies often act jointly and are commonly referred to as the "Council/Board".

The GCC(EI) and the CNG undertook to collaborate and support Goldcorp in obtaining the authorizations and permits required for the development of Éléonore and its related infrastructures.

# THE PROJECT

Located on the edge of the Opinaca reservoir, near James Bay, in the territory of Eeyou Istchee/ Nord-du-Québec, Éléonore is a major gold deposit and a world-class mine that ranks among the most promising in North America. The Éléonore mine will be a major gold producer for at least 15 years.

200 KM EAST OF WEMINDJI

350 KM NORTH OF CHIBOUGAMAU

**800 KM NORTH OF MONTREAL** 

A GOLDCORP PROPERTY SINCE 2006, ÉLÉONORE, IN COLLABORATION WITH ITS CREE PARTNERS, IS DEVELOPING A NEW GENERATION MINE, STRONG IN SAFETY, SUSTAINABLE DEVELOPMENT, CUTTING-EDGE TECHNOLOGY, QUALITY WORKING CONDITIONS AND GREAT CAREER POSSIBILITIES FOR ALL COMMUNITIES IN THE TERRITORY.



<sup>&</sup>lt;sup>1</sup> The Cree Nation of Chisasibi, the Cree Nation of Eastmain, the Cree Nation of Mistissini, the Cree Nation of Nemaska, the Crees of the Waskaganish First Nation, the Waswanipi Band, the Cree Nation of Wemindji, the Whapmagoostui First Nation and the Oujé-Bougoumou Eenuch Association. The Washaw Sibi First Nation attends the meetings of the GCC(EI)/CNG with observer status.

# MAIN OBJECTIVES OF THE COLLABORATION AGREEMENT

#### TRAINING AND EMPLOYMENT

Promote the training, employment and retention of the Crees and enable the integration and advancement of the Crees

#### **BUSINESS OPPORTUNITIES**

Promote the development of economic and business opportunities, with the purpose of supporting sustainable economic community development of the Crees

#### **EDUCATION AWARDS AND SCHOLARSH**

Promote the education of the Crees in post-secondary education (careers related to mining)

#### SOCIAL AND CULTURAL

Ensure the respect, preservation and promotion of the Cree culture

#### **ENVIRONMENTAL MATTERS AND CLOSURE**

Ensure sound environmental practices in collaboration with the Crees

#### **FINANCIAL MATTERS**

Alignment of Goldcorp and Cree interests in the economic success

### WHAT DOES THE COLLABORATION AGREEMENT ENTAIL?

#### TRAINING AND EMPLOYMENT

The Collaboration Agreement establishes and provides for the implementation of programs intended to promote training, hiring, retention and advancement of Cree workers within Éléonore, and more specifically, Wemindji Crees, in a manner that is mutually beneficial for the parties.

The Employment and Training Committee is largely responsible for the development and deployment of strategies aimed at intercultural awareness and inclusion of the Crees in Éléonore's workforce.

#### **INITIATIVES AND SUCCESS STORIES**

- In 2014, approximately 30% of the workforce present on site is Cree.
- The Employment and Training Committee supports on-the-job training and works in partnership with the Cree Human Resources Development (CHRD) and the Cree School Board (CSB) to develop vocational mining-related training programs.

Internal training programs, examples:

- Cross-cultural program
- Collaboration Agreement
- Language courses (English and French)
- Mentoring opportunities

In collaboration with CHRD and CSB, examples:

- Diamond drilling
- Mineral processing
- Mining mobile equipment mechanic
- Ore extraction



Left to right: Jacynthe Lafond, Nancy Bobbish, Daniel Guay, Thomas Mark, Loralee Atsynia, Christina Gilpin.



Wemindji's visit to Éléonore in 2012



Left to right: Thomas Mark, Daniel Guay, Jacqueline Kistabish, Pierre Desjardins, Hope Grant, Abel Trapper, Mélanie Roy.

Goldcorp's development activities and operations are based on strategic pillars that enable it to guide its actions. One of the company's main pillars is to promote and value the development of the full potential, talents and skills of what it considers to be, on all counts, its most precious resources: its human resources. For example:



Graduates from Machine Operations Mineral and Metal Processing Program, Matagami, 2014

Ernie Rabbitskin graduated from the "Natural environment technology" program at St-Félicien College. Ernie did his first internship at Éléonore working with the Environment team in 2013. He was involved in various tasks such as sampling and inspections spill kit verification, and he also helped in communicating with the Tallyman and the families during the sturgeon study. His team commented on his positive attitude, genuine desire to learn, and the quality of his work. He returned the following year for another internship, this time with greater responsibilities. The Environment Director and Coordinator were pleased to attend his graduation in June of 2014.







Derland Georgekish was hired in 2011 as a Mine Helper. He was assigned on various tasks such as working on trucks, installation of services, loading explosives, etc. He was motivated and was always willing to learn more. Derland developed an interest in one of the most complex machines to operate, the Maclean bolter. After two years of training, hard work and perseverance, he is now a certified Maclean Bolter Operator. His coworkers have the utmost respect for Derland. He has become an outstanding Miner!



After one year as a Cager Helper, Tyson Gull was awarded the position of full time Cager for Goldcorp. His performance in operational health and safety as well as on the cage allowed him to apply and obtain the cager position. This position is critical to further explore the underground potential of Éléonore.



The Employment and Training Committee organizes and participates in many information and awareness activities for Crees on training and employment. These include job or career fairs, information tours in Cree communities, student visits to Éléonore, presentations, radio interviews, etc.

#### BUSINESS OPPORTUNITIES

The Collaboration Agreement promotes the development of economic and business opportunities for the Crees, and more specifically for the Wemindji Crees, in order to support the sustainable economic and community development of the Crees by utilizing, where feasible, Cree Enterprises during the Construction and Operations phases of Éléonore.

The Business Opportunities Committee acts as a forum for collaboration, discussion and coordination for everything pertaining to business opportunities.

With the start-up of the mine, the members of the Business Opportunities Committee will examine the evolution of business opportunities in order to favour the development of prosperous and sustainable new enterprises, according to the needs of Éléonore, the mining industry, and also with regard to Cree interests and needs.

The Collaboration Agreement is intended to stimulate the creation of a multitude of small businesses and support existing enterprises that offer road construction, transportation or maintenance services through business partnerships.

#### **INITIATIVES AND SUCCESS STORIES**

The Wemindji Laundry Inc. opened at the end of 2013. This 100% Cree-owned company hires 100% of its personnel from Wemindji. Its sustainability is essentially due to its capacity to generate positive spinoffs in the community independently of Goldcorp – Éléonore. The laundromat helped create a new business venture: a transportation company to transport material to and from site. This project is the result of an exemplary partnership between Goldcorp – Éléonore and Tawich Development Corporation.



Left to right: Nancy Bobbish, David Martin, Annie Gareau, René Proulx, Guy Belleau, Alain Lafond, David Bull, Bruno Pereira, Danny Tomatuk, Marcelino Jobin, Jean-Philippe Clément, Fernande Pleau.

The construction contracts allowed Cree Enterprises to make significant equipment and machinery acquisitions. For example, Air Creebec, with support provided under the Collaboration Agreement, purchased three airplanes (Dash 8-100).



Left to right: Danny Tomatuk, Guy Belleau, David Bull



Left to right: Donna Jacobs, Melissa Namagoose, Sharon Atsynia, Jamie Mark, Suzanne Atsynia, Kyle Mark and Karen Cheezo.



# WHAT DOES THE COLLABORATION AGREEMENT ENTAIL?

#### **EDUCATION AWARDS AND SCHOLARSHIPS**

The Collaboration Agreement provides for the establishment and implementation of programs intended to promote and facilitate access to training and education for the Crees, and more particularly for the Wemindji Crees.

In the Collaboration Agreement, Goldcorp has agreed to make a financial contribution to the Mâyâupiu Training Institute to make scholarships available to Crees who would like to pursue post-secondary education, particularly in fields related to the mining industry. The amounts paid by Goldcorp – Éléonore will also be used to encourage excellence in education through prizes, competitions and achievement awards.

#### INITIATIVES AND SUCCESS STORIES

 Goldcorp – Éléonore is investing funds in the creation of a training centre (Mâyâupiu Training Institute) which is located in the community of Wemindji

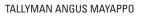
#### **SOCIAL AND CULTURAL**

The Collaboration Agreement contains provisions ensuring that Cree culture is respected, preserved and promoted throughout the construction and operations phases of the Éléonore mine. Different measures and initiatives encouraging the development of cultural and social programs and intercultural exchanges have been put in place at Éléonore. These initiatives include the development of a permanent Cree cultural site at the mine. It is available at all times for all Cree and non-Cree employees, a place to gather, socialize and practise traditional activities.

Goldcorp – Éléonore recognizes and respects the traditional authority of the Tallymen regarding wildlife management activities on the affected trapline. For this purpose, the Collaboration Agreement supports the creation of the Indohoun Fund, to which Goldcorp – Éléonore contributes financially. This fund helps perpetuate traditional activities in the territory affected by mining operations.

The Tallymen and elders are our gold mine, because of their knowledge and their respect for the environment and the people. We gratefully aknowledge their advice and wisdom: Tallyman Ronnie Georgekish (trapline VC22), Tallyman Frank Visitor (trapline VC28), Tallyman Isaac Visitor (trapline VC28), Tallyman Angus Mayappo (trapline VC29).







JOHNNY MARK



JANE AND ISAAC VISITOR



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Left to right: Thomas Mark, Nancy Bobbish, Marcel Collard, Patrick Chabot, Mike Pelletier, Matthew Salt, Sylvina Atsynia, Marc Bernard, David-John Matches.

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#### ENVIRONMENTAL MATTERS AND CLOSURE

The Collaboration Agreement establishes measures that allow for the development and operation of Éléonore on the basis of sound environmental practices through all phases of the mining life cycle. Cree partners are invited to participate in the environmental management process, so that Éléonore can integrate traditional knowledge into its environmental processes.

The Environment Committee is responsible for the development and implementation of the environmental management system, monitoring activities, reports, and site restoration.

#### FINANCIAL MATTERS

The Collaboration Agreement aligns Goldcorp and Cree interests with the economic success of Eleonore, and ensures that the Crees receive financial benefits through a variety of fixed payment mechanisms and participation in the future profitability of the mine.

#### **INITIATIVES AND SUCCESS STORIES**

- The Committee works closely with the members of the Cree Nation of Wemindji, as well as with the elders and the Tallymen.
- The Committee has developed and participated in several projects that are related to the environment, including impact studies and research and monitoring programs pertaining to specific species, such as the lake sturgeon.
- With the goal of fostering an understanding of environmental risks of the complete life cycle of mining, the Committee members, accompanied by the Tallyman Angus Mayappo and Johnny Mark, visited not only the installations at the Éléonore site, but also Goldcorp's restored mine site at Porcupine Gold Mine, located in Ontario.
- The collaboration between the Crees and the Éléonore environmental department has effectively reduced the potential footprint of the mine.
- The involvement of the Tallyman in the design and operations of the water treatment process allowed Goldcorp to gain the confidence of the Cree community in Goldcorp's environmental protection measures.

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# Eléonore on the basis to participate in the commental processes. IMPLEMENTING THE OPINAGOW COLL A POPATION

COLLABORATION AGREEMENT The Opinagow Collaboration Agreement is largely implemented through four committees composed of an equal number of representatives of the Cree Nation and Goldcorp – Éléonore. These committees are responsible for three key components: employment and training, business opportunities and environmental matters and closure.



The Collaboration Agreement Committee, composed of an equal number of representatives of each of the Crees and Goldcorp, is the permanent forum for collaboration, discussion and coordination of all issues related to the Opinagow Collaboration Agreement.

The committee members ensure the harmonious and efficient implementation, management and follow-up of the Collaboration Agreement and resolve matters related to its implementation. They also provide support and guidance to all other committees with issues or questions related to training and employment, the environment, and business opportunities.

Goldcorp – Éléonore has appointed a Collaboration Agreement Implementation Officer, a permanent position responsible for coordinating all aspects of the implementation of the Agreement. The Implementation Officer sits on each of the Committees as a non-voting member to ensure cohesion.

# THE SUMMIT

Although some actors have changed along the way, and challenges have arisen, there have been many successes. Throughout this experience, the parties have maintained the original spirit of collaboration.

In October 2013, at the end of the second year after the signing of the Collaboration Agreement, the first Collaboration Agreement Summit was held at which the parties were invited to report on their achievements and the challenges of implementation and share their vision.

The Collaboration Agreement Summit is also intended to bring all the parties together annually around the same table to strengthen and tighten the relationship between Goldcorp – Éléonore and the Cree representatives, so that a real synergy is created that will allow the parties to go farther in the implementation of the terms of the Collaboration Agreement.

The Summit will be renewed each year to strengthen communication and information sharing among the employees, the stakeholders and the partners.







# IS THE COLLABORATION AGREEMENT SO IMPORTANT FOR ALL PARTIES?

The Corporate Social Responsibility & Community Relations Department

Corporate social responsibility is defined as the way companies integrate social, environmental and economic concerns into their values and activities, in a transparent and responsible manner.

To achieve and maintain successful community relations, considerable efforts have to be invested through dialogue, comprehension and acceptance of cultural differences. Long-term value can only be assured via a noble partnership that includes capacity-building and employment for community members, business opportunities for local businesses, but above all recognition of the historic values that can be found in a community's culture. Ultimately, our decisions must embrace the community's collective vision for its future. It is through dialogue, transparency and therefore community support that any project will move forward. We have put social responsibility at the core of our mission and performance.

Therefore, Éléonore's Corporate Social Responsibility & Community Relations Department plays a role of the utmost importance in the implementation of the Agreement.

MANAGER OF COMMUNITY
RELATIONS AND CORPORATE
SOCIAL RESPONSIBILITY

COLLABORATION AGREEMENT IMPLEMENTATION OFFICER

COMMUNITY ENGAGEMENT OFFICER
(position located in Wemindji)



NANCY BOBBISH

MANAGER OF COMMUNITY RELATIONS

AND CORPORATE SOCIAL RESPONSIBILITY

"At Goldcorp, our vision statement is: 'Together creating sustainable value'. A vision that is at the core of every business decision we make. Everyone strives to adhere to this vision. And with a vibrant community like Wemindji, whose leaders all aspire to building a prosperous and healthy future for their successors, while respecting the environment and maintaining their cultural values, it is paramount that collaborations are indisputable and that they will and must benefit all participants. Ultimately, our partnership is and continues to be successful since all members recognize the value of participation and willingly work together to achieve their respective goals. We must take leaps of the imagination, seek opportunities, and in so doing, we can achieve both planned and unforeseen successes."



THOMAS MARK
COMMUNITY ENGAGEMENT OFFICER

"My role as Community Engagement Officer is largely twofold. It is to develop and maintain effective relationships and communication networks with our partners. I work in collaboration with internal departments such as Human Resources. I support the HR team with their "Three Rs" of recruiting, readiness, and retention. I take great pride in knowing that I help bring some really talented individuals into the company. I also work closely with community members and Cree organizations. I communicate academic mining-related programs, career and employment opportunities. I also work on other projects. I've learnt that by focusing on individual and community strengths and aspirations, we can discover how communities can help us achieve our goals and objectives. I continue to be excited by the work that we're doing."



JACYNTHE LAFOND
COLLABORATION AGREEMENT
IMPLEMENTATION OFFICER

"My role in the implementation of the Collaboration Agreement is to ensure cohesion among the different committees. Working together while respecting each other to advance our common goals makes me very proud to be at the heart of the relationship."

# A SHARED RESPONSIBILITY

The implementation of the Collaboration Agreement is a shared responsibility, therefore a shared responsibility for success.

The workers at Éléonore play a vital role in the success of Éléonore and in the implementation of the Collaboration Agreement.



### JEAN-PHILIPPE CLÉMENT TRANSPORT AND ACCOMMODATION COORDINATOR, GOLDCORP – ÉLÉONORE

"As the coordinator of transportation and accommodation, such as the kitchen, the laundry and janitorial services, I am a privileged witness to the mutual benefits of the many partnerships we have with our Cree partners. I am convinced that our greatest joint success lies in the fact that we create and facilitate integration opportunities for all on the basis of the respective interests of the partners. One of the best examples that results from our ongoing and constructive dialogue is the starting up the Wemindji Laundry Inc. By taking the time to secure the immediate and future needs of Éléonore with the strengths of our partners, Tawich Development Corporation and the Cree Nation of Wemindji, we together established a viable and efficient enterprise whose benefits remain entirely to Wemindji. This partnership is one of the multiple opportunities that we have to grow



JEAN-MARC ST-AMANT SUPERVISOR, SURFACE OPERATIONS GOLDCORP – ÉLÉONORE

"Our Surface Operations team holds a ligand role between the various departments of Éléonore. Our strength is that our team is equally formed of Crees and non-Crees. We take the time to know and to appreciate each other. During our planning meetings that take place every morning, all suggestions are heard and considered in order to constantly improve our ways of doing things. It's always a pleasure to go to my team meeting during the day to take the time to have an exchange on Cree culture and values and to leave each time having grown."



SHAWN WAPACHEE PROJECT MANAGER, WOLF CAMP SERVICES

"As a Cree partner, Wolf Camp Services is proud to offer custodial work at the Eleonore Mine. My roles and responsibilities as the Project Manager are to administer the payroll and timekeeping for the kitchen and janitorial sectors, oversee the operations of Wolf Camp Services, ensure that the work is done accordingly in a timely manner, promote health and safety, introduce new work methods and approaches, and respect and implement the contract agreement. One of our significant objectives is to increase the percentage of Cree manpower within our team, Recently, the majority of our workers successfully completed certified training programs. This surely played a key role in establishing a solid foundation to increase the quality of our services. The working atmosphere and cooperation with our partner Éléonore has always been very satisfactory and much appreciated."



RICHARD CROTEAU EXECUTIVE CHEF, TAWICH

"To face the demand and comply with the highest standards of quality, we are operating a high-volume cafeteria with the help of our Cree partners. Together, the kitchen team constantly aims at to emphasize each other's strengths. Each week it's in a spirit of openness and collaboration and learning from each other, that we reach our paramount objective to 5-star quality food."

Left to right: Paul Farrow, Chris Woodal, Charles J. Ronkos, Georges Burns, Chief Dennis Georgekish, Elmer Georgekish, Stanley Shashaweskum, Russel Ball, Guy Belleau.

## PEOPLE INVOLVED

IN 2014, THE COLLABORATION COMMITTEE IS COMPOSED OF THE FOLLOWING VOTING **MEMBERS**:

- Chief Dennis Georgekish, Cree Nation of Wemindji
- Katherine Moses, Treasurer, Cree Nation of Wemindji
- John Paul Murdoch, Counsel, Grand Council of the Crees (Eeyou Istchee) and Cree Nation Government
- Abel Bosum, Grand Council of the Crees (Eeyou Istchee) and Cree Nation Government
- Guy Belleau, General Manager, Goldcorp Éléonore
- Director, Legal, Canada and US, Goldcorp Inc.
- Director of Corporate Social Responsibility, Canada and US, Goldcorp Inc.

#### **OBSERVERS ARE:**

- Jacynthe Lafond, Collaboration Agreement Implementation Officer, Goldcorp Éléonore
- Nancy Bobbish, Director of Corporate Social Responsibility & Community Relations, Goldcorp Éléonore
- Jean M. Gagné, Fasken Martineau, for Goldcorp Inc.
- François Dandonneau, Gowlings, for the Grand Council of the Crees (Eeyou Istchee) and the Cree Nation
- Thomas Mark, Community Engagement Officer, Goldcorp Éléonore



Left to right: Jacynthe Lafond, Nancy Bobbish, Daniel Guay, Thomas Mark, Loralee Atsynia, Christina Gilpin.



Left to right: Danny Tomatuk, Alfred Loon, Luc Joncas and Thomas Mark (Absent from the picture: Marcelino Jobin and John Paul Murdoch)



Left to right: Tania Monaghan, France Trépanier, Rod Mamianskum, Martin Duclos, Jacynthe Lafond (Absent from the picture Aurora Hernandez).

#### **EMPLOYMENT AND TRAINING COMMITTEE**

- Thomas Mark, Community Engagement Officer, Goldcorp Éléonore
- Nancy Bobbish, Director of Corporate Social Responsibility &

#### **BUSINESS OPPORTUNITIES COMMITTEE**

- Danny Tomatuk, Vice-President of Tawich Development
- Alfred Loon, Director of Economic and Sustainable Development,

# FOR MORE INFORMATION

#### **COLLABORATION AGREEMENT**

If you have any questions or need more information on the Collaboration Agreement or its Committees, please contact our Collaboration Agreement Implementation Officer:

#### Jacynthe Lafond

Telephone: 819 865-7033 Email: jacynthe.lafond@goldcorp.com

#### TRAINING AND EMPLOYMENT

f you have any questions or need more information on training and employment opportunities, please contact our Community

Engagement Officer:

#### Thomas Mark

Telephone: 819 978-7536 Email: thomas.mark@goldcorp.com

#### WE ARE ALWAYS ON THE LOOKOUT FOR TALENTED AND DYNAMIC PEOPLE

We realize that it takes exceptional people to operate worldclass mines. The company invites all those who wish to take up the challenge to join the Éléonore team, a growing community of qualified, innovative professionals dedicated to modern, sustainable mining.

#### How to apply:

- 1- Apply by visiting www.goldcorp.com/careers
- 2- You are now on the "Opportunities" page
- 3- Scroll down to the bottom of the page and click on "Apply Now"
- 4- If a position interests you, click on "Apply Now"
- 5- If no positon interests you, click on "Click Here" in the paragraph in red on the right of the page



### MEMORY OF MICHAEL MAYAPPO

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Our colleague and friend, Michael Mayappo, the Tallyman for the region of Opinaca left us on September 14, 2012. He is survived by his wife Louise Mayappo, his children and grandchildren.

Michael joined the Éléonore team in 2006 as a labourer and cultural site coordinator. Having spent his whole life in the area, he had a deep knowledge of the vast Opinaca territory and its ecosystem.

He believed, as his father taught him, ne resources they need for subsistence and

that future generations can draw the resources they need for subsistence and development from the environment, while respecting the traditional way of life and values.

That is why Michael Mayappo was always both a hard worker and a great champion of the environment, fully committed to promoting, respecting and protecting the Éléonore site and its surroundings.

The parties of the Opinagow Collaboration Agreement would like to thank Michael Mayappo for his exemplary cooperation, as Tallyman, in the development of the Éléonore site. In addition to giving the project his unwavering support, Michael shared his knowledge and expertise and left each and every one of us a little of his passion for this great territory as his legacy.

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