

Human Rights Policy

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 **GOLDCORP**
together creating sustainable value

Human Rights Policy

Title	Human Rights Policy		
Application	GLOBAL	Department	Corporate Affairs and Sustainability
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HUMAN RIGHTS POLICY

Goldcorp is committed to respecting human rights as set forth in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and under international humanitarian law. Goldcorp is also committed to respecting the rights of Indigenous Peoples.

To ensure we meet our commitments, Goldcorp will assess potential human rights issues, take measures to avoid infringing on human rights, and seek constructive dialogue and partnerships with stakeholders impacted by our activities.

Goldcorp is committed to regularly reviewing and assessing the effective implementation of and compliance with this policy. To this end, Goldcorp will ensure relevant corporate procedures, standards and guidance support the implementation of and are aligned with this policy, in particular: the Corporate Social Responsibility, Environment and Sustainability, Safety & Health, Security, Diversity and the Goldcorp Commercial Practices policies as well as the Code of Conduct and Sustainability Excellence Management System. This policy is part of and contributes to the successful development of Goldcorp's vision of "Together, Creating Sustainable Value".

Scope and Responsibility

This policy applies to Goldcorp Inc. and its wholly owned subsidiaries. Goldcorp Inc. expects that each of its wholly owned subsidiaries that conduct mining operations will establish procedures to ensure compliance with this policy. All Goldcorp board members, officers, contractors or any third party conducting work or acting on Goldcorp's behalf will behave in a manner that respects human rights and avoids infringing upon them. Goldcorp will take appropriate measures to ensure that this policy is respected. For employees, non-compliance with this policy may be grounds for disciplinary action up to and including termination of employment. For contractors, non-compliance may be grounds for contract termination. The Executive Vice President, Corporate Affairs and Sustainability is responsible for periodically updating this policy.

To meet our responsibilities to respect human rights, Goldcorp makes the following commitments:

1. Goldcorp will assess human rights risks and impacts through mechanisms such as enterprise risk management and due diligence processes. Goldcorp will identify and monitor human rights impact indicators, allowing for continual improvement of our human rights standards and practices.
2. Goldcorp will take actions to embed a human rights culture in our company and ensure employees and contractors are made aware of this Human Rights Policy and understand their responsibility to comply. These measures include awareness-raising and training on the policy and specific aspects within it, such as how to report concerns related to human rights via company grievance mechanisms.
3. Goldcorp respects the rights and dignity of employees, contractors, partners and community members impacted by our business. Goldcorp is committed to creating a safe and diverse workplace where decisions are non-discriminatory towards ethnic origin, religion, political belief, gender, sexual orientation, age, nationality, education or disability.
4. Goldcorp respects workers' rights, including freedom of peaceful assembly and association, and engagement in collective bargaining consistent with the relevant International Labor Organization (ILO) conventions on

that subject. Goldcorp does not tolerate the use of forced, compulsory or child labour.

5. Goldcorp respects the rights, interests, perspectives and traditions of Indigenous Peoples in accordance with The International Council on Mining and Metal's Position Statement on Indigenous Peoples and Mining, the International Labour Organisation's Convention 169 (*Indigenous and Tribal Peoples Convention*) and other applicable international best practice. Goldcorp seeks to collaborate with indigenous communities to protect cultural and spiritual heritage as well as the environment. Goldcorp will adopt and apply engagement and consultation processes that ensure meaningful participation of indigenous communities in decision-making and planning processes. Goldcorp recognizes that the state often plays the primary role in defining processes related to seeking Free, Prior and Informed Consent. We are committed to meeting all legal requirements for any new operations or changes to existing projects which may have significant adverse impacts on Indigenous Peoples.
6. Where Goldcorp or its wholly owned subsidiaries hires private security forces to protect employees, contractors, partners, resources, and company property, such contractors must comply with local and international law, and with the Voluntary Principles on Security and Human Rights.
7. Goldcorp will take measures to ensure that we are not supporting or benefiting from unlawful armed conflict or contributing to human rights abuses or any breaches of humanitarian law, in accordance with our commitment to the World Gold Council's Conflict-Free Gold Standard.
8. Goldcorp will take measures to avoid or minimize involuntary resettlement wherever possible. When relocation cannot be avoided, Goldcorp will establish, in consultation with affected communities and the corresponding governmental agencies, a resettlement plan that adheres to guidelines established by the International Council on Mining and Metals and the International Finance Corporation Performance Standards.
9. Goldcorp will maintain site-based community response systems (also known as grievance mechanisms), which are formal channels to receive, assess and resolve complaints or queries in the event of a real or perceived impact from activities of the company or its business relationships. These channels will be monitored for effectiveness and, whenever possible, will consider the feedback from employees, local stakeholders and other users of the system.
10. Goldcorp will periodically update stakeholders regarding performance related to human rights through our annual sustainability reporting process and other engagement mechanisms.



David Garofalo
President and Chief Executive Officer
Goldcorp Inc.

Definitions

Community Response System: A formalized method to accept, assess and respond to community issues, concerns or queries related to the performance or behavior of a company, its contractors or employees. Community Response Systems are operated at the site level and tailored to the local context. They are often referred to as grievance mechanisms; however they are not limited to responding solely to grievances and complaints, but also handle inquiries, suggestions and other feedback that community members may wish to provide the company.

Contractor: refers to outside labour hired in to do a specific task. In some jurisdictions a contractor is defined as a “supervised worker”, an individual who performs regular work on-site for, or on behalf of, and the reporting organization but is not recognized as an employee under national law or practice).

Employee: refers to all direct employees on Goldcorp payroll.

Free, Prior, Informed Consent (FPIC): Goldcorp follows the definition of Free Prior Informed Consent as set out in the ICMM Position Statement on Indigenous Peoples and Mining, which states that FPIC comprises a process, and an outcome, in which Indigenous Peoples are: (i) able to freely make decisions without coercion, intimidation or manipulation; (ii) given sufficient time to be involved in project decision making before key decisions are made and impacts occur; and (iii) fully informed about the project and its potential impacts and benefits. For more information, please see the ICMM’s Indigenous Peoples and Mining Position Statement.

Goldcorp: means Goldcorp Inc. and its wholly owned subsidiaries.

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 and common categorization includes civil and political rights, labour rights, indigenous rights and other economic, social and cultural rights.

Indigenous Peoples: Goldcorp follows the ILO Convention 169 criteria in identifying Indigenous Peoples, which states that Indigenous Peoples are: “tribal peoples in independent countries whose social, cultural and economic conditions, 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; 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 [this] applies.