

# 2729

MINDS

# 16

COUNTRIES

# 1

VISION



FRONT COVER: JERRY FINISIE, COMMUNITY RELATIONS & PUBLIC COMMUNICATIONS COORDINATOR AT ROSEBEL GOLD MINES, WITH CHILDREN FROM THE NIEUW KOFFIEKAMP VILLAGE, SURINAME, SOUTH AMERICA

# IAMGOLD

IAMGOLD is a leading mid-tier gold-mining company producing approximately one million ounces from 7 mines on 3 continents. IAMGOLD is focused on growth, with a target to reach 1.8 million ounces of gold production by 2012. IAMGOLD is uniquely positioned with a strong financial base, together with the management and operations expertise to execute our aggressive growth objectives. IAMGOLD is focused in West Africa, in the Guiana Shield of South America and in Quebec.



WATER SAMPLE TAKEN AT WESTWOOD PROJECT BY SUMMER STUDENT VÉRONIQUE COULOMBE, QUEBEC, CANADA



CHILDREN FROM THE IAMGOLD SPONSORED ORPHANAGE SOS ORPHANAGE IN BOTSWANA, AFRICA

**In 2008,**  
**IAMGOLD began implementing comprehensive Health, Safety & Sustainability Frameworks.**  
**2,729** IAMGOLD minds working in **16** countries worldwide now share **1** vision for achieving Zero Harm. This year's report is organized around our frameworks' essential elements, to show how each is being implemented and how our entire organization is zeroing in on realizing our common goal.

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IAMGOLD  
**ZERO** 

HARM | DAÑO | INCIDENT | SCHADE | KGOBALO

**Zero Harm is IAMGOLD's vision for maintaining the highest standards in human health, minimizing our impact on the environment and working co-operatively with our host communities. Zero Harm is supported by our Health, Safety and Sustainability Frameworks.**

**GOALS**

Zero Harm means:

- ▶ No fatalities, no medical aids
- ▶ DART - No days away, no restriction or transfer of duties
- ▶ No significant impact on our host communities
- ▶ No significant environmental impact

**BENEFITS**

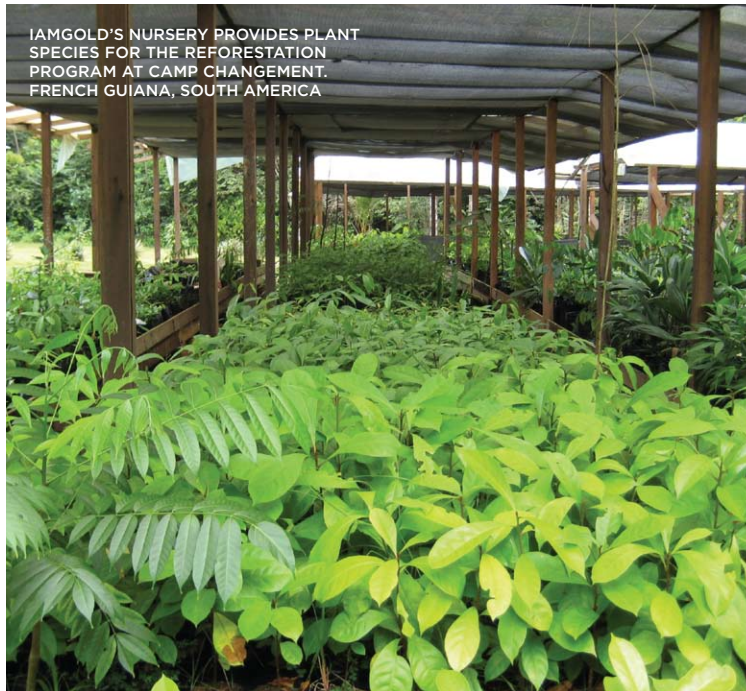
For IAMGOLD, the business benefits are clear. Our pursuit of Zero Harm:

- ▶ Leads to increased productivity and decreased costs associated with accidents
- ▶ Encourages host communities and countries to engage us as their business partner of choice
- ▶ Promotes responsible mining worldwide

ROSEBEL'S COMMUNITY RELATIONS TEAM MEMBERS DONATING SCHOOL BOOKS TO LOCAL VILLAGE'S SCHOOLS. SURINAME, SOUTH AMERICA



IAMGOLD'S NURSERY PROVIDES PLANT SPECIES FOR THE REFORESTATION PROGRAM AT CAMP CHANGEMENT. FRENCH GUIANA, SOUTH AMERICA



MUPANE GOLD MINE'S EMERGENCY RESPONSE TEAM TRAINING. BOTSWANA, AFRICA

## CORPORATE ACHIEVEMENTS & OBJECTIVES

### 2008 PERFORMANCE

- ✓ BENCHMARK our operations to the health and safety and sustainability frameworks
- ✓ IMPLEMENT the risk management procedure at all operations and projects
- ✓ IMPLEMENT an exploration health and safety program
- ✓ EVALUATE ISO 14001 certification for the corporate office
- × EVALUATE Cyanide Code application (Internal audits to determine the International Cyanide Management Code conformance were carried out at selected sites and Cyanide training was carried out at Mupane Mine in Botswana. However, additional work to move towards becoming a signatory of the Code will be required in 2009.)
- ✓ IMPROVE health, safety and sustainability internal and external performance reporting
- ✓ EVALUATE and establish a health, safety and sustainability governance / review process

\* Level 5 accidents or incidents can have extreme consequences. Examples include fatalities and serious damage to the environment that can take decades to repair. They also include community outrage that can result in the loss of our social licence.

\*\* Level 4 accidents or incidents can have serious consequences. Examples include injury resulting in absence from work and short-term production loss. They also include environmental damage that is significant but that can be remediated relatively quickly and community outrage that can result in the loss of our social licence but only for a short period.

### 2009 OBJECTIVES

- ▶ Zero Fatalities
- ▶ Zero Level 5\* Safety Accidents
- ▶ Zero Level 4\*\* and 5\* Environmental and Community Incidents
- ▶ 100% Safety Leading Indicator Achievement
  - Management Presence in the Field
  - Safety Meetings (targets set by sites)
  - Accident Investigation Follow-up completion
  - Scheduled Inspections (targets set by site)
  - Task Observations (targets set by site)
- ▶ Executive Management to participate in and complete planned leadership team worksite inspections during site visits
- ▶ Gain ISO 14001 Certification at Toronto Office
- ▶ Develop guidance for Water Management Plans for all operations to allow for future reduction targets
- ▶ Develop and implement Human Rights Training program for Operations and Projects
- ▶ Develop and test Corporate Social Responsibility Planning & Review Protocol
- ▶ Establish comprehensive Incident Investigation Methodology and complete training for key personnel
- ▶ Introduce a Behaviour-based Safety Program

## OUR COMMITMENT

Helping our employees, communities and host countries build a healthier, safer, more sustainable future is not just good business practice but the right thing to do. IAMGOLD is committed to exercising social responsibility wherever we operate by embracing:

**RESPECT** Our activities will be conducted in a way that respects cultures, customs, social values, laws and human rights.

**ENGAGEMENT** We will pursue the support of host communities and governments through responsive, meaningful dialogue.

**ENVIRONMENTAL STEWARDSHIP** We will focus on understanding the interaction between our activities and the environment, and seek ways to protect and maximize sustainable development.

**HEALTH & SAFETY** We will promote a work environment where the health and safety of people are always our first priorities.

## OUR VALUES

**IAMACCOUNTABLE** We say what we believe and do what we say. We act with integrity and honesty. We are accountable for our actions.

**IAMRESPONSIBLE** We actively engage with our host countries and communities by understanding and contributing to their vision for a sustainable future. We minimize our environmental impact and conduct our operations in an environmentally responsible manner. We promote and safeguard the health and safety of each team member.

**IAMTEAM** We grow and prosper by thinking, acting and communicating as one global team. We share ideas and successes, listen to our colleagues and respect our team members. We are committed to developing a meaningful work experience for all.

**IAMINNOVATION** We challenge conventional thinking and explore new technologies and avenues for growth. We are entrepreneurs who take the initiative to implement ideas that deliver results.

**IAMEXCELLENCE** We pursue continual improvement and excellence in our day-to-day operations. We set ambitious goals and persevere until those goals are achieved.



## FROM THE PRESIDENT & CEO

JOSEPH CONWAY

# The year 2008 marks the second year for our health, safety and sustainability reporting, detailing progress on our objectives, our performance, and our challenges.

It's been an eventful year, as we continue to strive to be a leader in our field. Our goal is to be one of the top gold producers in the world by developing outstanding, highly productive properties while promoting the welfare of all our employees, of the environments in which our mines are located, and of the stakeholders and communities with whom we interact continually.

In 2008, I challenged our employees and management to produce some extraordinary results, not only in production and cost containment, but in health, safety and sustainability. We launched our Zero Harm vision committing IAMGOLD to maintaining the highest performance in human health, minimizing our impact on the environment and working co-operatively with our host communities. We then rolled out our Ounce by Ounce Business Literacy Program, an initiative designed to engage employees in our vision of Zero Harm.

Ounce by Ounce encourages employees to contribute actively to improvements in all areas of our business including health, safety and sustainability. In numerous Ounce by Ounce sessions held over the course of 2008, our people individually and collectively generated over 4,000 ideas for improving health, safety, sustainability, productivity and cost containment. Of these, the top ideas were implemented at individual sites. Going forward, we are challenging our employees to submit their individual ideas in a business plan and to become entrepreneurs of our business.

We have much to be proud of in 2008. In the face of the health, safety and sustainability disappointments of 2007, which included five fatalities, we achieved some

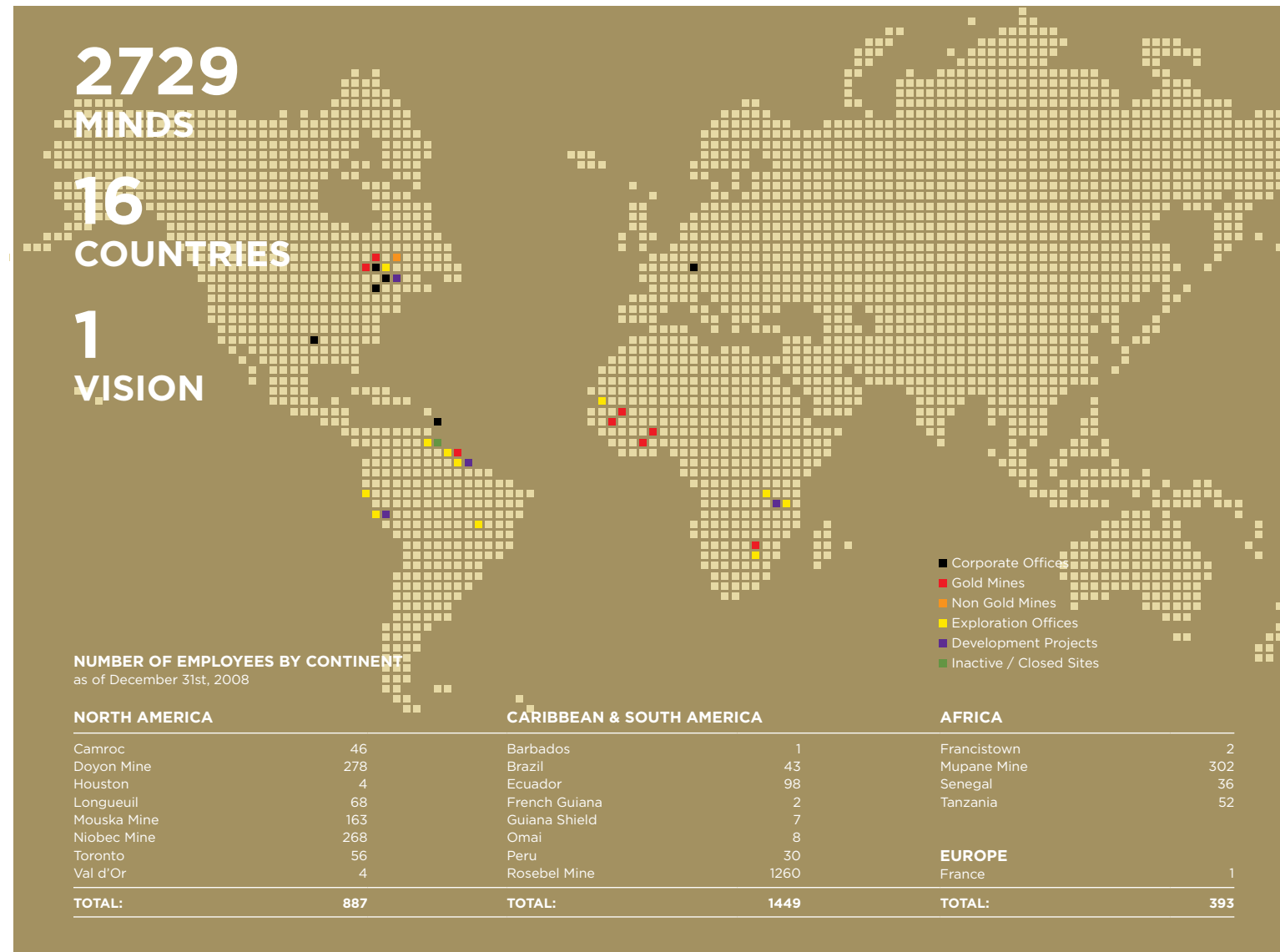
truly noteworthy results. I am most pleased to report that, because of increased emphasis on training and on awareness of safety issues and a focus on visible safety leadership, there were no fatalities during the past year. While this result cannot make up for the events of the previous year, it indicates that we are on the right path and that we need to continue our efforts in this important area.

### 0 FATALITIES IN 2008

I'm also pleased to report that we improved our safety performance, recording a 24% reduction in total accident frequency. At the Sleeping Giant Mine, we recorded no lost-time accidents for the second year running. Even though employees were aware that this mine would be closing in October 2008, they maintained their safety vigilance, which illustrates our collective commitment to zero accidents during the entire life cycle of a mine. At a year-end event, our Chief Operating Officer, Gord Stothart; our Senior Vice President, Health Safety and Sustainability, Ross Gallinger; and I celebrated this milestone with the Sleeping Giant employees. While our overall safety performance improved from 2007, we must continue to show further improvements in all aspects of our activities. I believe that our vision of achieving zero accidents and zero incidents can be realized in the near future.

On the environmental front, IAMGOLD also continued to improve, with no major environmental incidents occurring. In no small measure, this performance was due to the introduction of a new Significant Incident Reporting system (SIR) that is allowing us to track health, safety and environmental incidents and then to pass on our findings and corrective measures to all of our operations.

While I am pleased that our efforts to manage environmental impacts are yielding immediate results, I look forward to programs currently being implemented to secure improvements for the long term. In 2008, using risk assessment tools developed and tested in 2007, we completed risk assessment analysis across all of our operations and major projects. Each operation and project was assessed for hazards or issues that could have significant health, safety, environmental, community or cost consequences. Where there is a high potential for extreme consequences – in other words, high risk – sites are now required to develop management plans to mitigate risk and avoid extreme consequences. As well, these high-potential risks and associated mitigation plans are



formally elevated to the attention of the corporate senior management group.

In our 2007 Annual Report, I commented on the delays we were facing in developing our interests in our Quimsacocha property in Ecuador. The Ecuadorian government required additional time to better develop their mining legislation. During this period, mining activities were suspended; however, we continued our development work with surrounding communities and stakeholders without interruption. Since we are the first company in Ecuador to have signed community development agreements, I am confident that we will be able to report very positive outcomes of our Ecuadorian community programs in future years.

Early in 2008, we also faced delays in developing our Camp Caiman property in French Guiana. Here, stakeholders expressed concerns regarding the potential environmental impact of mining in the region. We have taken actions to demonstrate that we can successfully manage issues surrounding land reclamation and reforestation to the satisfaction of all concerned. In 2008, our pilot reforestation project in French Guiana was an example of our commitment to responsible mining in action. IAMGOLD is developing mining properties as a responsible development partner of communities, regions and countries.

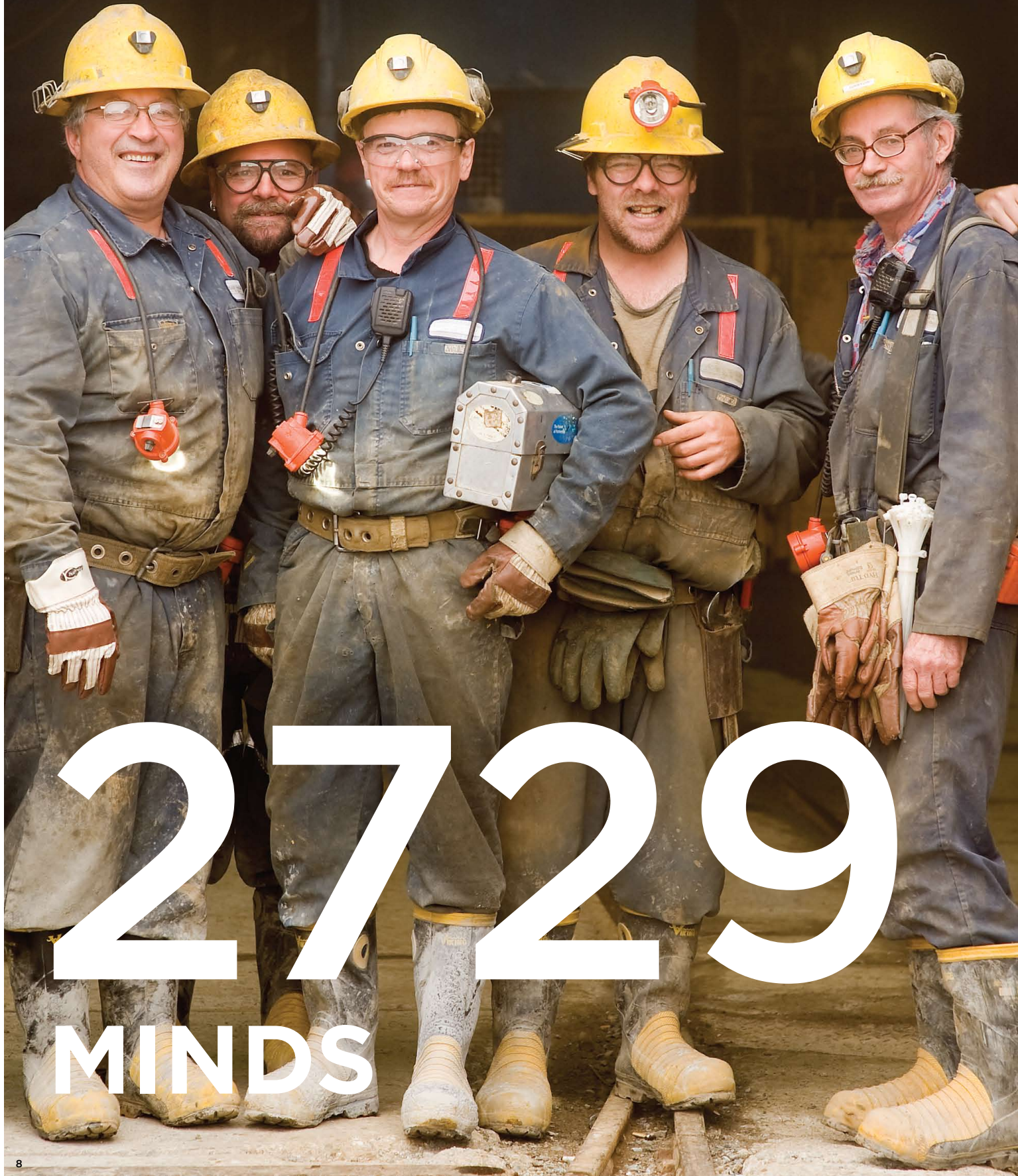
Since I believe that all of our employees need to see that their efforts are recognized, that we can motivate our employees to be more innovative and involved, I have instituted the President's Awards for Sustainability and Health & Safety. Clear, measurable criteria against our Sustainability and Health & Safety Frameworks have been established for these awards. All our operations compete on a level playing field to ensure that the best efforts are recognized and to motivate everyone to achieve even better results in the future. I am pleased to announce that the winner of the 1st Annual Awards in Health & Safety and in Sustainability was our IAMGOLD Tanzanian Ltd. group. These awards allow us to share our best practices amongst all of our properties so that we may learn from each other to improve and enhance our performance.

To the winner, I say congratulations for your fine efforts and well done. To our other employees, I encourage you to work harder and with increased innovation to ensure that you are at the top next year. Let's continue to make IAMGOLD a gold producer of which we are all justifiably proud.

Thank you,

Joseph Conway, President & CEO

CLAUDE RANCOURT, MOUSKA MINE  
ALAIN NAUD, CAMROC  
ROBERT NORMAND, MOUSKA MINE  
JACQUES DAIGLE, MOUSKA MINE  
GASTON GRIGNON, MOUSKA MINE  
QUEBEC, CANADA



## IAMGOLD EMPLOYS 2,729 PEOPLE.

That's 2,729 minds working towards our Zero Harm goal by implementing the five key elements of our Health and Safety Framework:

LEADERSHIP

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ACCOUNTABILITY

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PEOPLE

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PERFORMANCE

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PROCESSES

CAROLINE LAPLANTE  
RESPONSIBLE FOR MINING GEOLOGY  
MOUSKA MINE  
QUEBEC, CANADA



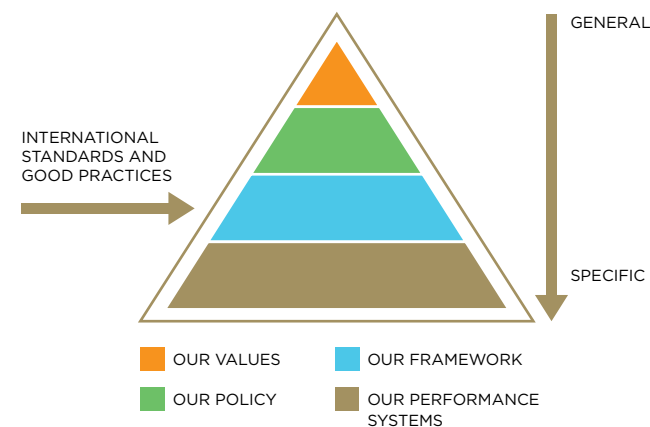
ORVILLE WILLIAMS  
MINE MAINTENANCE  
ROSELBEL GOLD MINE  
SURINAME, SOUTH AMERICA



# LEADERSHIP A NUMBER ONE IMPERATIVE

At IAMGOLD, we recognize that realizing our Zero Harm vision begins at the top.

HEALTH, SAFETY AND SUSTAINABILITY PROGRAM EVOLUTION



Solid, accountable leadership is an imperative. That's why leaders at all levels of the organization are tasked with creating, implementing and managing our far-reaching Health and Safety Framework. These leaders include the Health, Safety and Sustainability Committee of our Board of Directors, our Senior Vice President Health, Safety and Sustainability, and site-specific health and safety supervisors.

In 2008, management and our Board's sub-committee carefully reviewed the Company's health and safety policies to verify the effectiveness of our approach. Leadership also introduced several new performance systems in support of our Health, Safety and Sustainability Frameworks. These included:

- ▶ an enterprise risk management system
- ▶ a significant-incident reporting system
- ▶ a health and safety audit tool
- ▶ an exploration safety program

Health, safety and sustainability at IAMGOLD involve an integrated multi-level approach connecting strategy and high-level thinking to specific on-the-ground action. We began by defining a set of core values to guide us in creating a platform of comprehensive health, safety and sustainability policies. Informed by international standards and good practices, frameworks for Health & Safety and for Sustainability were then created to translate these policies into powerful performance systems yielding real, measurable results.



UNRAVELLING THE FIRE HOSE AT MUPANE GOLD MINE'S EMERGENCY RESPONSE TRAINING BOTSWANA, AFRICA

## HEALTH & SAFETY POLICY

IAMGOLD requires a commitment by all employees and contractors to a workplace free of incidents and illness. We believe that all employees and contractors must be protected against workplace hazards. Achieving and maintaining "zero injuries" is a continuous journey, with management providing the leadership and direction and employees involved in developing the safety practices.

These guiding principles will be applied through a commitment to:

- ▶ Understanding that no task is so important that it cannot be completed safely
- ▶ Providing a safe and healthy workplace for all our people
- ▶ Training and continually motivating our people to always work in a safe and responsible manner
- ▶ Incorporating leading practices within health and safety in the planning and decision making process throughout the life cycle of our operations
- ▶ Achieving excellence in health and safety performance through the application of leading practices
- ▶ Complying with relevant legislation and exceeding community expectations
- ▶ Striving towards continual improvement in our safety and health performance by setting and reviewing achievable targets
- ▶ Holding all our employees and contractors accountable for our health and safety performance



IAMGOLD PARTNERED WITH LOCAL VILLAGERS TO BUILD WATER WELLS FOR CLEAN DRINKING WATER. VILLAGERS NO LONGER NEEDED TO RETRIEVE WATER FROM CONTAMINATED DAMS AND WATER HOLES (PICTURED). TANZANIA, AFRICA

## SUSTAINABILITY POLICY

IAMGOLD is an international mining company that believes a commitment to sustainability and social responsibility from all its employees and contractors is fundamental to the success of its business. Community engagement and protection of the environment is of paramount importance.

These guiding principles will be applied through a commitment to:

- ▶ Establishing site operating standards that meet or exceed relevant laws and regulations, IAMGOLD's environmental and social impact statements, environmental and social management and closure plans, and international protocols of which IAMGOLD is a signatory
- ▶ Requiring that all employees demonstrate leadership and commitment to continual improvement in environmental protection, pollution prevention, community awareness and economic performance
- ▶ Respecting human dignity as well as the rights of the individual and of the communities associated with our operations
- ▶ Integrating risk management into all facets of our business including maintaining emergency response plans to minimize or avoid the impact of unforeseen events
- ▶ Constantly improving our environmental performance by establishing measurable environmental targets in order to reduce the impact of disturbances, containments and discharges
- ▶ Providing opportunities for communities associated with our operations to share in the benefits flowing from our activities through developing long term alternate economic and capacity building projects
- ▶ Creating lasting relationships with communities built on mutual respect and trust in order to reach agreed objectives and shared involvement
- ▶ Developing appropriately funded reclamation strategies for all operations from exploration through to closure
- ▶ Practicing good corporate governance, transparency, fair dealing and reporting annually on performance

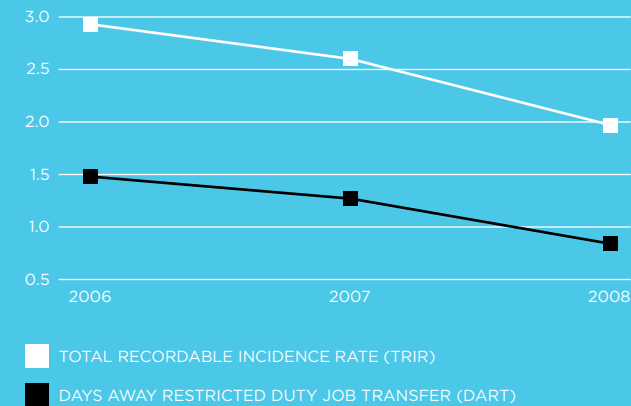


ROSEBEL'S MINING TEAM PROUDLY POINT TO THEIR EXCELLENT SAFETY PERFORMANCE RECORD. SURINAME, SOUTH AMERICA

## GRAPHIC IMPROVEMENT IN HEALTH AND SAFETY

Indicated in the graph below are our global Days Away, Restricted Duty, or Job Transfers Incident Rate (DART) and Total Recordable Incidents Rate (TRIR) for 2006, 2007 and 2008. DART refers to the number of incidents that occur per 100 employees while TRIR refers to the number of employees out of every 100 who suffer an injury or illness. Both of these rates are measured over a rolling 12-month period.

HISTORICAL FACTS FOR GLOBAL



SENIOR VICE PRESIDENT, HEALTH, SAFETY & SUSTAINABILITY, INDICATING ZERO LOST TIME ACCIDENTS AT MUPANE GOLD MINE. BOTSWANA, AFRICA



MANAGERS PETER SHEEHAN AND WILLIAM KAGARUKI DISPLAYING THE BUCKREEF PROJECT SAFETY STATISTICS WITH SENIOR VICE PRESIDENT EXPLORATION MIKE DONNELLY TANZANIA, AFRICA

## ACCOUNTABILITY SAFETY IN NUMBERS

### Accountability is a key element of our Health and Safety Framework.

To achieve our Zero Harm vision, leaders and employees across our entire organization must take accountability for health and safety. Safety lies in numbers.

In 2008, our efforts focused on the foundation of our business strategy - grassroots exploration. Exploration activities expose employees to unique hazards within the mining industry. Exploration often takes place in remote areas with rugged terrain. Travel typically occurs by helicopter, fixed-wing aircraft or by four-wheel drive vehicles along infrequently travelled roads. In some areas previously considered inaccessible, improved road access can decrease the potential for motor vehicle accidents. In 2008, the exploration team developed a health and

safety program tailored to mitigate specific exploration risks. Driver training, wilderness first aid, scheduled workplace inspections, hazard observations and safety meetings are examples of some of the indicators tracked and measured by the teams. The program can be deployed and maintained effectively at a remote field level.

Many exploration-related incidents resulting in days away from work involve simple slips and falls. Consistent with data measuring mountaineering accidents in North America, exploration-related data directly reflect the time exploration teams spend traversing rugged terrain. We anticipate that this new program will reduce the frequency and severity of these incidents as individuals learn to pay greater attention to their physical limitations, levels of fatigue, steep terrain and proper personal protective equipment, and as IAMGOLD helps them to develop a better understanding of the many hazards they may encounter.

## NUMBERS THAT SPEAK

Measuring lagging health and safety indicators helps us understand past performance, while measuring leading indicators anticipates how we may perform in future. An important part of being accountable at IAMGOLD is taking the measure of past performance and forward-looking trends through lagging and leading indicators.

### 24% reduction in total accident frequency

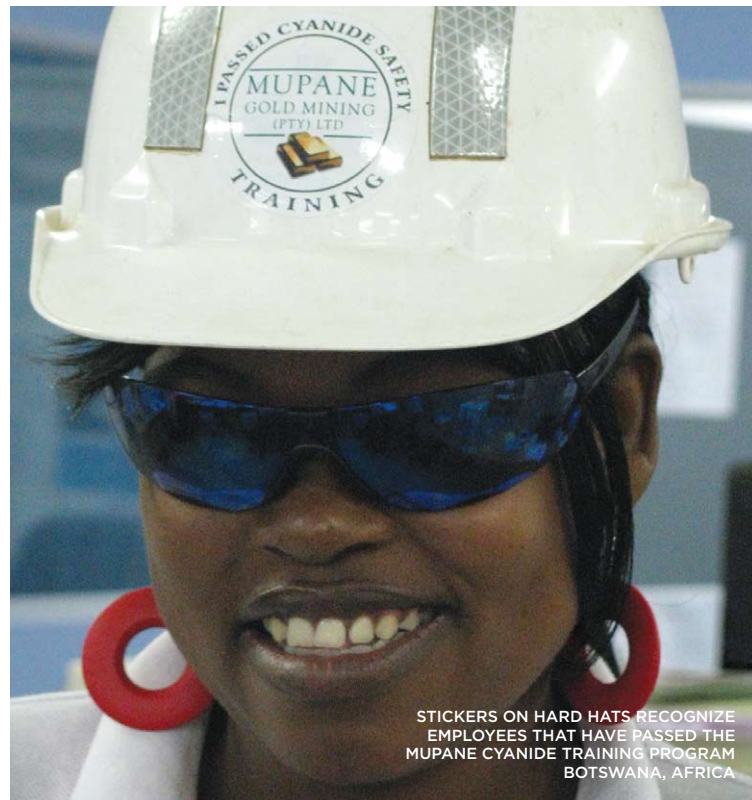
In 2008, our lagging indicators told an encouraging story. According to two significant metrics - Days Away, Restricted Duty, or Job Transfers Incident Rate (DART) and Total Recordable Incidence Rate (TRIR) - we improved our safety performance significantly over 2007.

Our DART frequency improved by 34% while our TRIR frequency improved by 24%. We attribute these improvements to the emphasis we have been placing on safety through training, monitoring and analysis of leading and lagging indicators and our risk assessment process.

IAMGOLD is currently accumulating data on such leading indicators as:

- ▶ Management Presence in the Field
- ▶ Safety Meetings (safety targets are set by each individual site)
- ▶ Accident Investigation Follow-up Action completion
- ▶ Scheduled Inspections (safety targets are set by each individual site)
- ▶ Task Observations (safety targets are set by each individual site)





STICKERS ON HARD HATS RECOGNIZE EMPLOYEES THAT HAVE PASSED THE MUPANE CYANIDE TRAINING PROGRAM BOTSWANA, AFRICA



STOP CARD PROGRAM EMPOWERS EACH EMPLOYEE AT ROSEBEL TO STOP OR REFUSE TO CONTINUE WITH UNSAFE WORK. SURINAME, SOUTH AMERICA

## PEOPLE TRAINING OUR SIGHTS ON ZERO

Plans, systems and measurement are important to improving health and safety, but achieving our Zero Harm vision will only be achieved through the actions of our employees within their day-to-day work environment. At IAMGOLD, we place a premium on health and safety training for every member of our workforce. Our significantly improved safety performance in 2008 testifies to the success of our training programs to date.

### CYANIDE TRAINING AT MUPANE GOLD MINE, BOTSWANA, AFRICA

In 2008, employees at Mupane received training in first aid, oxygen administration, emergency response, emergency evacuation and defensive driving. They also participated in a thorough cyanide training program focusing on awareness and on exposure prevention and response. Sodium cyanide is one of the toxic chemicals used to extract gold; consequently, we place strong emphasis on preventing incidents involving cyanide and educating our workforce in providing treatment when and if this becomes necessary. At Mupane, 191 employees received cyanide training, which involved a written test at the end. Those that did not pass the test received additional training and were required to take the examination

again. All new personnel that work within the processing plant are required to complete cyanide awareness training before gaining access to this work area.

### SUPER TUESDAY SAFETY DAY AT ROSEBEL GOLD MINES NV, SURINAME, SOUTH AMERICA

Training initiatives at Rosebel included a shutdown of operations on Tuesday, January 22, 2008, dubbed "Super Tuesday". The purpose of this one-day event was to promote safety across the entire operation. All department supervisors and managers met with their work groups to emphasize our safety message and solicit feedback. Over 900 employees and contractors took part. These meetings led to the adoption of the STOP Card initiative throughout the site. STOP Card - a program empowering each employee to stop or refuse any unsafe work with the full support of the Mine Manager - has since become a requirement for all new employees.

## HAZARD ALERT

Sharing knowledge concerning actual and potential hazards is encouraged throughout the organization, and we believe communicating hazards company-wide is key to our safety success and has become an integral part of our safety procedures. As a component of the Significant Incident Reporting system, IAMGOLD has developed a Hazard Alert communication protocol. A Hazard Alert is communicated through a one-page report in an easy-to-read format addressing what happened, the root causes of the incident and the steps taken to prevent recurrence. Along with investigation results, Hazard Alerts are circulated to employees through e-mail and are posted on our internal intranet site and on-site bulletin boards. Hazard Alerts are then communicated throughout each work group. At each site, follow-up measures and corrective actions are to be taken as necessary.

### RESOURCES

RESOURCES / HEALTH, SAFETY & SUSTAINABILITY / HAZARD ALERTS

TYPE NAME	DESCRIPTION	LANG
2008.10.29 Hazard Alert Niobec No Emergency Brake FR.pdf	Niobec No Emergency Brake	F
2008.06 Hazard Alert Mupane Plastic Lined Ponds.pdf	Serious Potential Incident: Plastic Lined Ponds	E
2008.06.04 Hazard Alert Mupane Acetylene Leak.pdf	Serious Potential Incident: Acetylene Leak	E
2008.07.06 Hazard Alert Omai Shooting.pdf	Significant Potential Incident: Shooting Incident-Omai Site	E
2008.07.27 Hazard Alert RGM Load Binders.pdf	Serious Potential Incident: Driver Injured by Load Binder	E
2008.08 Hazard Alert RGM Armed Theft Attempts.pdf	Serious Potential Incident: Armed Theft Attempts	E
2008.08 Hazard Alert SG Injured Forearm in Crusher Guard.pdf	Significant Incident: Actual Consequence Level 4 - Injured Forearm in Crusher Guard	E
2008.08.20 Hazard Alert Doyon Twisted Knee.pdf	Significant Incident: Actual Consequence Level 4 - Twisted Knee	E
2008.08.28 Hazard Alert RGM Twisted ankle FR.pdf	Blessure - jours d'absence: Cheville foulée (opérateur)	F

## 34% reduction in Days Away, Restricted Duty or Job Transfer (DART)

### GETTING THE NUMBERS RIGHT

#### ROOT CAUSE ANALYSIS TRAINING

Training people to investigate incidents effectively and discover root causes is a crucial step towards Zero Harm. In 2008, IAMGOLD commenced training key personnel at each mine site and on exploration and project development teams in the Incident Causation Analysis Method (ICAM).

ICAM is a global IAMGOLD standard for investigating serious incidents requiring corporate or external resource intervention (i.e. Level 4 or Level 5 incidents). ICAM ensures consistency and accuracy in applying a common methodology for identifying and determining root causes. ICAM considers both local factors contributing to an incident and failures within the broader organization. Broader organizational failures can occur in areas such as communication, design, contractor management, maintenance, housekeeping, training, operating procedures, risk management, incompatible goals, change management, organizational culture and equipment.

Incorporating best-practice human factors and risk management principles, ICAM helps us understand past accidents so that we can avoid similar accidents in the future.

### DRIVING THE NUMBERS DOWN

#### REPORTING SERIOUS POTENTIAL INCIDENTS

With improvements in our health, safety and environmental performance and with fewer serious incidents reported in 2008, IAMGOLD is considering methods for driving down our numbers even further. We believe that there is tremendous value in investigating serious potential incidents and reporting them to Senior Management for discussion. The CEO, COO and SVPs acquire both a thorough understanding of the incident and an opportunity to reinforce our safety vision and procedures with leadership on site. A serious potential incident is a near-miss or relatively minor injury/damage incident that under other conditions could become a Level 4 or Level 5 incident.\* Identifying and tracking such serious potential incidents will assist us in eliminating hazards and preventing actual serious incidents from occurring.

\* Level 4 and Level 5 incidents can have serious or extreme consequences such as injuries resulting in absence from work or even death.

## PERFORMANCE ONE TEAM PULLING TOGETHER

In 2008, IAMGOLD's nearly 3,000 employees pulled together to implement a number of safety innovations and post significant improvements in health and safety numbers.

Their efforts at several of our sites earned recognition from independent health and safety monitoring groups. Three representative awards and one impressive competition result are described below.

### REGIONAL AWARD

#### NIOBEC - QUEBEC

In 2008, our Niobec niobium mine received a regional award from the Commission de la santé et de la sécurité du travail (CSST), the organization mandated by the Government of Quebec to administer the province's occupational health and safety plan. The award recognized a major innovation involving the addition of rods in a grinding mill at the ore concentrator plant that eliminated manual handling, thus lowering the risk of back and hand injuries.



OUR NIOBEC TEAM WERE RECOGNIZED BY A CSST REGIONAL AWARD FOR A GRINDING MILL INNOVATION THAT REDUCED THE RISK OF BACK AND HAND INJURIES.

### AWARD FOR SILENCER INNOVATION ON "LONG TOM" DRILL

#### DOYON - QUEBEC

At an annual conference for all employers working in the northwest region of Quebec, the Commission de la santé et de la sécurité du travail (CSST) and the Agency of Health and Social Services of Abitibi-Témiscamingue presented our Doyon Mine with an award for innovation in drilling safety. We developed a silencer for the "Long Tom", a rail-mounted drill used for drilling drifts which reduces employee exposure to noise and captures oil mists. IAMGOLD received a plaque acknowledging our efforts to improve the health, safety and industrial hygiene of employees.



DOYON MINE RESCUE TEAM (LEFT TO RIGHT)  
FRANCOIS GIRARD, BENOÎT RANCOURT, RÉAL MARTINEAU,  
RICHARD TREMBLAY, LUC MATTE, MARC DESGAGNÉ,  
BERTRAND GAULIN, GILLES GUAY, CATHIE ALLAIN  
QUEBEC, CANADA

### ZERO COMPENSABLE ACCIDENTS AWARDS

#### DOYON - QUEBEC

Every year, the Quebec Mining Association presents a plaque to supervisors who achieve multiples of 50,000 hours with no accidents requiring compensation. On May 30th, 2008, the electrical maintenance team at Doyon (approximately 15 people) achieved three full years without a compensable accident, while on July 26, 2008, the mill department (approximately 40 people) achieved two full years without such an accident. The two foremen from Doyon responsible for these achievements, Messrs Gilles Guay and Pierre Simon, were honoured at a presentation ceremony in October 2008.

### ANNUAL COMPETITION IN MINE RESCUE

#### QUEBEC

Every year, the CSST, through its Mine Rescue service, organizes a provincial competition in mine rescue. Technical and practical knowledge are tested in a preliminary competition at each team's respective mine site and then at a final competition held at an arena modified to represent an actual underground rescue scenario. In 2008, the 60th anniversary of mine rescue, our Doyon Mine ranked second in the preliminary competition and was a finalist in the main event held at the Université Laval in Quebec.



GILLES GUAY, MECHANICAL FOREMAN, HIS TEAM WORKED 50,000 HOURS WITHOUT A LOST TIME ACCIDENT. QUEBEC, CANADA

## PROCESSES MAKING HEALTH AND SAFETY COUNT

Since July 2008, 0 fatalities, 0 lost-time accidents, 0 modified duty, and 0 medical aid incidents at the Mupane Gold Mine in Botswana

At IAMGOLD, health and safety count. We ensure that our entire organization remains informed and on board by adopting sound health and safety assessment and reporting processes. In 2008, we introduced a Significant Incident Reporting Procedure (SIR), designed a Health and Safety Self-Evaluation for our Safety Framework and created a Health and Safety Audit Tool.

### CIRCULATING THE FACTS

#### SIGNIFICANT INCIDENT REPORTING

IAMGOLD's Significant Incident Reporting Procedure (SIR) circulates details of significant health, safety, environmental or community incidents throughout the Company. Incidents of any kind occurring at IAMGOLD locations are reported to site management and assessed according to our Consequence Severity Ranking Table. The Table ranks the severity of incidents on a 1-to-5 scale, with 5 representing the most severe incidents. Those incidents resulting in days away from work (a Level 4 ranking) and those resulting in a fatality (a Level 5 ranking) trigger our SIR procedure. As well, significant incidents which result in no, or lower level injuries, but that could have resulted in a Level 4 or 5 with a slight change in circumstances, are also managed through this process.

Within 24 hours, site management provides our Chief Executive Officer, Chief Operating Officer and Senior Vice President of Health, Safety and Sustainability with an explanation of the event and of the immediate steps taken to prevent a recurrence. Within two weeks, site management reports the results of a thorough investigation into

root causes and contributing factors to the Senior Vice President of Health, Safety and Sustainability. A Hazard Alert is then issued and circulated company-wide.

### MEASURING THE GAPS

#### HEALTH AND SAFETY FRAMEWORK SELF-EVALUATION

In 2008, each of our operating sites completed a Health and Safety Self-Evaluation. Existing safety management processes and practices were tested against the performance requirements of the five IAMGOLD Safety Framework elements. Gaps between actual performance and the minimum requirements of the framework were identified, allowing an action plan for eliminating these gaps to be developed and prioritized.

### MAKING THE GRADE

#### HEALTH AND SAFETY AUDIT PROGRAM

In 2008, we also created a Health and Safety Audit Program at our operating mine sites in Quebec. IAMGOLD sites elsewhere are currently considering adopting the program in 2009. Each site will use these annual audits to test compliance with our health and safety management system. Third-party auditors or trained auditors from other IAMGOLD operations will provide site managers with detailed assessments of whether all system standards are being met. Managers will acquire a clearer sense of safety shortfalls, if any, and of where safety efforts should be directed in future.

GLEN GAJATANUS, MILL-OPERATIONS, IS CONGRATULATED BY OUR CHIEF OPERATING OFFICE GORDON STOTHART AS HE IS 'CAUGHT IN THE ACT' OF PERFORMING HIS JOB SAFELY. THE 'CAUGHT IN THE ACT BY THE COO' PROGRAM RECOGNIZES EMPLOYEES WHO ARE PERFORMING THEIR DUTIES SAFELY. A CERTIFICATE IS GIVEN ON THE SPOT AS WELL AS A IAMGOLD KEY CHAIN WATCH. THE MESSAGE: 'WE ALWAYS MAKE TIME TO PERFORM OUR JOBS SAFELY.'  
SURINAME, SOUTH AMERICA



### STILL IN PROCESS

In last year's report, we set ourselves the target of evaluating whether to subscribe to the International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold. In 2008, we conducted internal audits at each of our sites to determine what additional cyanide management measures we would need to take, if any, to comply with this voluntary gold industry program. We are still assessing whether joining this program would improve our cyanide management and have deferred our decision until 2009.

LAND ROVER VEHICLE SAFETY INSPECTION AT ROSELBEL GOLD MINE. SURINAME, SOUTH AMERICA





**16**  
**COUNTRIES**



## IAMGOLD IS ACTIVE IN 16 COUNTRIES WORLDWIDE.

Everywhere we operate, we seek to minimize our environmental impact and work co-operatively with our host communities and countries by implementing six key elements of our Sustainability Framework:

- 1** LEADERSHIP AND ACCOUNTABILITY
- 2** GOVERNANCE
- 3** STAKEHOLDER ENGAGEMENT
- 4** RISK AND CHANGE MANAGEMENT AND EMERGENCY PREPAREDNESS
- 5** SOCIAL STEWARDSHIP
- 6** ENVIRONMENTAL STEWARDSHIP



OPENING DAY OF THE IAMGOLD PRE-SCHOOL  
TANZANIA, AFRICA

# 1 LEADERSHIP AND ACCOUNTABILITY

## LEADING THE WAY GLOBALLY

In 2008, we adopted a Zero Harm vision and began implementing a comprehensive Sustainability Framework at IAMGOLD operations in 16 countries around the world. Senior Management took the lead in driving these initiatives and monitoring their effectiveness. The Health, Safety and Sustainability sub-committee of our Board of Directors (HSS Board) met on three occasions in 2008 to review and comment on our sustainability performance. Revisions were made to align our Sustainability Framework with the requirements of ISO 14001 and to ensure that we communicate our expectations to employees clearly.



PRE-SCHOOL OPENING CEREMONY  
TANZANIA, AFRICA



IAMGOLD BOARD MEMBERS VISITED THE ROSEBEL GOLD MINE TO PRESENT THE HEALTH & SAFETY AND THE SUSTAINABILITY POLICIES. PICTURED HERE ARE COO GORD STOTHART, IAMGOLD BOARD COMMITTEE MEMBERS MAHENDRA NAK, JOHN SHAW, ROBERT DENGLER, GENERAL MANAGER & VICE PRESIDENT ROSEBEL GOLD MINES RENAUD ADAMS AND STEPHEN FREDHOFF. SURINAME, SOUTH AMERICA

## 2 GOVERNANCE

### ACCOUNTABLE ACROSS THE BOARD

Achieving our Zero Harm vision will require effective governance. Our HSS Board oversees the development and implementation of health, safety and sustainability policies and best practices. It also ensures the Company's compliance with applicable laws and regulations in different jurisdictions around the world.

The commitment of our HSS Board extends not only to reviewing and recommending policies and practices, but to being visible and to communicating IAMGOLD's commitment to leadership, accountability and good corporate governance. In 2008, the HSS Board visited Rosebel Gold Mines to speak directly with the management and employees about the importance that IAMGOLD places on our safety and sustainability efforts.

The HSS Board is appointed annually and consists of at least three members of our Board of Directors, the majority of whom must be independent.



SENIOR VICE PRESIDENT AFRICA BRIAN CHANDLER REACHING OUT TO CHILDREN AT THE IAMGOLD SPONSORED SOS ORPHANAGE. BOTSWANA, AFRICA

## ENGAGING PRE-SCHOOLERS IN TANZANIA

As far as we're concerned, stakeholders come in all sizes. In Tanzania, our local communities identified a need for additional educational facilities for pre-school children in an area where we were engaged in exploration. Since we find children particularly engaging, we decided to help. IAMGOLD Tanzania Limited supported the construction of three new pre-schools. This initiative included providing supplies and furniture for those schools and training for five pre-school community volunteers and five primary school teachers. The children's communities participated by providing locally obtained materials – such as sand, quarry and stones – and by assisting in the construction. Working as a partner, IAMGOLD Tanzania Limited participated in sustaining the most important resource in Tanzania – its children.



THE ABSENCE OF FACILITIES FOR PRE-SCHOOL CHILDREN MEANT THAT CHILDREN SOUGHT SHELTER UNDER TREES, AND HAD NO ABILITY TO STORE INSTRUCTIONAL MATERIALS. TANZANIA, AFRICA

## 3 STAKEHOLDER ENGAGEMENT

### A WORLDWIDE MAPPING EFFORT

IAMGOLD's commitment to sustainability runs the length and breadth of our organization. In 2008, we introduced robust systems to guide us in our relationships with all stakeholders, including aboriginal groups, indigenous peoples, communities, civil society, employees, governments, investors, contractors and suppliers. Every IAMGOLD exploration, development or operating site worldwide is creating detailed "stakeholder maps" identifying stakeholders and tracking the number of meetings held and the main issues discussed. Stakeholder mapping helps us identify risks posed by external stakeholder concerns and ensures that we develop plans to address concerns positively.

### MAPPING POSITIVE FIRST IMPRESSIONS

At no time is stakeholder mapping and engagement more important than during exploration. Exploration is often the first encounter that local communities have with us. IAMGOLD understands the pivotal role establishing good stakeholder relations at this early stage has in turning a discovery into a commercial success.

Consequently, our exploration and feasibility assessment groups have developed considerable capacity in stakeholder engagement. The importance and success of their efforts at exploration sites globally cannot be underestimated. In Tanzania, for example, our community development program, coupled with our environmental efforts, is paying big dividends on the acceptance and development of our exploration projects. Having created

a strong working relationship with local stakeholders, IAMGOLD is now being viewed as a partner of choice in development endeavours.

### 3 new pre-school facilities built in Tanzania in 2008

#### DEVONSHIRE INITIATIVE

Engaging partners at the grassroots level allows us to benefit from their abundant local knowledge. IAMGOLD is an active participant in the Devonshire Initiative. The Devonshire Initiative consists of community development non-governmental organizations and mining companies who have joined together to evaluate areas of mutual interest in corporate social responsibility. Discussions in 2008 focused on artisanal mining and partnering of mining companies with development non-governmental organizations to achieve objectives of mutual interest.

#### AN EXAMPLE OF STAKEHOLDER ENGAGEMENT AT OUR ROSEBEL GOLD MINES IN THE FOURTH QUARTER OF 2008

INTERFACES	OCT	NOV	DEC	TOTAL
Communications Committee	8	9	6	23
Individuals	1	2	0	3
Small Scale Miners	3	3	0	6
Local Authorities	1	0	0	1
NGOs	4	2	1	7
Government Officials	0	1	1	2
<b>TOTAL</b>	<b>17</b>	<b>17</b>	<b>8</b>	<b>42</b>



ROSEBEL GOLD MINE EMPLOYEES PARTICIPATED AND HELPED FORM THE NATIONAL DISASTER/CRISIS TEAM OF SURINAME. SURINAME, SOUTH AMERICA

## 4 RISK AND CHANGE MANAGEMENT AND EMERGENCY PREPAREDNESS

### PREPARED IN 16 COUNTRIES

Integrating risk management and emergency preparedness into all facets of our business and at each of our sites is a key component of our Sustainability Framework. In 2008, IAMGOLD introduced a risk management corporate standard throughout the organization. The objective is to have Enterprise Risk Management (ERM) at strategic, tactical and operational levels embedded and fully functioning by the close of 2009. Excellent progress was made at all of our operating sites and development projects. A risk management standard developed in Australia was chosen as our framework, and IAMGOLD has developed consequence, likelihood and evaluation tables to support risk assessments. Our corporate risk guideline clearly outlines review and reporting requirements. Training of internal company facilitators to help our departments implement the requirements is well advanced.

All sites have up-to-date Emergency Response Plans that will be reviewed against the risk report to ensure continuous improvement in emergency preparedness. Crisis Management Plans are in place and will be upgraded in 2009.

### ROSEBEL RESPONDS

#### THE FORMATION OF A NATIONAL RESPONSE TEAM IN SURINAME

At our Rosebel Gold Mine in Suriname, we've combined emergency preparedness with stakeholder engagement. In 2008, IAMGOLD helped form a National Response Team for hazardous spills by sponsoring training in chemical hazards, containment and clean-up. Members of the National Response Team were drawn from participants, who included our employees as well as employees from the Port Authority Integra Mar, the National Disaster/Crisis Team of Suriname (NCCR) and other major companies in Suriname. The Response Team, which includes a large contingent from Rosebel, soon sprang into action when a major fire at a detergent company in the capital city of Paramaribo led to a spill of toxic chemicals. The spill was efficiently contained, ensuring the safety of nearby residents and limiting damage to the environment.



ROSEBEL TEAM MEMBER SUITED UP TO TRAIN WITH THE NATIONAL DISASTER/CRISIS TEAM OF SURINAME. SURINAME, SOUTH AMERICA

# 5 SOCIAL STEWARDSHIP

## HUMAN RIGHTS

### INTERNATIONAL STANDARDS ON AN INTERNATIONAL SCALE

Our Sustainability Framework calls for a strong commitment to human rights. In 2008, we embarked on a two-year program to develop a high standard of internal compliance with the 1948 United Nations Universal Declaration of Human Rights. Each site is required to assess risks of a breach occurring within our direct or indirect operations and to implement prevention plans. A two-year Human Rights training program for all of our employees, alongside a more detailed training program for all of our supervisors and managers, will commence in 2009.

## SOCIAL PROGRAMS

### HELPING COMMUNITIES WHEREVER WE OPERATE

IAMGOLD's success has been founded on effective partnerships. We build long-lasting relationships with

local communities based on mutual respect and shared objectives. We are committed to helping communities develop long-term alternative economic and capacity-building projects at our sites around the world.

## EMPLOYMENT PRACTICES

### HUMAN RIGHTS HAVE NO BORDERS

IAMGOLD recognizes no borders to respecting the human rights of employees. All IAMGOLD operations have collective bargaining agreements, and all our employees have the right to exercise freedom of association. Child labour and forced or compulsory labour practices are strictly forbidden.

In 16 different countries, we provide training and a workplace environment that emphasize good safety practices. Our goal is to ensure that all our employees and contractors return unharmed to their families at the end of each shift. We expect our employees to behave responsibly at all times to ensure a safe workplace.

PICTURED IS THE MULTI-PURPOSE COMMUNITY ROOM, FRENCH GUIANA, SOUTH AMERICA



## BUILDING RELATIONSHIPS IN FRENCH GUIANA

At our Camp Caiman/Harmonie project development site in French Guiana, IAMGOLD is building a long-term relationship with the nearby village of Farvard in anticipation of receiving mining development approval from the French government. We have agreed to work in partnership with residents, members of the Native American Palikur community, to develop the village's infrastructure. In October 2008, IAMGOLD employees and community members completed construction of a multipurpose after-school activities and village meetings facility. After building it and equipping it with furniture, books and educational games, we were on hand for its inauguration in the presence of the community and local government officials.

## DEVELOPING ARTISANAL SUSTAINABILITY IN SURINAME

Artisanal and small-scale mining can offer an important source of income for local people. But artisanal and small-scale mining can also present big-scale environmental and health challenges. At our Rosebel Mine in Suriname, we're working with the government and the World Wildlife Fund to develop a multi-stakeholder strategy for helping small-scale miners operate sustainably. We're looking to address environmental issues, such as silting, deforestation and mercury pollution, and human health issues, such as exposure to toxic chemicals, like mercury and cyanide, associated with small-scale mining practices. At IAMGOLD, sustainability is a communal effort.

## SHARING THE RESOURCES IN TANZANIA

Assisting local communities and promoting harmonious co-existence with artisanal and small-scale miners is an IAMGOLD priority. In 2008, we returned two parcels of land to the government of Tanzania with high potential for narrow, high-grade gold-bearing quartz veins and shears – ideal for artisanal and small-scale mining. These areas have been re-issued to local government and co-operative mining groups as Primary Mining Licence areas. Among the areas relinquished were the Miombo and Black Reef prospects, which in 2005 were estimated by East Africa Mines to host a combined 60,000 ounces of gold resources.

## PROTECTING CULTURAL HERITAGE IN BOTSWANA

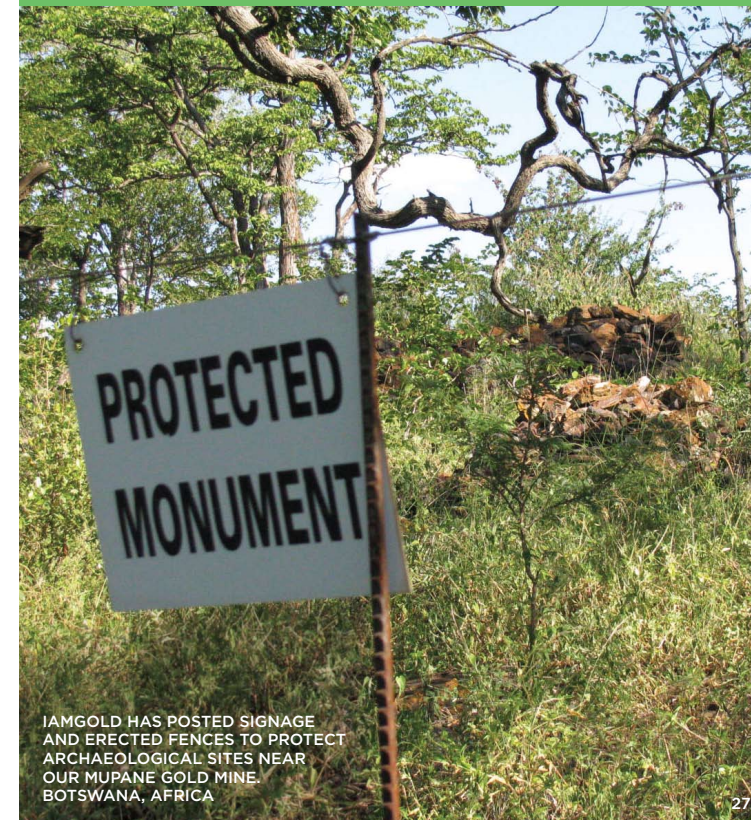
IAMGOLD recognizes the importance of respecting the cultural heritage of regions where we operate. Near our Mupane Mine, situated 45km southeast of Francistown, Botswana, we have erected fences around, and posted signs at, important archaeological sites to ensure that these sites are maintained and respected.

IAMGOLD places a high premium on the local languages of Botswana. The Company's policies have been translated into Setswana, as a way of respecting the indigenous language and communicating with employees, who might not be fluent in both written and spoken English.

We also ensure that all expatriate employees and spouses attend a cultural awareness course offered by Supa Ngwao Museum in Francistown. Part of the course covers the history of the Kalanga people and of Francistown as a gold-mining centre.



OPENING DAY OF THE PALIKUR SHELTER ("CARBET") WHICH IS TO BE USED AS AN AFTER-SCHOOL "WORK ROOM" FOR CHILDREN. FRENCH GUIANA, SOUTH AMERICA



IAMGOLD HAS POSTED SIGNAGE AND ERECTED FENCES TO PROTECT ARCHAEOLOGICAL SITES NEAR OUR MUPANE GOLD MINE. BOTSWANA, AFRICA



SUMMER STUDENT, VÉRONIQUE COULOMBE  
TAKING WATER SAMPLES AT OUR DOYON,  
MOUSKA AND WESTWOOD SITES.  
QUEBEC, CANADA

## 6 ENVIRONMENTAL STEWARDSHIP

Exercising strong environmental stewardship is another key element of our Sustainability Framework. Since our mining operations may have both temporary and long-lasting impacts on the environment, our Sustainability Framework ensures that we use a precautionary approach throughout the life of a mine. We first assess potential impacts and then evaluate how to avoid, control or mitigate them.

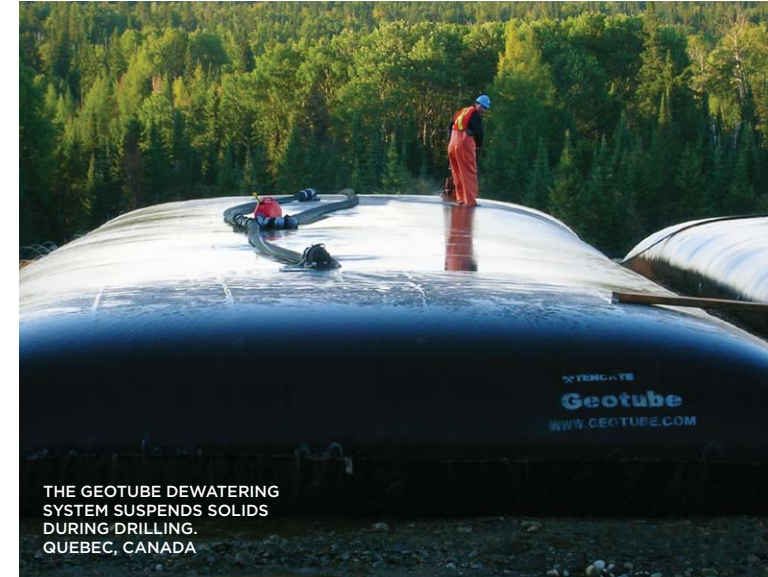
### ENVIRONMENTAL COMPLIANCE

**ACCOUNTABILITY AND TRANSPARENCY IN ACTION**  
IAMGOLD strives to operate in full compliance with all environmental regulatory requirements and permits. We also strive to be accountable. So, while in 2008 we met most of our requirements, we note a few exceptions:

- ▶ Toxicity to *Daphnia magna* at Doyon and Niobec, Quebec. At Doyon, an action plan to identify and control the problem was put into place. At Niobec, an action plan to determine causes and remedial procedures is in place. We are continuing to work on resolving the issue.
- ▶ Niobec also received a warning from Environment Canada for not providing written notification of a change of location of the final effluent discharge point at least 60 days before the change was made.
- ▶ At the Rosebel Mine in Suriname, the pH level of effluent discharge was above the World Bank's upper limit of 9.0, although Rosebel had obtained approval from the Suriname government to discharge up to a pH of 9.5. Instead of treating the discharge with chemical agents, we prefer to develop site-specific water quality objectives to protect receiving waters and meet World Bank requirements.

## NEW GEOTUBE TECHNOLOGY PROVES SUCCESSFUL

When in 2008 we received government approval to develop a new exploration shaft at our Westwood project in Quebec, we used a new geotube dewatering system (sediment-filled sleeves of geotextile fabric) to control total suspended solids during drilling. This technology proved a great success as all results fell within the permitted discharge limits.



THE GEOTUBE DEWATERING SYSTEM SUSPENDS SOLIDS DURING DRILLING. QUEBEC, CANADA

Because of our monitoring programs, we do not expect any of these incidents to have an adverse impact on the environment. We do take compliance with legal requirements seriously, and action plans have been developed to address these issues.

In 2008, we resolved a 2007 non-compliance issue at the Niobec Mine involving elevated total suspended solids associated with algal blooms caused by high nutrient levels and water temperature. A new sedimentation pond was built to remedy the problem.

## ENVIRONMENTAL MANAGEMENT

### 14001 PATHS TO GOOD PRACTICES

All active IAMGOLD operations in Quebec and Suriname are ISO 14001-certified. Since the mine life of our Mupane operation in Botswana is short (the mine may close within the next two years), we will not be pursuing an ISO certification there. However, Mupane does operate under a rigorous environmental management system of its own.

At our ISO 14001-certified sites, persons working for or on behalf of the Company must meet the requirements of our Sustainability Framework and of the ISO 14001 environmental management system. We provide training in environmental responsibilities and ensure all employees receive an introduction to ISO 14001. Our environmental professionals attend external classes and seminars appropriate for their region and career development.

In addition to audits required by ISO 14001, IAMGOLD conducts its own internal audits to verify management systems and ensure that performance commitments are achieved. Every three years, each site is required to carry out verification by an external auditor. A summary of issues and actions is presented to the Health, Safety and Environment Committee of the Board of Directors for review each year.

## 0 spills of cyanide in 2008



MARTIN DEMONTIGNY  
ENVIRONMENTAL TECHNICIAN  
FOR DOYON, MOUSKA AND  
WESTWOOD SITES.  
QUEBEC, CANADA



## MATERIAL AND WASTE MANAGEMENT

IAMGOLD closely monitors the use of cyanide, explosives, fuels and other chemicals. With rigorous procedures in place for the safe transport, storage, handling and disposal of cyanide and other hazardous substances, we recorded zero spills of cyanide in 2008 and no Level 4 or Level 5 environmental spills.

Continuous improvement programs have been implemented to increase efficiency in the use of explosives and fuels. Used oil, tires, scrap metals, wood, paper products, plastic, glass and other materials are reused and recycled, depending on the recycling facilities available near each of our sites. Hazardous waste, used batteries, used oil, out-dated chemicals, paints and solvents are removed from our properties by licensed waste handlers and either recycled or disposed of in accordance with applicable government regulations.



NATURAL TREATMENT SYSTEM THAT BREAKS DOWN CYANIDE THROUGH SUN EXPOSURE. QUEBEC, CANADA

### CHEMICAL CONSUMPTION AT IAMGOLD OPERATIONS IN 2007 AND 2008

		CYANIDE (T)	ACIDS (T)	LIME (T)	CAUSTIC SODA (T)	FLOCCULANT (T)
Rosebel	2007	2,240	510	11,710	507	339
	2008	2,648	400	11,031	2,069	126
Doyon	2007	866	38	8,205	87	10
	2008	765	5	11,138	66	20
Mupane	2007	1,293	133	1,553	49	71
	2008	1,624	46	1,178	147	28

## ATMOSPHERIC EMISSIONS

### CONTINUING EFFORT

In 2008, a combination of production increases, longer haulage distances, the incorporation of development projects, and operations at deeper levels at our underground mines led to increases in energy consumption and GHG emissions. We continue to seek ways to improve operational efficiencies, and there are projects focused on energy savings at all our operations. Statistics on our sustainability performance can be found in our joint-venture reporting.

### IAMGOLD'S ENERGY USE AND GREENHOUSE GAS (GHG) EMISSIONS

	TOTAL DIRECT ENERGY (GJ)	TOTAL INDIRECT ENERGY (GJ)	TOTAL DIRECT GHG EMISSIONS (t CO2e)	TOTAL INDIRECT GHG EMISSIONS (t CO2e)	CANADA DIRECT GHG EMISSIONS (t CO2e)	CANADA INDIRECT GHG EMISSIONS (t CO2e)
2006	1,387,700	1,300,900	97,349	15,390	8,888	2,226
2007	1,312,100	1,276,600	95,426	13,518	9,520	2,141
2008	1,534,662	1,361,872	107,955	59,134	11,956	2,041

## THE DUST SETTLES AT ROSEBEL GOLD MINE

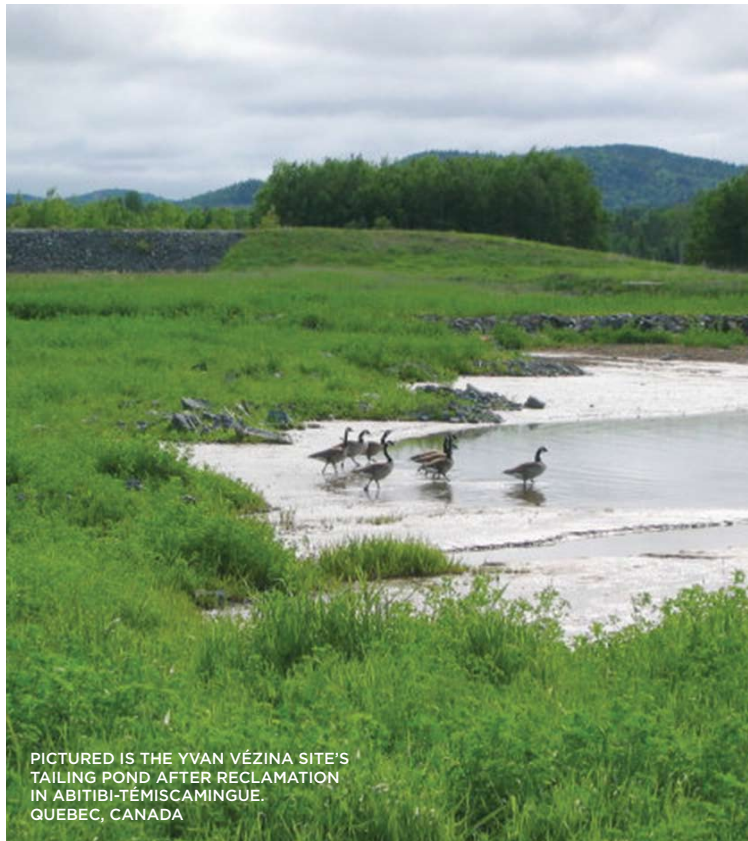
Meeting the goals of our Sustainability Framework means taking big steps and small at IAMGOLD sites around the world. At our Rosebel Mine in Suriname, we successfully tested a locally produced Dust Stabilizer Emulsion (DSE) on heavily used secondary roads servicing our mine. This water-based bitumen emulsion has shown itself to be a very effective dust suppressant as well as a cost-effective alternative to paving temporary or low-traffic roads. The benefits of this new system are improved road safety through better visibility; less damage to properties, vehicles and equipment; and a breath of fresh air.



DUST STABILIZER EMULSION (DSE) IS APPLIED ON ROADS AT ROSEBEL GOLD MINE. SURINAME, SOUTH AMERICA



ROSEBEL ROADS AFTER APPLICATION OF DUST EMULSION. SURINAME, SOUTH AMERICA



PICTURED IS THE YVAN VÉZINA SITE'S TAILING POND AFTER RECLAMATION IN ABITIBI-TÉMISCAMINGUE, QUEBEC, CANADA

## WATER MANAGEMENT AND WATER CONSERVATION

Both surface and groundwater may be used for activities such as ore processing, drilling, dust suppression and blasting. At IAMGOLD, we monitor water use and are actively pursuing resource conservation. In 2009, each site will be required to develop a water management plan focusing on both water quantity and quality. In subsequent years, water reduction targets will be established to improve the conservation of water. Currently, environmental effects monitoring programs, including toxicity testing, are in effect at all of our Quebec operations and at Rosebel Mine in Suriname. Mupane Mine in Botswana does not discharge any effluent as it operates in a net evaporative climate.

## WASTE ROCK AND TAILINGS MANAGEMENT

IAMGOLD uses qualified professionals to design storage facilities and independent experts to review the environmental effects of storing rock and tailings. In 2008, we continued to pursue innovative options to improve tailings management and rehabilitation success.

► At our Westwood project in Quebec, the design team explored using Westwood tailings and rock in cover systems to control an acid rock drainage problem at the adjacent Doyon Mine. The Doyon Mine began in the 1970s before acid rock drainage problems were properly understood and appropriate environmental protection systems developed. Although a costly water collection and treatment system was subsequently installed, our innovative systems using waste material from Westwood will further reduce harm. The net result will be continued



REFORESTATION PROJECT FRENCH GUIANA, SOUTH AMERICA

operations at Doyon without expanding the disturbance footprint to accommodate additional tailings and waste rock storage.

► In 2008, we formed a partnership with Quebec's Ministry of Natural Resources and Fauna. The Ministry is allowing us to use their Manitou tailing facility for the disposal of acid-generating tailings deposited decades ago at our former Dunraine operation, near Val d'Or. Excavation, transport and deposition of the Dunraine tailings will be completed in early 2009. The Ministry has further plans to use our tailings and other tailings in the area to provide rehabilitation of the Manitou site.

## LAND USE RECLAMATION

In 2008, IAMGOLD completed the rehabilitation of the Omai property in Guyana. As confirmed by closure inspection, we had generally complied with the closure activities outlined in the approved closure plan. In February 2009, the Omai site was handed over to the Guyana Geology and Mines Commission (GGMC).

At the Niobec Mine in Quebec, our land reclamation efforts included depositing black earth and planting trees on the external slopes of the tailings park. As with the reclamation of the old tailings pond #1 previously achieved, the restoration of these slopes will lessen dust emissions in an area surrounded by agricultural activities.

In accordance with our Zero Harm vision, we strive to keep land disturbance to a minimum. All of our operations have reclamation and closure plans in place, and all sites and projects update them routinely. We have also developed corporate guidance for closure planning and cost estimation in an effort to lead the industry in accurately estimating closure costs.

## EXCHANGING WEEDS FOR TREES

### REFORESTATION IN FRENCH GUIANA

In 2008, IAMGOLD began a reforestation project at Camp Changement, an exploration property mined by another company in French Guiana. The purpose of this project is to demonstrate to Guianan stakeholders our ability to restore exhausted mining properties successfully. Questions concerning the viability of reclaiming mining disturbances are among the chief objections to developing a mining industry in French Guiana.

At Camp Changement, we chose a site that was covered only by weeds fully 15 years after mining operations ceased. Racing against the onset of the country's dry season, we established a thriving plantation in only four months. Using over 770 cuttings and 5 kg of native and non-native seeds, we planted more than 750 plants and 75 species. The seedlings survived the dry season and are now well established. Various local stakeholders have visited the project and commented positively.



750 NEW TREES PLANTED AT CAMP CHANGEMENT, FRENCH GUIANA, SOUTH AMERICA

## 750 new trees planted at a pilot project in French Guiana

## TOWARDS SUSTAINABLE MINING

IAMGOLD participates in Towards Sustainable Mining (TSM), a program of the Mining Association of Canada (MAC). TSM sets out sustainability performance indicators that all MAC members are required to apply to their activities and report on annually. IAMGOLD is among the first MAC members to apply TSM internationally and the first to apply TSM to advanced exploration projects. We have voluntarily agreed that external verification of our 2008 TSM self-assessment should be completed in 2009, well before the 2010 requirement.

At present, MAC members measure four TSM performance indicators:

- Crisis Management Planning
- Energy Use and Greenhouse Gas Emissions Management
- External Outreach
- Tailings Management

MAC then collates performance reports received from members and releases them publicly in an annual TSM report. MAC is currently developing additional guidance on performance with respect to biodiversity conservation, aboriginal affairs, and safety and health performance.

## A FINAL WORD

### PROMISING START

The year 2008 was an exciting one for health, safety and sustainability at IAMGOLD. We posted significant improvements in performance over 2007. We rolled out our Zero Harm vision. And we began implementing comprehensive Health and Safety and Sustainability frameworks at IAMGOLD operations worldwide. These frameworks promise to produce better results in exploration, development, construction and operations.

Today, 2,729 IAMGOLD employees in 16 countries have joined hands in one common effort striving to move our health, safety and sustainability agenda forward. While we still have a far way to go to achieve our Zero Harm objectives, in 2008 we made a promising start. In future reports, we look forward to reporting on the incorporation into our vision of our recently acquired Essakane S.A. development project in Burkina Faso, Africa.



OPENING OF IAMGOLD SPONSORED KINDERGARDEN ROOMS. SURINAME, SOUTH AMERICA



ENVIRONMENT MANAGER GWENNAEL GUILLEN LOOKS OVER THE SHOULDER OF A YOUNG PALIKUR VILLAGER IN THE IAMGOLD BUILT AFTER SCHOOL COMMUNITY BUILDING. FRENCH GUIANA, SOUTH AMERICA



DANNY HENRI AND MAXIME GARNEAU AT MOUSKA MINE. QUEBEC, CANADA

## GLOSSARY

### CAPACITY BUILDING

Activities and initiatives which strengthen the knowledge, skills and behaviour of individuals and improve structures and processes so that communities can grow and develop in a sustainable way.

### CLIMATE CHANGE

Any long-term, significant change in the “average weather” that a given region experiences. Such change can be caused by dynamic process on Earth, external forces such as variations in sunlight intensity, and more recently by human activities.

### CORPORATE SOCIAL RESPONSIBILITY

The obligation of organizations to consider the interests of society and take responsibility for the impact of their activities on customers, suppliers, employees, shareholders, communities and other stakeholders as well as on the environment. Beyond simply complying with legislation, this obligation extends to improving the quality of life for employees, their families, the local community and society at large.

### DART INCIDENT

An acronym for Days Away, Restricted Duty or Job Transfer, the term refers to all categories of incidents that result in lost time of an employee due to injury or illness.

### DART RATE

A rate that refers to the number of Days Away, Restricted Duty or Job Transfer incidents that occur per 100 employees. Calculated by multiplying the number of incidents by 200,000 person-hours and dividing by the total number of person-hours over a rolling twelve-month period.

### GLOBAL REPORTING INITIATIVE (GRI)

A multi-stakeholder organization committed to providing a sustainability reporting framework that is consistent, transparent and comparable.

### GLOBAL WARMING

The increase in the average temperature of the Earth’s near-surface since the mid-twentieth century, and its projected continuation.

### GREENHOUSE GAS EMISSIONS (DIRECT AND INDIRECT)

Gaseous emissions to the atmosphere that contribute to global warming and climate change. Direct emissions are from sources owned or operated on our properties. Indirect emissions are from sources not owned or operated by us, but occur as a result of our activities (e.g., purchased electricity).

### ISO 14001

A standard for environmental management systems that has been developed by the International Organization for Standardization. It defines what the organization should do to manage processes that influence the impact of the organization’s activities on the environment. Organizations can be certified to the ISO 14001 standard by external verification, if their environmental management system meets the criteria established by the standard.

### NON-GOVERNMENTAL ORGANIZATION (NGO)

A non-governmental organization is a non-profit organization that promotes human and/or environmental good while operating separately from any government institution.

### RECLAMATION

The process of converting lands disturbed by mining activities to other productive land uses. This process typically involves reshaping areas to a stable configuration, establishing drainage systems, depositing topsoil or plant growth media and re-vegetating through planting or seeding.

### STAKEHOLDERS

People or groups of people who have an interest in the activities of the Company, including (but not limited to) shareholders, employees and their families, contractors, the communities near mining operations, legislative representatives, regulatory personnel and interested non-governmental organizations.

# ABOUT THIS REPORT

IAMGOLD's second health, safety and sustainability report presents information on the Company's wholly or majority-owned operations including exploration and development projects, mines that the Company operates currently, and properties that either are in the process of being closed or have already been closed. Sustainability reports for our joint-venture interests in Mali and Ghana are produced by AngloGold Ashanti (<http://www.anglogold.com/subwebs/InformationForInvestors/Reports07/ReportToSociety07/default.htm>) and Gold Fields Limited ([http://www.gold-fields.co.za/sus\\_reports.php](http://www.gold-fields.co.za/sus_reports.php)) respectively.

We completed sale of our Sleeping Giant Mine in Quebec, Canada, to Cadiscor Resources Inc. as of October 31, 2008. Information about the Sleeping Giant Mine has been provided in this report from January 1 through October 31, 2008. We acquired 100% ownership of Orezone Resources Inc. on February 25, 2009. Orezone's main asset is the fully permitted, four-million ounce Essakane gold resource located in Burkina Faso, West Africa. Construction commenced in September 2008 for a mine that is expected to contribute an average gold production of over 300,000 ounces per year over a minimum nine-year mine life. We will report on this operation in 2009.

## MATERIALITY

IAMGOLD has assessed the information included in this report for its materiality to the operations of the Company. Material issues are deemed to be those that are consistent with IAMGOLD's Statement of Safety, Sustainability and Social Values, its Health and Safety Policy and its Sustainability Policy, considering the issues raised by our stakeholders. Thus, the establishment of dialogue with communities near our operations and responsiveness to community concerns, the safety and health of all employees, the safeguarding of important environmental features and attention to societal values are viewed as material in determining our activities through all phases of a project, from exploration to closure.

IAMGOLD's investors are important stakeholders and the views of investors are also considered material. Our investors have opportunities to indicate their concerns through direct contact with our Investor Relations Department and also at the Annual General Meeting of the Company. We are seeking additional mechanisms for relating to our many stakeholders and incorporating their concerns into our sustainability performance.

IAMGOLD is also guided by its management systems including the risk management process that we have implemented and the outcomes of our risk ranking of environmental aspects, as identified in the ISO 14001 management process. Our risk management process serves to identify those aspects that present a material risk to an operation or the Company and these are prioritized to prevent accidents, impacts on the environment and incidents that may involve communities or other stakeholders.

## GRI REPORTING

This report has been prepared in accordance with the Global Reporting Initiative (GRI) G3 guidelines (<http://www.globalreporting.org/Home>) and meets the requirements for a C grade of GRI Application, as assessed internally by IAMGOLD. The sustainability performance indicators contained in the GRI G3 guidance document, as well as the GRI performance final draft indicators specific for the metals and mining sector (<http://www.globalreporting.org/ReportingFramework/SectorSupplements/MiningAndMetals/>), have been reviewed in the context of materiality, and a set of these indicators has been chosen that we feel reflects the core values that drive IAMGOLD's sustainability efforts.

A GRI Index provided on the IAMGOLD website indicates those GRI performance indicators that have been reported upon. The GRI Index refers to relevant sections of both this report and the IAMGOLD Annual Report. In addition, IAMGOLD, as a member of the Mining Association of Canada (MAC), is participating in the Towards Sustainable Mining initiative which requires that members address four performance indicators relating to crisis management, external outreach, tailings management and energy conservation and greenhouse gas emissions. Our performance against the requirements of these indicators is included in this report and will also be reported on in the 2008 Towards Sustainable Mining Report of MAC.

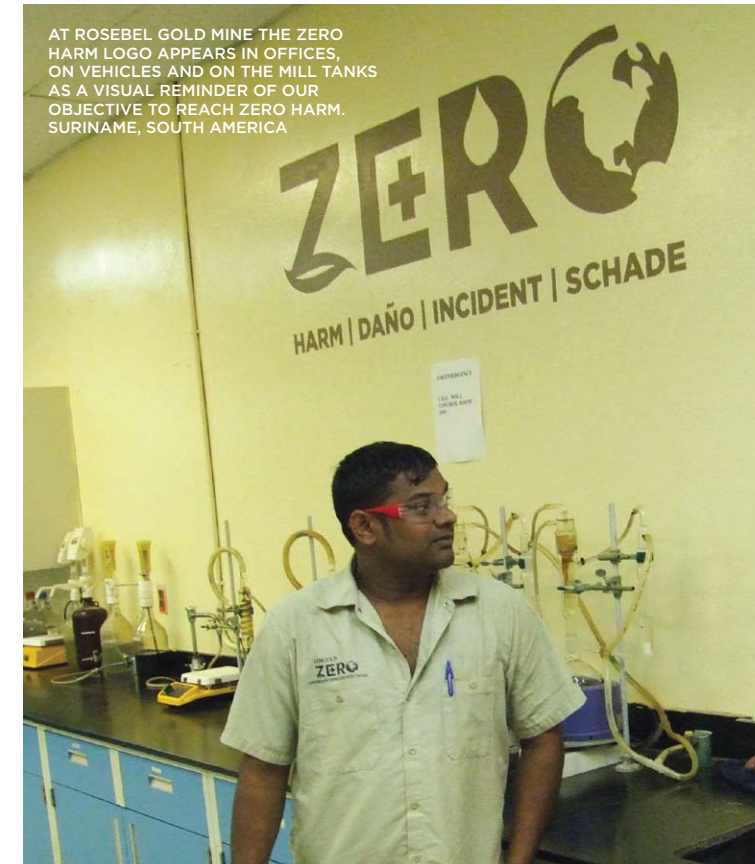


## CURRENCY

In this report all monetary amounts are expressed in U.S. dollars unless otherwise indicated.



MUPANE EMERGENCY TRAINING PROGRAM  
BOTSWANA, AFRICA



AT ROSEBEL GOLD MINE THE ZERO HARM LOGO APPEARS IN OFFICES, ON VEHICLES AND ON THE MILL TANKS AS A VISUAL REMINDER OF OUR OBJECTIVE TO REACH ZERO HARM. SURINAME, SOUTH AMERICA



WORKING WITH ROSEBEL'S COMMUNITY DEVELOPMENT GROUP, LOCAL FARMERS SUPPLY VEGETABLES TO THE MINE SITE. SURINAME, SOUTH AMERICA



**Mixed Sources**

Product group from well-managed forests, controlled sources and recycled wood or fiber

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Mariella Frutiger  
Executive Assistant Health Safety  
Sustainability & Operating Strategy  
416.360.4741  
[mfrutiger@iamgold.com](mailto:mfrutiger@iamgold.com)



**IAMGOLD**<sup>®</sup>  
CORPORATION

401 Bay Street, Suite 3200, PO Box 153  
Toronto, Ontario, Canada M5H 2Y4  
Toll Free: 1 888 IMG 9999  
[www.iamgold.com](http://www.iamgold.com)