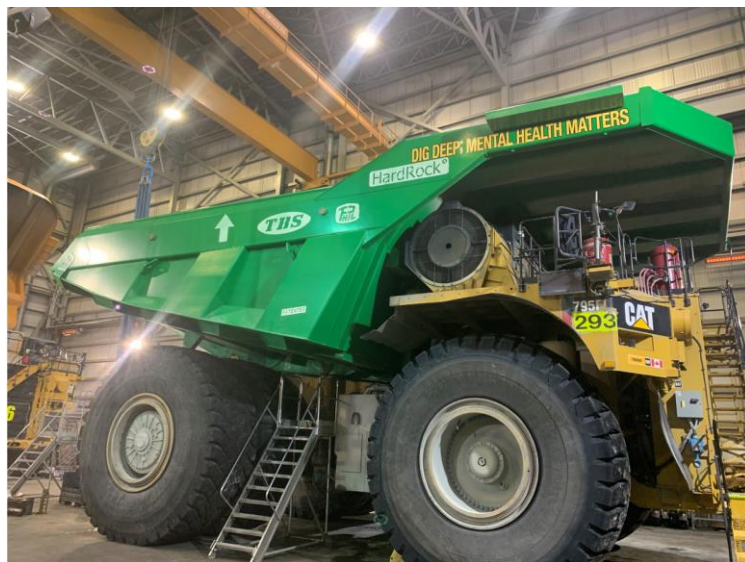


# Agnico Eagle Detour Lake Mine Mental Health Initiative

April 2023





### AGNICO EAGLE – DETOUR LAKE MINE

Detour Lake Mine is the second largest gold producing mine in Canada with the largest gold reserves and substantial growth potential. The Detour Lake operation is located in northeastern Ontario, approximately 300 kilometres northeast of Timmins and 185 kilometres by road northeast of Cochrane, within the northernmost Abitibi Greenstone Belt. It has a mine life of approximately 22 years.



## WHAT WE OBSERVED:

Mental health related problems and illness are on the rise and appear to have accelerated by the COVID-19 Pandemic. As a result, organizations are observing increased absenteeism, employee behaviour changes, incidents, and increased costs.



## WHAT THE DATA WAS TELLING US:

Employee mental health is one of the most important issues facing workplaces today.

- 500,000 Canadians miss work on any given week due to mental health challenges
- 30% of disability claims are mental health related
- Leading cause of disability in Canada

# Detour Lake Mine

## **Mental Health**

**The number of cases with a primary mental health diagnosis have been similar over the past several years but we have noticed a slight increase in 2022.**

**Mental Health claims make up 30% of the claims received in the period.**

## **Costs**

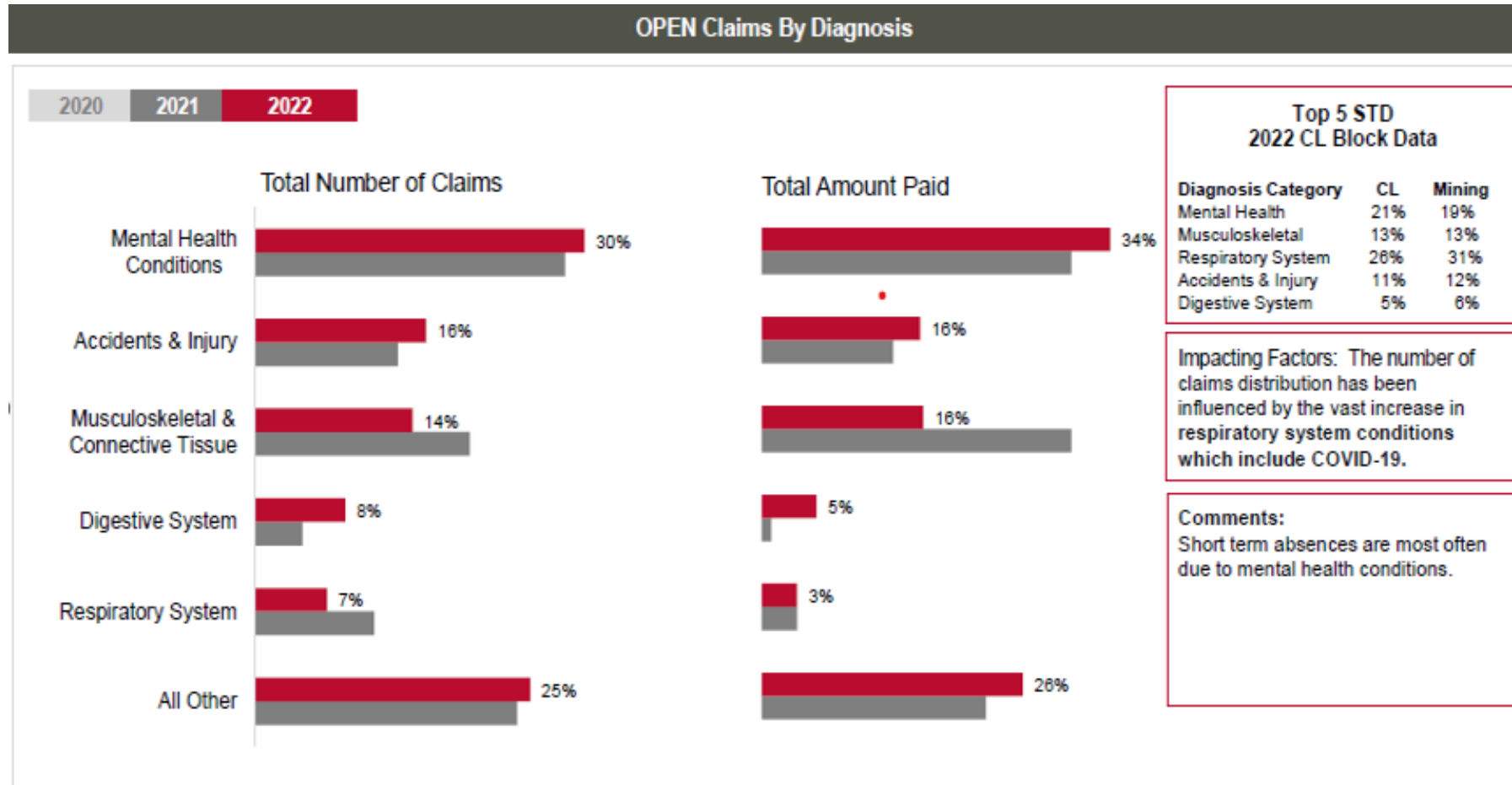
**Mental Health conditions have been the most prominent diagnostic category and has been increasing in both claims and paid costs. The top mental health conditions are Depression, Anxiety and Adjustment reactions.**

**Mental Health claims make up 34% of the claims paid in STD and 20% of all LTD.**

# MENTAL HEALTH CASE STUDY – DETOUR LAKE MINE

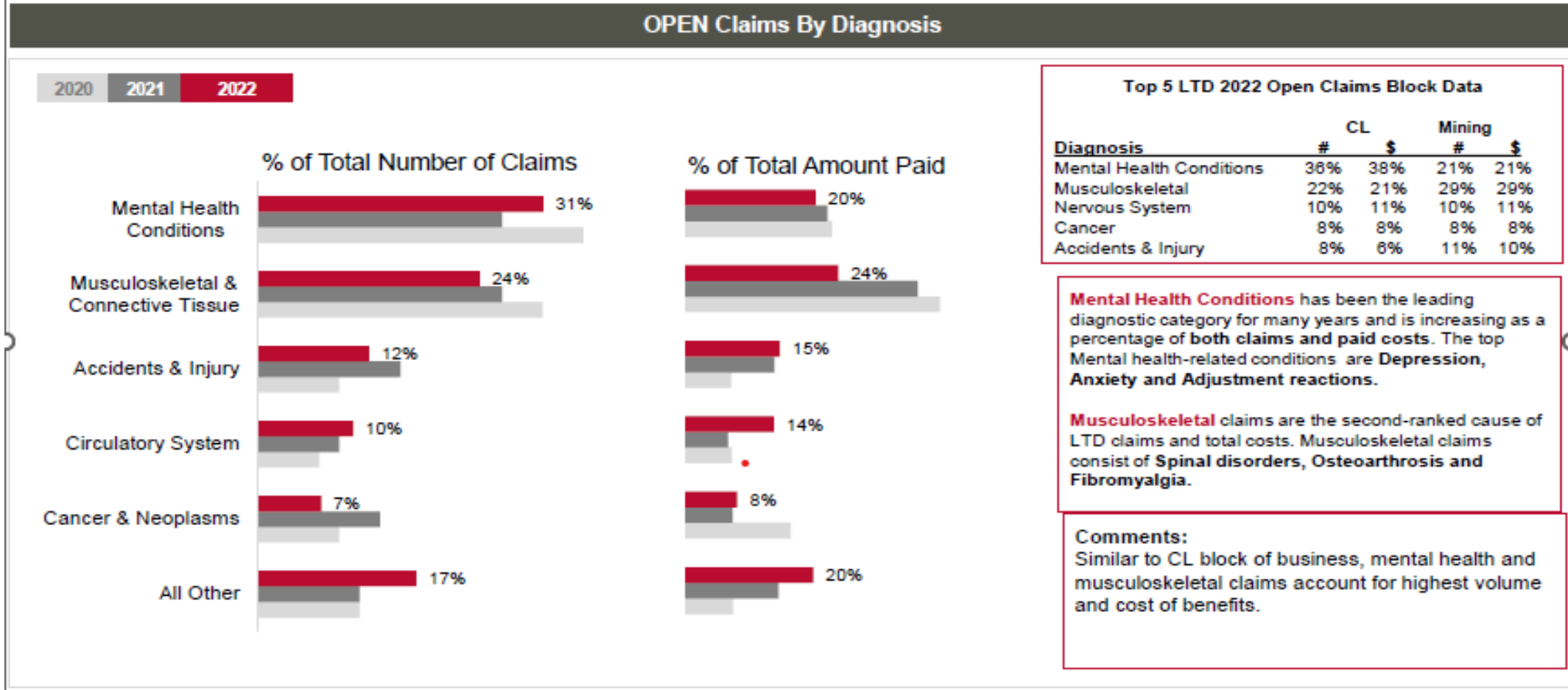
## SHORT TERM DISABILITY CLAIMS

- Some highlights of DLM's Disability Trend Report in 2022:



# MENTAL HEALTH CASE STUDY – DETOUR LAKE MINE (DLM)

- Some highlights of DLM's Disability Trend Report in 2022:





# MENTAL HEALTH CASE STUDY – DETOUR LAKE MINE (DLM)

- Some highlights of DLM’s Disability Trend Report in 2022:

<b>Mental Health Conditions</b>		
<b>Diagnosis</b>	<b>2022</b>	
	<b>Number</b>	<b>%</b>
Depression	24	33%
Anxiety	16	22%
Acute Reaction to Stress	12	16%
Adjustment Reaction	10	14%
Substance Abuse	8	11%
Post Concussion Syndrome	2	3%
Mood Condition	*	*
Other	1	1%
<b>Total</b>	<b>73</b>	<b>100%</b>

# MENTAL HEALTH CONTINUUM



<ul style="list-style-type: none"> <li>• Normal mood fluctuations</li> <li>• Calm &amp; takes things in stride</li> <li>• Good sense of humour</li> <li>• Performing well</li> <li>• In control mentally</li> <li>• Normal sleep patterns</li> <li>• Few sleep difficulties</li> <li>• Physically well</li> <li>• Good energy level</li> <li>• Physically and socially active</li> <li>• No or limited alcohol use/ gambling</li> </ul>	<ul style="list-style-type: none"> <li>• Irritable / impatient</li> <li>• Nervous</li> <li>• Sadness / overwhelmed</li> <li>• Displaced sarcasm</li> <li>• Procrastination</li> <li>• Forgetfulness</li> <li>• Trouble sleeping</li> <li>• Intrusive thoughts</li> <li>• Nightmares</li> <li>• Muscle tension / headaches</li> <li>• Low energy</li> <li>• Decreased activity/socializing</li> <li>• Regular but controlled alcohol use / gambling</li> </ul>	<ul style="list-style-type: none"> <li>• Anger</li> <li>• Anxiety</li> <li>• Pervasively sad / hopeless</li> <li>• Negative attitude</li> <li>• Poor performance / workaholic</li> <li>• Poor concentration / decisions</li> <li>• Restless disturbed sleep</li> <li>• Recurrent images / nightmares</li> <li>• Increased aches and pains</li> <li>• Increased fatigue</li> <li>• Avoidance</li> <li>• Withdrawal</li> <li>• Increased alcohol use / gambling is hard to control</li> </ul>	<ul style="list-style-type: none"> <li>• Angry outbursts / aggression</li> <li>• Excessive anxiety / panic attacks</li> <li>• Depressed / suicidal thoughts</li> <li>• Over insubordination</li> <li>• Can't perform duties, control behaviour or concentrate</li> <li>• Can't fall asleep or stay asleep</li> <li>• Sleeping too much or too little</li> <li>• Physical illnesses</li> <li>• Constant fatigue</li> <li>• Not going out or answering phone</li> <li>• Alcohol or gambling addiction</li> <li>• Other addictions</li> </ul>
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## WHAT THE DATA WAS TELLING US:

Mental health study data shows elevated levels of stress, anxiety, depression in mine workers

(Mining Mental Health Study – Vale, Sudbury)

- Recognizing the decline in mental wellness
- Bring awareness and conversation surrounding mental health
- Implement an on-site information, support service and referral program
- Provide on-site Suicide Prevention Training Program & Mental Health First Aid

## WHAT WE SET OUT TO DO:

- Increase mental health awareness in the workplace through policy and program development.
- Increase in training for personnel deemed to be in roles that manage mental health
- Reduce absenteeism and increase presenteeism in the workplace
- Reduce risk, incidents, and injuries in the workplace
- Reduce stigma associated with mental health issues

## WHAT WE WANTED TO FOCUS ON IMPROVING:

- Improve overall employee morale
- Improve overall employee engagement
- Prevent or reduce substance abuse
- Improve retention of employees
- Increase safe productivity
- Ensure the sustainability of the program post-implementation.

## STEPS WE TOOK:

Implementation of support groups and programs that support employee mental health:

- Dig Deep & Safe Spaces Meetings
- Employee and Family Assistance Program (Inkblot)
- Mental Health Awareness Training in partnership with WPSN
- Mental Health and Addictions Consultant

## | Mental Health and Addictions Consultant Role

- Educational and professional background in social services
- Providing on-site Psychotherapy, psychoeducation, and referral services
- Navigating and networking with further community support services
- Advocating on behalf of individual
  
- Lead our training at Site pertaining to:
  - Mental Health First Aid
  - ASIST
  - Supervisor education around M/H and Addictions and how to identify and react to situations before they become a crisis

## MESSAGE AND APPROACH TO OUR WORKFORCE

Mental Health and Addictions Support Services offers:

- Confidential on-site and virtual support services
- Treatment planning and referral services
- Education on healthy and effective coping strategies



## WALK IN SUPPORT

- Sagimeo Lodge
- Little Hopper Lodge
- Mine Services Facility
  
- Email: [letstalk@agnicoeagle.com](mailto:letstalk@agnicoeagle.com)

## CURRENTLY WE ARE

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- Attending Pre-Shift Information meetings “toolbox talks”
- Getting the message out there by sitewide memos, Posters across site to increase exposure, interactions and conversations
- One on one coaching sessions with supervisors in the field during their shifts
- Workplace Psychological Health and Safety Policy has been developed and implemented

## First Quarter Progression of the Support Services

- 108 employee contacts.
- 39 one-on-one sessions with employees.
- 47 employee referrals received.

*Works closely with Human Resources and Wellness & Recovery departments regarding return to work plans; post treatment follow up, mental health leaves etc. and continuous follow up with workers upon return.*

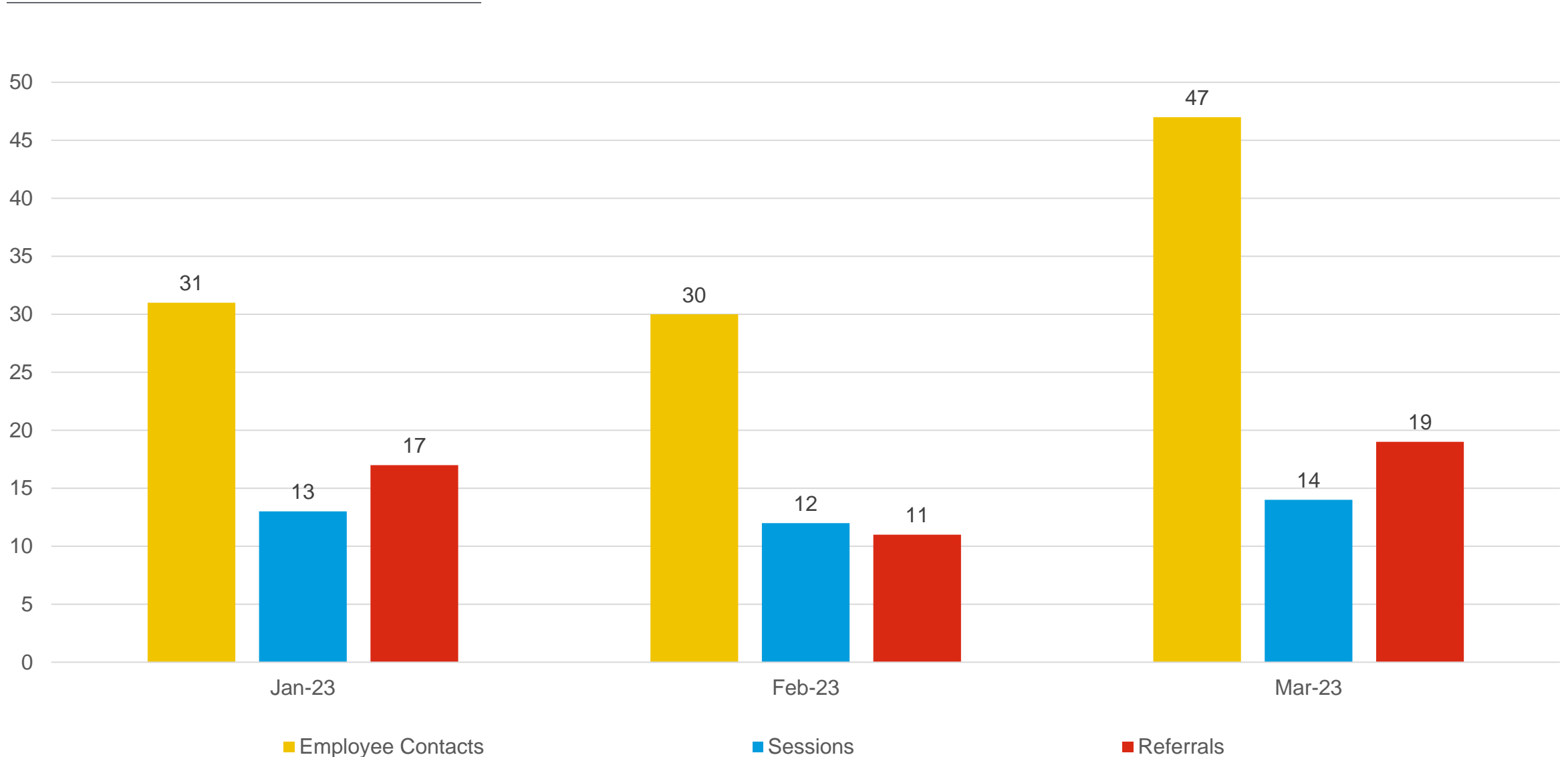
*At site, focuses on providing the support required to prevent simply sending the employee home.*

*Daily interactions had with others throughout the day, regarding home life, the challenges etc. Co-workers often stop in office to debrief.*

# Support Services First Quarter Report



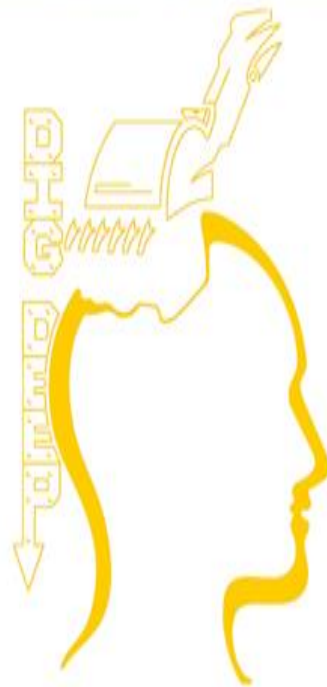
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# ONGOING AGENDA

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- Continue to offer services and support for our workers and families
- Continue to get the message out there
- Work to remove the stigma surrounding addictions and mental health
- Work to make the Agnico workplace safe and open to all conversation
- Ensure people continue to understand that “not feeling ok is ok”
- Provide training to all levels of leadership



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## Comments and questions

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