



Goldcorp Inc.

To: Professor James Bowen

From: Adam Capello, Joseph Grassa, Ahmed Nassef, and Huzaiifa Tahir

300056303

300063659

300077939

300057491

ADM1301 (B) - Social Context of Business

University of Ottawa - Telfer School of Management

December 5th, 2018

Table of Contents

Executive Summary	2
Introduction	4
Stakeholders	6
Culture	8
Business Ethics	9
Corporate Social Responsibility	11
Environmentalism	18
Conclusion	19
Appendix A: Map of Goldcorp Inc. Operations	21
Appendix B: Top 10 Gold Producing Countries in 2017	22
References	23

Executive Summary

Introduction: Goldcorp Inc. is a company that engages in Gold Mining founded by Rob McEwen that is headquartered in Vancouver, British Columbia. They have 8 mines in total, 4 in Canada named Porcupine, Elénore, Red Lake, Musselwhite. One on Mexico named Peñasquito. One in Argentina Cerro Negro with one joint mine named Alumbara. They also have other joint mine named Pablo Viejo located in Dominican Republic.

Stakeholders: Goldcorp's principal stakeholders are shareholders, employees and contractors, host communities, government, civil society and NGOs, customers, capital market participants, business partners, and the media.

Culture: Goldcorp ensures to create an ethical agenda, through hosting Ethics Committee meetings which allows them to strengthen their Ethics and Compliance team. The company also likes to incorporate a group of stakeholders of all different genders, ages, ethnic backgrounds, and cultures to create a more diverse feel to the company.

Business Ethics: Goldcorp sees acting ethically in its business operations as extremely important and takes this into account for all aspects of its business. It has several policies in place to ensure that all business dealings and day-to-day operations are ethical.

Corporate Social Responsibility: Goldcorp has taken on these five activities and initiatives to help enhance their social responsibility: The United Nations Global Compact, The International Council on mining and metals, The global Reporting Initiative, The Extractive Industries Transparency Initiative, and the World Gold Council Conflict- free Gold Standard.

Government-Sector Relations: As Goldcorp is a multinational corporation operating in several countries across the Americas, it has significant relations with the business sector of society. Goldcorp is a member of several lobby groups, has policies in place to ensure proper government-business interactions, and aligns itself with several United Nations initiatives.

Environmentalism: Goldcorp makes sure they are in compliance with the environmental laws and regulations. Through being audited by employees and external staff to make sure they are following the SEMS standards. They also implement the Cyanide code to which allows them to spotlight the management of cyanide and its cyanide solution.

Introduction

Goldcorp Inc. is a company that is headquartered in Vancouver, British Columbia. The company engages in gold mining and the production of gold, and is responsible for four mines in Canada named Porcupine, Élénore, Red Lake, and Musselwhite, one in Mexico named Peñasquito and one in Argentina named Cerro Negro along with one joint mine named Alumbraera. Also, Goldcorp has another joint mine in Dominican Republic named Pablo Viejo¹ (Operational Excellence. Sustainable value., 2017). Just like most companies, Goldcorp started off small, but each year the company is increasing their name and profit globally. It was founded and incorporated in 1994, operating only 2 mines in Red Lake, Ontario and another one located in Wharf, South Dakota. Now, Goldcorp Inc. is a company that has increased the value of their name through credibility and profitability. Goldcorp was founded by Rob McEwen who realized the value of mining Gold and was able to drive the company all the way to the top, it was even named one of the ‘Best 50 Corporate Citizens in Canada’ in 2016 by the magazine Corporate Knights (Walker, 2016). To put their success in perspective, Goldcorp released their results of the net earnings they received at the end of the year of 2017 and 2016, and in 2017 it was shown that they earned \$658,000,000 compared to what they made at year end of 2016 of \$162,000,000 (Annual Report, 2017). It is safe to say that Goldcorp Inc. is a financially strong corporate group that will continue to prosper as the years pass.

¹ See *Appendix A: Map of Goldcorp Inc. Operations*

Industry Information

Gold mining is defined by extracting gold by mining it. The gold mining industry is present in many locations in almost every continent on the planet. In 2017, China was the top gold producing country with 426 tonnes of gold with Australia trailing behind with 295.1 tonnes² (“Top 10 Gold Producing Countries”, 2018). It is evident that China has an extensive amount more of Gold than the runner up Australia and they have been the top producing nation for many years. Their production has fallen by 6% in the last year, but it is expected that it will rise this year due to projects being conducted. (“Top 10 Gold Producing Countries”, 2018). Overall, the price of gold is to be estimated at \$52,110.95 CAD per kilogram today (Gold-Eagle, 2018). With most mining, there will always be those who are against the idea of it since there are hazardous effects to it. One main issue that gold mining has is that it causes a lot of environmental issues which then destroy the name and credibility of the gold mining industry. One main issue is the toxic waste that is produced due to so-called “dirty practices” such as open pit mining. Unfortunately, with these dirty practices miners dump their toxic waste into water bodies and pollute it, which in the eyes of most is very unethical and negatively impacts the environment aspect of their Corporate Social Responsibility. Another issue that could occur is “Acid Mining Drainage” which is caused from underground rock that is disturbed by new air and water. This causes the iron sulphides in rock to react with oxygen to create sulphuric acids. This acid is toxic to most living organisms, and once the acid drainage has started it is very difficult to stop (Brilliant Earth, 2018). In addition to these huge incidents that are caused by mining, there is also

² See *Appendix B: Top 10 Gold Producing Countries in 2017*

mercury pollution, destruction of the amazon, and many more indents of environmental issues (Brilliant Earth, 2018). Also, with some more unfortunate circumstances, it has been reported within the a gold mining company Sibanye Gold Ltd that 21 workers passed away due to mining (Njini, 2018) and that there are many more than have occurred. With this in mind, it is projected by the opposing side that mining further ruins credibility, which draws the overall conclusion that gold mining is too dangerous for everybody.

Stakeholders

Goldcorp Inc. is one of the biggest and most successful companies in the mining industry, the company was only able to achieve this because of their large variety of stakeholders. These are the stakeholder that are defined within Goldcorp:

Goldcorp Inc Stakeholders
Shareholders
Employees and contractors
Host communities and Indigenous communities
Government and regulators
Civil Society and non-governmental organizations
Customers
Capital market participants
Business Partners
Media

Even with this vast stakeholders range, Goldcorp makes sure to have an effective stakeholders engagement within the company. The company uses their shareholders corporately, as the companies current CEO meets up with responsible investors, and gives them information about the company and their standing. With this information, it allows for these stakeholders to properly invest in the company with regards to share laws and allows them to safely abide by their obligations (“Operational Excellence. Sustainable Value.”, 2017). The company also aims to create a sustainable prosperity. To achieve this, the company looks to work with stakeholders such as the government, non-governmental organizations and civil societies. Using these stakeholders, Goldcorp is able to reach out and enhance their company’s name and venture to the most marginalized groups (“Operational Excellence. Sustainable Value.”, 2017). Even though Goldcorp is already very successful, being able to branch out lets the company learn, gain more strength and improve other practices that allow the company to be more socially viable. Mining takes a lot of work and planning, so the company acquires business partners which range in the work of suppliers, contractors, industry organizations and other companies (“Operational Excellence. Sustainable Value.”, 2017). To operate such a successful business, the employees of Goldcorp take great initiative to incorporate their ideas and skills to make the company stay on top. Employees include corporate and onsite workforce. Every quarter, the company holds a town hall style meeting to allow for the employees to engage by asking questions and for other stakeholders ideas and thoughts be heard. Goldcorp has a great line of stakeholders who allow for the company to excel where other groups lack (“Operational Excellence. Sustainable Value.”, 2017).

Culture

Goldcorp has made an effort to promote “tone from the top”, ethical culture and site ethical leadership this year. Their description on their sustainability report states that they host one-on-one ethical leadership sessions with functional leaders at their sites. This led to 88% of their ethics related cases/ complaints during the year. They have also held Ethics Committee meetings throughout the year strengthening their Ethics and Compliance teams (Sustainability Report, 2017).

They focus on the people, as they are continuing to invest in leadership development investment, which focuses on culture, collaboration and communication. Goldcorp provides diversity and equal opportunity, as they encourage diversity of gender, ages, cultures, backgrounds and skills throughout their Board of Directors, management teams, employees, contractors, business partners and suppliers. (Sustainability Report, 2017, p.51) This allows for a diverse culture within and surrounding the business.

They are building a culture of continuous improvement, and are recognised for their efforts as a leader in innovation. As they work through this process, they are cultivating a generation of leaders with the skills and foresight to continue to build and operate a sustainable portfolio of assets. The company makes sure all stakeholders complaints and inquiries are taken very seriously in the recent years of company operation. The Community Response mechanisms are designed to meet the needs of external stakeholders and local communities, each Community

Response mechanism is tailored differently at different work sites to the local context but still comply with the Goldcorp Grievance Mechanism Framework (Sustainability Report, 2017, p.97). In 2017 the company has solved all complaints made on discrimination, harassment, health, safety and sexual harassment and has also resolved cases from previous years as well. They focus on the people and providing diversity and equality for all stakeholders.

Business Ethics

Goldcorp's practices take into account many different aspects of the operations of an ethical business, and in their 2017 Sustainability Report it is stated that "acting ethically and with integrity is fundamental to one of our values - being responsible" (p.51).

Goldcorp has a Code of Conduct that outlines how all employees, officers, and anyone representing the company must act in terms of ethics and principles of conduct. Some of the guidelines included in the code are with regards to "compliance with the law, prevention of conflicts of interest, respect in the workplace, anti-bribery and anti-corruption, third-party compliance and oversight, anti-competitive practices, and zero tolerance for fraud". Goldcorp makes a strong effort to ensure that all parties working for the company clearly understand and follow the rules outlined in the code of conduct through online and in-person training. The code of conduct is reviewed and updated to ensure its relevance in the current business environment every three to five years, and as of 2017 the last update was made in 2014 and the next is scheduled for 2018. As a further support for its Code of Conduct, in 2017, Goldcorp presented its

first Ethical Leadership award to an employee who went above and beyond to encourage ethics within the workplace (Sustainability Report, 2017, p.51). To address any matters regarding the Code of Conduct, Goldcorp employs an internal ethics committee. The ethics committee is comprised of various Goldcorp employees and officers who meet on a quarterly basis to review cases, and monitor and discuss the progress of the company with regards to ethics (Sustainability Report, 2017, p.53).

Goldcorp's "Anti-Bribery and Anti-Corruption Policy" describes how all employees, officers and directors, as well as any third party that is working on the behalf of the corporation must act. This includes prohibitions against bribing government officials, making facilitation payments and commercial bribery (2017 Annual Information Form, 2018, p.18). It is a combination of preventative, detective, and reactive factors that work together to ensure that it is functional and being followed. In order to improve its effectiveness, the policy works in conjunction with internal controls that monitor financial reporting, transactions and expenditures (Sustainability Report, 2017, p.52). In 2017 100% of all newly on-boarded vendors and contractors had to undergo Goldcorp's risk-based third party due diligence and 100% of all of their business units were analyzed for risks related to corruption and fraud, corruption is also re-assessed by the company 4 times a year at a quarterly basis by the Enterprise Risk Management process (Sustainability Report, 2017, p.52).

In 2017, Goldcorp did not receive any significant fines or sanctions for behaviour relating to non-compliance with laws governing unfair practices, restraints of trade, anti-competitive behaviour, antitrust, or abuses of economic power (Sustainability Report, 2017, p.51).

Corporate Social Responsibility

In the current days there is a huge stress on Corporate social responsibility, Goldcorp has taken this into account and has made it their priority to keep updating and introducing different strategies that can improve their Corporate social Responsibility.

As part of the sustainability notation of the annual information of Goldcorp states that in 2017 as a part of the annual continuous improvement cycle, they updated their “Sustainability Excellence Management System” (SEMS). This is an integrated management system that sets standards for safety, health, environment, corporate social responsibility and security. In 2017 Goldcorp continued to implement their corporate social responsibility framework. They incorporated it into their socio-economic baseline studies, stakeholder mapping and prioritization and upgraded grievance mechanisms. Goldcorp also introduced five activities and initiatives The United Nations Global Compact, The International Council on mining and metals, The global Reporting Initiative, The Extractive Industries Transparency Initiative, and the World Gold Council Conflict- free Gold Standard. (Sustainability Report, 2017)

The United Nations Global Compact, this is a strategic initiative that allows Goldcorp to be committed and aligned to their operations and strategies with the ten universally accepted

principles in the areas of human rights, labor, and anti-corruption. The ten universally accepted principles are separated into four sectors Human rights, labor, Environment, and anti- corruption. The Human rights principles are, “businesses should support and respect the protection of internationally proclaimed human rights”, and “make sure that they are not complicit in human rights abuses”. The principles included in the labor sector are, “Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining”, “the elimination of all forms of forced and compulsory labor”, “the effective abolition of child labor”, and “the elimination of discrimination in respect of employment and occupation.” The principles that are included in the environment sector are: “Businesses should support a precautionary approach to environmental challenges”, “undertake initiatives to promote greater environmental responsibility”, and “encourage the development and diffusion of environmentally friendly technologies”. The principle included in the anti-corruption sector is “businesses should work against corruption in all its forms, including extortion and bribery.” (“United Nations Global Compact”, n.d.)

The International Council on mining and metals is a collaborative organization that is made up of mining and metal companies and associations working together on sustainability related issues. This allows Goldcorp to maintain a sustainable development strategy, based on principles of sustainable development (Sustainability Report, 2017).

The Global Reporting Initiative is a framework that reports on an organization's economic, environmental, social, and social health and safety. This framework contains general

and sector-specific content applicable for reporting an organizational sustainability performance. From this they transitioned from G4 sustainability reporting guidelines to GRI standards. (Sustainability Report, 2017)

Extractive Industries Transparency Initiative, this is a partnership of governments, international organizations, companies, non governmental organizations, investors and businesses and industrial organizations. This creates transparency in transactions between governments and companies in extractive industries. This transparency will improve public awareness of the revenues from these industries, increasing the likelihood that they will contribute to sustainable development and poverty reduction. (Sustainability Report, 2017)

World Gold Council Conflict free Gold standard, this is a council that is developed by the world gold council. This allows Goldcorp to access and provide assurance that their gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. They have focused their efforts on the Peñasquito Mine, which was considered to be in a high- risk area. (Sustainability Report, 2017)

Government-Sector Relations

There is an important relationship between the government and business sectors of society; both must work together to achieve their respective objectives. Many aspects of Goldcorp's business take this into account.

Goldcorp is a member of several lobby groups that attempt to persuade public policy makers to promote the different elements of the mining industry with the aim of improving Goldcorp's business. The World Gold Council – of which Goldcorp is a member – is a lobby group that aims to “stimulate and sustain demand for gold, provide industry leadership, and be the global authority on the gold market” (“Who We Are”, 2018). Goldcorp is also a member of the Canadian Mining Association, a group that lobbies for many aspects of the mining industry, including regulations, economic competitiveness, international trade, climate change, and social affairs (“Our Focus”, n.d.).

Due to Goldcorp being a multinational corporation with mining operations in 4 countries, it has complex relationships with governments all throughout the Americas. The mining industry is heavily regulated in many countries, including Canada where there are many regulations across both the provincial and federal levels governing a myriad of different elements of the industry (“Regulatory Effectiveness”, n.d.). Through the channels of its lobby groups as well as on its own, Goldcorp has been an active contributor to public policy campaigns regarding the

improvement of the mining industry, including Ontario's RedTape Review, the Pan Canadian Framework on Clean Growth and Climate, the Canadian Impact Assessment Act and Ontario's 2017 Long-Term Energy Plan (Sustainability Report, 2017, p. 53).

Goldcorp often adheres to the laws regarding its affairs in the countries in which it operates, however there have been several instances where laws have been broken. Most recently in 2017, 15 notices of violation were issued to Goldcorp for incidences of environmental non-compliance. Two of these notices were issued for its Cerro Negro mine, one for a tailings spill and the other for a diesel spill (which occurred in 2012, however the notice was issued in 2017). One was issued at its Equity Silver site due to a sump overflow. Seven were issued for its Éléonore mine, of which six were due to toxic water discharge and one for a petroleum spill which was not reported in a timely manner. Four were issued for its Porcupine mine, of which two were for vibration exceedances during a blasting operation, one for excess silt migration, and one for an effluent pH exceedance (which occurred in 2016, however the penalty was given in 2017). All of these notices resulted in either a fine being paid to the local governing agency, corrective actions being taken, or both (Sustainability Report, 2017, p. 175).

Since Goldcorp has strong ties with the government segment of society, it has implemented several policies to ensure that all people employed by the corporation are ethical when working with government. Goldcorp's previously mentioned "Anti-Bribery and

Anti-Corruption Policy” is the main policy governing this (2017 Annual Information Form, 2018, p.18). Furthermore, Goldcorp has policies regarding political contributions made by the company. In 2017, Goldcorp amended its political contributions policy to prohibit all political contributions, however in the years before this amendment was made Goldcorp gave significant contributions to political parties in Canada and the United States (Sustainability Report, 2017, p.53). It should be noted that political donations to all other countries have long been prohibited by company policy (“Contributions to political parties”, 2016). Since 2005, Goldcorp has given \$1,084,050 to the British Columbia Liberal Party (Hoekstra, 2017) and from 2014 to 2016 they gave a total of \$54,726.12 to various Ontario political parties, with the Liberals receiving the vast majority (“Campaign Financing and the Ontario Mining Industry’s Political Influence”, 2018). Goldcorp also receives financial assistance from the government sector. In 2016, the Ontario government provided \$11.1 million to Goldcorp in the form of rebates through Ontario’s Northern Industrial Electricity Rate Program (NIER), a program which aims to “assist Northern Ontario’s largest industrial electricity consumers to reduce energy costs, sustain jobs and maintain global competitiveness.” (“Sustainable Benefits for Communities”, 2016). In addition to this, Goldcorp received a \$3.4 million rebate in 2016 from the government of Québec for the advancement of energy-efficient programs. More recently in 2018, Goldcorp received several million dollars in funding from the Ontario government for the creation of an all-electric mine in Chapleau, Ontario that will be operational in 2019 (Environmental Commissioner of Ontario, 2018, p.230). Although Goldcorp does not have any joint-venture relationships where there is

shared ownership between Goldcorp and the government, there are government-owned institutions such as pension funds which have investments with Goldcorp (“Sustainable Benefits for Communities”, n.d.).

International-Level Government-Sector Relations

The vast majority of Goldcorp’s government-sector interactions are with the local governments in the countries where Goldcorp does business, however it also takes part in international government-run initiatives, one of which is the United Nations Sustainable Development Goals (Sustainability Report, 2017, p.34-39). The UN Sustainable Development Goals aim to promote prosperity everywhere in the world all while protecting the planet. The goals have a timeframe of 15 years from 2015 to 2030 and will be achieved through the implementation of strategies that build economic growth and consider social and environmental needs. In total there are 17 goals which include the complete eradication of poverty, the elimination of hunger, infrastructure initiatives, and several environmental action goals (UN Sustainable Development, n.d.). Goldcorp is committed to aiding the UN and its member states in achieving all 17 of these goals, and has concrete, verifiable initiatives for every single one. For example, Goldcorp has pushed for local economic development at its Musselwhite mine which has had the effect of enhancing the skills of the local members of the community, promoting entrepreneurship, and decreasing poverty, all of which effectively address UN Sustainable

Development Goals 1, 2, and 8 (no poverty, zero hunger, and decent work and economic growth, respectively) (Sustainability Report, 2017, p.78).

Environmentalism

Goldcorp has implemented a routinely inspection of their properties to assure that they are in compliance with the applicable environmental laws and regulations. The properties are periodically audited by the employees or external staff to ensure they are compliant of the laws as well as the SEMS standards. Their goal is to minimize the impact that they have on the environment and the social aspects of the projects that they partake in. They developed closure and reclamation plans as part of our initial project planning and design. They evaluate and review the environmental risks of each property that they buy to assure that they properly budget for the costs associated with implementing appropriate sustainability management measures. (Sustainability Report, 2017)

They implemented the Cyanide code which stands in place to allow companies involved in the production of gold to help focus on the management of cyanide and cyanide solutions. The cyanide code addresses the production of cyanide, its transport from the producer to the mine, it's on site storage, and the decommissioning of financial assurance. (Sustainability Report, 2017)

Conclusion

Overall, Goldcorp Inc. is a socially responsible corporation that works together with the social and government sectors of society to ensure the sustainability of its business practices. As an important member of the mining industry, Goldcorp acts as a model for other businesses.

It takes an active approach in managing the needs of its large array of stakeholders by meeting with certain groups of them regularly and communicating in other ways with the less pressing ones. It strives to be ethical in every single aspect of its business dealings and operations and has several policies and frameworks in place to ensure that ethical operations are achieved. It has worked with all of the relevant governing agencies to ensure that the proper corrective actions are taken to mitigate recurrences when there have been instances of non-compliance with laws in the countries in which it operates. Furthermore, it accepts when it makes errors and takes responsibility by paying any associated fines and being transparent in the reporting of these instances. Although these instances of non-compliance are environment-related, Goldcorp overall has a good environmental record. It routinely inspects its properties to ensure they are compliant with local regulations as well as standards that Goldcorp sets itself. They aim to minimize the environmental impact that their business has on the planet, which is no easy feat considering the high-impact nature of mining on the environment. In addition to taking into account their environmental impact, they also take into account their social impact in the communities in which they operate, demonstrated by their commitment to the United Nations Global Compact and the United Nations Sustainable Development Goals. Goldcorp has a corporate culture focused on people. They encourage diversity within their workforce and ensure

that there is equal opportunity for all employees, demonstrated by their continuous investment in leadership development initiatives.

Compared to other companies in the mining industry, Goldcorp is certainly ahead in terms of their Corporate Social Responsibility and environmental impact management. There is little doubt that the mining industry is highly impactful in terms of both these things, with effects such as drastically changing the lives of the local peoples, destroying the landscape, and polluting natural resources (“Impacts of Mining”, n.d.). Goldcorp serves as an example of how companies in the mining industry should act and is positively affecting the perceptions of people around the world with regards to the mining industry as a whole.

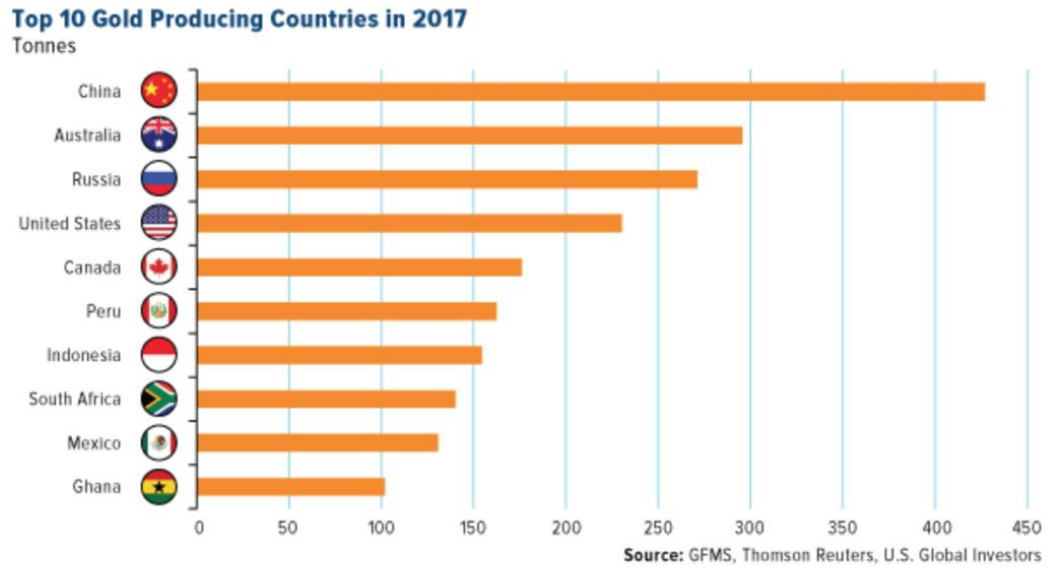
Appendix A: Map of Goldcorp Inc. Operations³



- Coffee**, Yukon, Canada
Exploration project as at December 31, 2017
Ownership: 100%
- Musselwhite**, Ontario, Canada
Minerals produced: Gold
Gold production (thousands of ounces): 236
Ownership: 100%
- Borden**, Ontario, Canada
Exploration project as at December 31, 2017
Ownership: 100%
- Cochenour**, Ontario, Canada
Exploration project as at December 31, 2017
Ownership: 100%
- Red Lake**, Ontario, Canada
Minerals produced: Gold
Gold production (thousands of ounces): 209
Ownership: 100%
- Porcupine**, Ontario, Canada
Minerals produced: Gold
Gold production (thousands of ounces): 272
Ownership: 100%
- Éléonore**, Quebec, Canada
Minerals produced: Gold
Gold production (thousands of ounces): 305
Ownership: 100%
- Century**, Ontario, Canada
Exploration project as at December 31, 2017
Ownership: 100%
- Peñasquito**, Mexico
Minerals produced: Gold/Silver/Zinc/Lead
Gold production (thousands of ounces): 476
Ownership: 100%
- Pueblo Viejo**, Dominican Republic
Minerals produced: Gold/Silver/Copper
Gold production (thousands of ounces) (our share): 433
Ownership: 40%
- Marlin**, Guatemala
Gold production (thousands of ounces): 40
Mine closed in 2017
- NuevaUnión**, Chile
Exploration project as at December 31, 2017
Ownership: 50%
- Alumbraera**, Argentina
Minerals produced: Gold/Copper
Gold production (thousands of ounces): 70
Ownership: 37.5%
- Cerro Negro**, Argentina
Minerals produced: Gold/Silver
Gold production (thousands of ounces): 452
Ownership: 100%
- Norte Abierto**, Chile
Exploration project as at December 31, 2017
Ownership: 50%

³ (Sustainability Report, 2017)

Appendix B: Top 10 Gold Producing Countries in 2017⁴



⁴ (“Top 10 Gold Producing Countries”, 2018)

References

- Campaign Financing and the Ontario Mining Industry's Political Influence. (2018, February 02). Retrieved November 26, 2018, from <http://www.ojams.ca/uncategorized/campaign-financing-and-the-ontario-mining-industrys-political-influence/>
- Environmental Commissioner of Ontario. (2018) *Greenhouse Gas Progress Report: Appendix B*. Retrieved from <https://docs.assets.eco.on.ca/reports/climate-change/2018/Climate-Action-in-Ontario-Appendix-B.pdf>
- Goldcorp Inc. (2017) *Sustainability Report*. Retrieved from <https://s22.q4cdn.com/653477107/files/2017-Sustainability-Report.pdf>
- Goldcorp Inc. (2017) *Annual Report*. Retrieved from https://s22.q4cdn.com/653477107/files/doc_financials/2017/Goldcorp-2017-Annual-Report.pdf
- Gold Mining and the Environment. (n.d.). Retrieved from <https://www.brilliantearth.com/gold-mining-environment/>
- Hoekstra, G. (2017, February 11). Big corporate donors give big to the B.C. Liberals. Retrieved November 25, 2018, from <https://vancouversun.com/business/local-business/big-corporate-donors-give-big-to-the-b-c-liberals>
- Impacts of Mining. (n.d.). Retrieved December 01, 2018, from <https://www.oxfam.org.au/what-we-do/mining/impacts-of-mining/>
- Njini, F. (2018, November 26). South Africa Probes Illegal Miners Blast Risk Under City of Gold. Retrieved November 28, 2018, from <https://www.bloomberg.com/news/articles/2018-11-26/south-africa-probes-illegal-miners-blast-risk-under-city-of-gold>

Operational Excellence. Sustainable Value. (2017). Retrieved November 25, 2018, from <http://csr.goldcorp.com/2017/>

Our Focus. (n.d.). Retrieved November 24, 2018, from <http://www.mining.ca/our-focus>

Regulatory Effectiveness. (n.d.). Retrieved November 25, 2018, from <http://mining.ca/our-focus/regulatory-effectiveness>

Sieroń, A., Aaron, C., Ballanger, M., Hamlin, J., Fronk, R., Anthony, J., & Kuzentsov, N. (n.d.). Current Price of Gold Today. Retrieved from <https://www.gold-eagle.com/rate/price-of-gold/>

Stakeholder Engagement. (n.d.). Retrieved November 22, 2018, from http://csr.goldcorp.com/2011/5_stakeholder.php

Sustainable Benefits for Communities. (n.d.). Retrieved November 25, 2018, from <http://csr.goldcorp.com/2016/communities/sustainable-benefits-for-communities>

Top 10 Gold Producing Countries. (2018, June 12). Retrieved November 26, 2018, from <http://www.usfunds.com/investor-library/frank-talk/top-10-gold-producing-countries/#.XARjQacZPys>

United Nations Global Compact. (n.d.). Retrieved November 28, 2018, from <https://www.unglobalcompact.org/what-is-gc/mission/principles>

United Nations Sustainable Development. (n.d.). Retrieved November 26, 2018, from <https://www.un.org/sustainabledevelopment/>

Who we are. (2018, September 07). Retrieved November 25, 2018, from <https://www.gold.org/who-we-are>

making this personal commitment, all students will understand the importance the School places on maintaining the highest standards of academic integrity.

Personal Ethics Statement Concerning Telfer School Assignments

Group Assignment:

By signing this Statement, I am attesting to the fact that I have reviewed not only my own work, but the work of my colleagues, in its entirety.

I attest to the fact that my own work in this project meets all of the rules of quotation and referencing in use at the Telfer School of Management at the University of Ottawa, as well as adheres to the fraud policies as outlined in the Academic Regulations in the University's Undergraduate Studies Calendar. [Academic Fraud Webpage](#)

To the best of my knowledge, I also believe that each of my group colleagues has also met the rules of quotation and referencing aforementioned in this Statement.

I understand that if my group assignment is submitted without a signed copy of this Personal Ethics Statement from each group member, it will be interpreted by the Telfer School that the missing student(s) signature is confirmation of non-participation of the aforementioned student(s) in the required work.

Joseph Gossa
Signature

Gossa, Joseph
Last Name (print), First Name (print)

Adam Capello
Signature

Capello, Adam
Last Name (print), First Name (print)

Ahmed
Signature

Tahir Huzafa
Last Name (print), First Name (print)

Nassef Ahmed
Signature

Nassef Ahmed
Last Name (print), First Name (print)

Signature

Last Name (print), First Name (print)

Wed, Dec 5
Date

300063659
Student Number

Dec 5, 2018
Date

300056303
Student Number

wed, Dec 5
Date

300057491
Student Number

300077939, Dec 5
Date

Student Number

Date

Student Number