

Goldcorp - 2010 Corporate Sustainability Report - Combined Print

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UN Global Compact

Human Rights Principles

Businesses should support and respect the protection of internationally proclaimed human rights.

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Human Rights Policy

EC5, LA4, LA6, LA7, LA8, LA9, LA13, LA14, HR1, HR2, HR3, HR4, HR5, HR6, HR7, HR8, HR9, SO5, PR1, PR2, PR8

Businesses should make sure they are not complicit in human rights abuses.

GC2

Human Rights Policy

HR1, HR2, HR3, HR4, HR5, HR6, HR7, HR8, HR9, SO5

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Labour Principles

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

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Human Rights Policy

LA4, LA5, HR1, HR2, HR3, HR5, SO5

Businesses should uphold the elimination of all forms of forced and compulsory labour.

GC4

Human Rights Policy

HR1, HR2, HR3, HR7, SO5

Businesses should uphold the effective abolition of child labour.

GC5

Human Rights Policy

HR1, HR2, HR3, HR6, SO5

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

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Human Rights Policy

EC7, LA2, LA13, LA14, HR1, HR2, HR3, HR4, SO5

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Businesses should support a precautionary approach to environmental challenges.

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EC2, EN18, EN26, EN30, SO5

Businesses should undertake initiatives to promote greater environmental responsibility.

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Businesses should encourage the development and diffusion of environmentally friendly technologies.

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Environmental and Sustainability Policy

Environmental Initiatives

EN2, EN5, EN6, EN7, EN10, EN18, EN26, EN27, EN30, SO5

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Anti-Corruption Principles

Businesses should work against corruption in all its forms, including extortion and bribery.

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Overview

Responsible Mining

At Goldcorp, responsible mining is a company-wide commitment that's at the core of every business decision we make. Every one of us, from senior management through the work crews at each of our operations, strives to conduct our business to create lasting social progress and economic growth for all stakeholders throughout the life of a Goldcorp mine and well beyond.

We are committed to being responsible stewards of the environment and to complying with the highest applicable health and safety standards possible. We are tireless advocates of human rights and maintain a principled, conscientious approach to corporate citizenship.

Creating Sustainable Prosperity

We call our approach to doing business "Sustainable Prosperity". Our programs are designed as catalysts for positive, lasting contributions in the communities where we do business, while working in partnership with host governments, local communities, indigenous groups, non-governmental organizations, contractors and suppliers.

We design, construct and operate all our facilities in accordance with the highest applicable health, safety and environmental standards. Our employees are provided with the tools and training required to mitigate the effects of our activities on the environment. We actively seek partnerships based on open, transparent communication, with the aim of being Responsible, Respected and Welcomed, everywhere we do business.

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Our Company

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Goldcorp Inc. is a leading gold producer engaged in the operation, exploration, development and acquisition of precious metal properties in Canada, the United States, Mexico and Central and South America. The Company's current sources of operating cash flows are primarily from the sale of gold, silver, copper, lead and zinc.

Goldcorp is one of the world's fastest-growing senior gold producers. Goldcorp's strategy is to provide its

shareholders with superior returns from high-quality assets. Goldcorp has a strong balance sheet. Its low-cost gold production is located in safe jurisdictions in the Americas and remains 100% unhedged. Headquartered in Vancouver, British Columbia, Goldcorp employs approximately 14,500 people worldwide at operations and development projects in countries throughout the Americas.

2011 was a volatile year for equity markets globally. Significant sell-offs were evidenced in July and August as the U.S. sovereign debt downgrade was pending and the European sovereign debt situation worsened. Equity markets did recover with varying degrees and were led by the U.S. Dow Jones Index. Liquidity remained ample during the year as the U.S. Federal Reserve maintained a low interest rate policy through actions such as Operation Twist. Central bankers around the world, like China and Europe, acted in concert with the Americans to lower interest rates as the year progressed.

For 2012, the Company expects to produce approximately 2.6 million ounces of gold at a total cash cost of \$250 to \$275 per ounce on a by-product basis.

As a company, and as individuals, Goldcorp is committed to responsible mining practices that protect the health and safety of our workers and the quality of the environment that we all share. Our concern and actions extend to the social and economic effects of our activities, and the principles of sustainable prosperity for all our stakeholders. Our focus on corporate social responsibility programs was refined and extended throughout the year. We saw improvement in overall company-wide safety performance for the fifth consecutive year. We maintained the certification of all our nominated sites under the International Cyanide Management Code. We were gratified to see these and many other accomplishments recognized by NASDAQ, which named us as one of the world's Top 100 companies for sustainability practices.

Key Statistics

Key characteristics for 2011, or as at December 31, 2011 (dollar amounts are US\$), include:

	2011	2010 ¹	TREND
Workforce	14,500	11,300	28%
Revenues (million) ²	\$5,362	\$3,738	43%
Net earnings (million) ³	\$1,881	\$2,043	-8%
Annual production:			
Gold (oz)	2,514,700	2,466,900 ⁴	2%
Silver (oz)	27,824,600	20,211,800 ⁴	38%
Total assets (million)	\$29,374	\$27,639	6%

Shareholders' equity (million)	\$21,272	\$19,553	9%
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¹ 2010 data has been restated to IFRS numbers.

² As per our Annual Financial Accounts.

³ Net earnings is equal to the income after subtracting costs and expenses from total revenue.

⁴ 2010 gold and silver production has been adjusted for discontinued operations.

Operational Structure

Goldcorp is a leading gold producer engaged in gold mining and related activities including exploration, extraction, processing and reclamation. The Company's operating assets include the Red Lake, Porcupine and Musselwhite gold mines in Canada, Peñasquito, Los Filos and El Sauzal mines in Mexico, the Marlin mine in Guatemala, the Marigold mine (67% interest) and Wharf mine in the United States and the Alumbra mine (37.5%) in Argentina.

Goldcorp has a solid pipeline of projects including the Éléonore gold project in Quebec, Canada, the Cerro Negro project in Argentina, the El Morro project in Chile and the Pueblo Viejo project (40% interest) in the Dominican Republic. These valuable assets, along with several others, will allow for growth in production for years to come.

The Company is organized into three regions (Canada and United States, Mexico, and Central and South America). Each region is managed by a Vice President, who reports directly to Goldcorp's Executive Vice President and Chief Operating Officer.

Changes to Equity Positions

Osisko - On February 8, 2011, the Company disposed of its 10.1% equity interest in Osisko Mining Corp. to a syndicate of underwriters.

Agua Rica - On August 31, 2011, the Company and Xstrata Plc. signed a definitive agreement with Yamana Gold Inc. whereby Alumbra SA, an entity which the Company jointly controls with Xstrata and Yamana, was granted an exclusive four-year option to acquire Yamana's interest in the Agua Rica project located 35 kilometres southeast of the Alumbra mine in Argentina.

Ownership

Goldcorp is a public company listed on the New York Stock Exchange and the Toronto Stock Exchange. The Company's top institutional shareholders are identified on our [website](#).

Significant Changes

There were no significant changes to the structure of the Company in 2011.

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Message from the CEO

At Goldcorp, we are guided by our vision: Together, creating sustainable value, which means that in partnership with our stakeholders, we conduct our business with an unyielding commitment to lasting social progress and economic growth for all stakeholders: our shareholders, our people, and all of the individuals, families, communities, and regions where we operate.



Every day and every place Goldcorp operates, we are part of people's lives. We are one company, but we play a role in thousands of stories. And the benefits of our business can only be sustained if we listen to, become a part of and tell the stories of the people and communities in which we live and work. We work very hard to be "Responsible, Respected and Welcomed" everywhere we do business, from the first days of project exploration through the years of mining and processing, and through the reclamation and rehabilitation process following the closure of a mine. We remain diligent in protecting our workers' health and safety, just as we are in environmental stewardship and in advancing the socio-economic development of local communities.

This Sustainability Report is a summary of our corporate social responsibility (CSR) progress, and includes statistics on selected measures of the Global Reporting Initiative (GRI) related to those CSR issues that are of interest or concern to our stakeholders, and are essential to our business strategy. I hope it will be evident, throughout this report, that sustainability and CSR efforts are not an afterthought or a public-relations gesture, but are fundamental to our operating philosophy. Working to make sure that the value our operations create is both shared and sustained is not just good business, it is the right thing to do.

In 2011, for the first time, we established a company-wide energy strategy, with a five-year horizon and clear, measurable targets for increasing energy efficiency, increasing our use of renewable energy sources, and decreasing greenhouse gas emissions. All of our nominated mines are now operating with International Cyanide Management Code certification and are held accountable to internationally-accepted standards, including the Extractive Industries Transparency Initiative.

In Guatemala, 2011 saw a major breakthrough in community relationships for the Marlin mine. In December we announced that the Inter-American Commission on Human Rights removed the suspension of Marlin operations from the precautionary measures it issued to the Government of Guatemala in 2010. Independent investigations have demonstrated what we at Goldcorp have known all along: that Marlin has not damaged the environment or the health of the communities in the mine's vicinity. We are proud of the contributions our operations have made in the local communities near Marlin and continue to develop stronger partnerships with our stakeholders in the area and beyond.

As the youngest senior mining company in Canada, we are proud to be an industry leader in our CSR practices, even beyond the mine's life cycle. In Honduras, for example, where our San Martin mine ceased production years ago, we transformed a former open pit/heap leaching operation into a productive ecotourism site with a working farm and hotel that provides a source of sustainable jobs, skills training and hub for new investment in the area. As this sustainable economic development progresses, we continue to support the educational facilities that we built for the community, to support teachers for local elementary schools, and to fund student scholarships.

Near the Porcupine mine in Timmins, Ontario, where we inherited the responsibility for an abandoned historical mine site, our environmental teams worked with the local Aboriginal community on a major reclamation project. The land was stabilized, covered and planted with native grasses, trees and shrubs, and is now a flourishing habitat for bears and honeybees. The project was awarded the National 2011 Tom Peters Reclamation Award through the Canadian Land Reclamation Association.

This year our focus on partnerships grew significantly when we went from being a financial supporter of World Wildlife Fund's research to being an active participant: one of our environmental engineers at the Los Filos mine was seconded to the WWF's Vancouver office. At our cost, she assisted the WWF in a precedent-setting study into gold mining's water footprint, with the objectives of increasing awareness of mining's dependence on water, and working with the industry to mitigate environmental impact through more sustainable practices. Our goal is to gain deeper knowledge of the most efficient water usage to reduce consumption in every region where we operate.

Our emphasis on safety training and the importance of making every operation "Safe Enough for Our Families" cannot be overstated. The overall statistics are encouraging: incident rates fell by 30% in 2011, the largest single-year drop in five years and several sites achieved multi-million hour incident-free results. Our overall "Best Safety Performance" was, for the third consecutive time, awarded to Los Filos in Mexico, whose safety diligence deserves every commendation. In spite of these results, there were four fatalities at Goldcorp operations in 2011. On behalf of the entire organization, I would like to express my sincere sympathy and extend our condolences to the workers' families, friends and communities. We remain committed to continued diligence in upholding safe operating practices, every single day.

I would like to personally thank the employees of Goldcorp for their high standards in safety, environmental performance and community relations. As we move ahead, we will continue to refine our policies and performance, to ensure that Goldcorp continues to deliver on the economic, social and cultural promise of Sustainable Prosperity.

Chuck Jeannes
President and Chief Executive Officer, Goldcorp

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Vision and Mission

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At Goldcorp, responsible mining is a company-wide commitment that's at the core of every business decision we make. Every one of us, from senior management through the work crews at each of our operations, strives to conduct our business to create lasting social progress and economic growth for all stakeholders throughout the life of a Goldcorp mine and well beyond.

Vision

Goldcorp is dedicated to responsible gold mining practices balanced to promote long-term shareholder value and the health and well-being of employees and host communities. Our goal is to be a low-cost gold producer with geographic diversification and low political risk operating in a responsible manner with our near neighbours, local communities and the environment.

Following an extensive consultation process in 2011, Goldcorp released its corporate vision statement in early 2012. Our vision statement is: "Together creating sustainable value".

Sustainability Vision

Our Sustainability Vision is to foster the integration of sustainable development principles into our business operating philosophy. We are committed to implementing consistent policies and practices across our diverse group of properties, while recognizing the vastly different environmental, physical and cultural circumstances that shape each operation. Our sustainability goal is to achieve a balance of economic prosperity, environmental stewardship and social responsibility that extends beyond the economic lives of our mining operations. Goldcorp is committed to responsible mining and sustainable prosperity for all our stakeholders.

Our Six Strategies

At Goldcorp we recognize and promote six fundamental strategies that guide every aspect of our business. These Six Strategies are present at every Goldcorp location and are relevant for all of us in the organization, no matter where we work.

Growing People is about providing opportunities for personal and professional growth for everyone, and developing people to their fullest potential. We value and respect each individual's contributions. Working at Goldcorp is more than just a job: it's a life choice.

Growing Safety is an integral requirement of Goldcorp's business. We are committed to protecting our people by looking out for each other, by recognizing the complexity of the task at hand, and by enhancing our abilities to recognize and deal with risk. Goldcorp leads safety because We Care.

Growing Partnerships – both within and outside the corporation – is a requirement of being a good corporate citizen in the communities where we operate, and facilitates the teamwork and application of our collective expertise.

Growing Margins requires all of us to understand the financial implications of our decisions. Strong margins will ensure Goldcorp remains the lowest-cost senior gold producer and will allow us to deliver on our commitment to shareholders. Goldcorp is a business-focused corporation with an eye on the bottom line.

Growing Reserves is fundamental to the long-term viability of our business. By replacing the gold we produce we provide the resources for future development. Growing Reserves ensures Goldcorp's future.

Growing Production reflects a desire to get better in quality and output against whatever technical measure is relevant to where we work. Our overall gold production is the result of thousands of different technical inputs.

Through the balanced application of these Six Strategies, Goldcorp aims to create a culture and working environment that is envied by other companies.

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Awards

Participating in external awards programs can have a positive effect on both the Company and the individuals concerned. At Goldcorp, we do not view awards as an end in themselves; however, we appreciate being formally recognized by outside organizations because it gives us external feedback on our programs and the goals towards which we can work.

NASDAQ Global Sustainability Index

In May 2011, Goldcorp was recognized by NASDAQ as one of the Top 100 companies in the world for its sustainability practices as part of its NASDAQ OMX CRD Global Sustainability Index. The NASDAQ OMX CRD Global Sustainability Index is an equity-weighted index made up of 100 companies that lead in measuring and reporting their carbon footprint, energy usage, water consumption, hazardous and non-hazardous waste generation, workforce initiatives and community investing. Included companies must voluntarily disclose their current environmental, social and governance risks as well as their revenue opportunities and how future performance will be affected.

Tom Peters Memorial Mine Reclamation Award

In June 2011, Porcupine mine was presented with the Tom Peters Memorial Mine Reclamation Award for work on the Coniaurum property in Timmins. This award is sponsored by the Ontario Mining Association, the Canadian Land Reclamation Association as well as the Ministry of Northern Development and Mines with the financial support of Vale SA, and celebrates groundbreaking and innovative work in the promotion of mine reclamation.

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About This Report

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Goldcorp has committed to using the Global Reporting Initiative (GRI) Reporting Framework as the basis for its sustainability reporting. This 2011 Sustainability Report is the fifth we have prepared under the framework.

Information in this report covers the calendar year (January 1 to December 31) of 2011. The calendar year coincides with the corporation's financial year, so the reporting period of the Sustainability Report is consistent with our other key corporate reports.

We report annually on our sustainability performance. Our previous Sustainability Report covered the calendar year of 2010, and was published in May 2011.

Scope

External Commitment

As a member of the International Council of Mining and Metals (ICMM), Goldcorp has implemented programs and procedures in line with the [ICMM Sustainable Development Framework](#).

A key part of our commitment to public disclosure is to report in line with the [GRI G3 Sustainability Reporting Guidelines](#) and Mining and Metals Sector Supplement. The GRI provides reporting principles and reporting guidance to help define report content, ensure the quality of reported information, and set the report boundary. We have attempted to provide responses to most of the GRI Indicators (core and additional).

Key Criteria

The scope of the report, and the depth of reporting, is governed by our external commitments (see above) and our materiality process, as well as two key criteria – our industry and our audience.

The Mining Industry

The nature of the mining industry, and in our case, the precious metals component of that industry, means that some elements of the GRI Guidelines are more significant than others. The Mining and Metals Sector Supplement to the GRI Guidelines addresses many of these elements, and we have reported against them. However, we have also deviated from the GRI Reporting Framework by applying more or less emphasis to the following key sections:

Community – Our relationship with our host communities is a vital component of our operations, and additional coverage has been given to this topic.

Indigenous Rights – As a number of our operations occur in areas with significant Indigenous populations, this topic is of great significance to us, and coverage has been treated accordingly. At most of our operations, it is difficult to separate Indigenous populations from the broader host community. We have not attempted to make an artificial distinction between Indigenous and other communities in this report, except where programs are specifically targeted at Indigenous communities.

Economic Performance – As a public company, Goldcorp's accounts are audited on a regular basis, and an [Annual Financial Report](#) is published. As a result, we have not attempted to include comprehensive coverage of Economic indicators in the Sustainability Report.

Product Responsibility – Our main end products are gold and silver. Gold is an inert mineral, and both gold and silver are extensively recycled. In addition, we do not sell our products directly to the public, but to refineries or smelters for secondary treatment. For these reasons, the Product Responsibility indicators are less relevant to our business and have not been addressed in the same depth as some of the other indicators in this report.

Our Audience

Of our stakeholder groups, capital market participants and non-governmental organizations are most likely to read widely through the entire report in order to satisfy their respective constituencies. The other stakeholder groups (shareholders, host communities, employees and contractors, customers, suppliers, media and regulators) are likely to be more selective in accessing certain sections of the report. The structure of the report is designed to make access easy for all stakeholders.

A number of our operations also prepare a site-based annual Sustainability Report. These reports

complement the corporate Sustainability Report, and are focused on local key stakeholder groups (principally employees, host communities and local regulators).

Our Materiality Process

Two of the international frameworks we use to guide our reporting – the GRI and the ICMM *Sustainable Development Framework* – require us to develop an understanding of our material sustainability issues, risks and opportunities. For business purposes we also need to be aware of these. We have several operational and risk management processes to do so, but historically they have not been linked to our sustainability reporting process. In 2010 we undertook to identify the full range of issues that could be significant for us or our stakeholders, from a social, environmental or economic perspective. We further refined this process in 2011.

We based our analysis on a modified version of the Five Part Materiality Test¹. The Five Part Test is designed to identify potentially material issues that arise through:

- policy commitments;
- peer-based norms;
- behaviour and concerns of stakeholders;
- societal norms and regulation; and
- financial impacts.

We extended the financial impacts test to include risk and governance factors and we added a sixth test – Operations, to help us capture issues of significance to local management and communities.

In 2010 we undertook the materiality analysis predominantly at the corporate level. During 2011 we utilized a number of established processes (social media, our enterprise risk management process, routine contact with our operations, our Sustainability Workshop, etc.) to verify our results at the operational level. Going forward, we expect to involve local management and stakeholders at each of our operations more directly.

For each test, we used a variety of documented sources, such as corporate policies, global standards, enterprise risk management reports, human rights assessments, sustainability reports of industry peers, and media reports. We also interviewed personnel with social, environmental and other business responsibilities at head office and selected sites. We want to continuously improve our materiality process with each report and the clearest opportunity is to integrate stakeholder views from our ongoing community engagement work.

The analysis was reviewed and refined by an internal review team. As a result, we have determined these five to be our most material issues:

1. Climate change
2. Water management
3. Embedding human rights
4. Safe and healthy workers
5. Sustainable community development

For long-term, sustainable growth, we need to be successfully managing all these issues for the benefit of our company and the communities where we operate. We are committed to developing this materiality

process going forward, and may further prioritize different issues in future years as the process matures.

Boundary and Limitations

Boundary

This report covers all of Goldcorp's managed operations and projects. As at December 31, 2011, Goldcorp had nine operating mines in four countries: Canada (Musselwhite, Porcupine and Red Lake), the US (Marigold and Wharf), Mexico (El Sauzal, Los Filos and Peñasquito) and Guatemala (Marlin).

Goldcorp is the manager of a number of projects under development, and a number of sites undergoing closure. Specific reference is made to these properties in appropriate parts of this report; however, early stage projects such as Camino Rojo have not been fully integrated into our data collection process. Data collection on projects and closed operations is not as comprehensive as for our operating sites, and may be applied selectively depending on the status of the project.

This report does not include data from our exploration projects unless they are closely associated with one of our reporting entities.

Joint ventures that are managed by Goldcorp are reported in full (100%) in this report, and joint ventures that are not managed by Goldcorp are not included in this report. Goldcorp has two joint venture operations and three joint venture projects:

Operations

- Marigold (US) – This is a joint venture between Goldcorp (66.7%) and Barrick Gold Corp. (33.3%). As this operation is managed by Goldcorp, it is reported in full in this report.
- Alumbraera (Argentina) – This is a joint venture between Xstrata (50%), Goldcorp (37.5%) and Yamana (12.5%). As this operation is managed by Xstrata, it is **not** included in this report. Alumbraera prepares its own annual Sustainability Report.

Projects

- Pueblo Viejo (Dominican Republic) – This is a joint venture between Barrick (60%) and Goldcorp (40%). As this project is managed by Barrick, it is **not** included in this report.
- El Morro (Chile) – This is a joint venture between Goldcorp (70%) and New Gold Inc. (30%). As this project is managed by Goldcorp it is included in this report.
- Dee/South Arturo (US) – This is a joint venture between Barrick (60%) and Goldcorp (40%). As this project is managed by Barrick, it is **not** included in this report.

Limitation

There were no specific limitations on the scope or boundary of this report.

Significant Changes in Reporting Parameters

There were no significant changes in reporting parameters in 2011.

The El Morro and Cerro Negro projects were included in our data collection process for the first time in 2011. However, as early stage projects they have generally not had a significant impact on our sustainability data, and they have been clearly identified where they do.

¹ Zadek, S. & Merme, M. (2003). *Redefining Materiality: Practice and Public Policy for Effective Corporate Reporting*. AccountAbility, London, UK.

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Performance Data

[Data Summary](#) | [Data Measurement](#) | [Restatements](#)

We used the following techniques and calculations in compiling and presenting data and other information in this report.

Data Summary

[Click here](#) to view the key data for Goldcorp for 2011 (data from 2007, 2008, 2009 and 2010 is provided for comparison). The 2011 operating year was the fifth year of comprehensive data collection for Goldcorp. We will continue to build on this base in coming years.

Data Measurement

Data are presented as both absolute data and intensity ratios. Wherever possible, absolute data are presented with the prior reporting period as a comparison.

In an organization like Goldcorp, which is undergoing a period of rapid change, comparing absolute data is of limited value due to the constant change in makeup of the reporting entity. Intensity ratios provide a better basis for comparison year-on-year. An intensity ratio, as used in this report, is the absolute data per unit of physical activity (the most common unit of physical activity being "tonnes of ore treated"). This is the absolute data divided by the tonnes of ore processed (milled plus leached) during the period in question (e.g., litres per tonne treated).

However, even ratios have their limitations and must be treated with caution when the rate of change in the reporting entity is rapid. Goldcorp has grown from two mines producing 628,000 ounces of gold in 2004, to 10 mines producing 2.51 million ounces of gold in 2011 (this includes Alumbra). More importantly, the mix of mining operations has changed significantly. In 2004, 88% of Goldcorp's production was from underground mining and milling, whereas in 2011 only 36% was from this source. Open pit mining and milling (13%), open pit mining and heap leach (24%), and a combination of open pit and underground mining and milling (27%) made up the remaining 64% of production in 2011.

The total amount of ore processed from our managed operations in 2011 was 94.5 million tonnes (mt), compared with 81.6 mt in 2010 (an increase of 16%). This increase is primarily due to a significant increase in ore processed at the Peñasquito Mill (31.0 mt in 2011 compared with 20.6 mt in 2010) and at Marigold (12.9 mt in 2011 compared with 9.2 mt in 2010), offset by a reduction in tonnes processed at Los Filos (26.6 mt in 2011 compared with 28.0 mt in 2010).

Data aggregation - As this is the corporate Sustainability Report, most data are aggregated company-wide. Any deviation from this is clearly identified in the appropriate section of the report. Care should be taken when comparing economic data reproduced from sources outside this report and economic data prepared specifically for this report. In the former case, the data are often reported "per consolidated audited financial statements" (i.e., making allowance for joint venture contributions, etc.). In the latter case, the

data are consistent with other data in this report (i.e., 100% of managed operations as of December 31, 2011).

Completeness - Data presented in this report cover 100% of our managed operations unless otherwise specified. Data from non-managed joint ventures are not included in this report, except for our financial data which do include joint ventures to be consistent with our consolidated audited financial statements.

Currency - Throughout this report, the standard monetary unit is the US dollar (US\$).

Metrics - Reported data have been presented using generally accepted [international metrics](#) and calculated using standard conversion factors. Units of measurement used in this report generally conform to the GRI Guidelines. Where the measurement of a particular parameter varies from the GRI Guideline, it is identified in the relevant section.

Rounding - Data in this report have been rounded so as not to imply a precision that is not warranted by the data-collection process. While every reasonable effort has been made to ensure the data are accurate, this is only the fifth comprehensive data-collection exercise of this nature that has been undertaken by our operations, and the first using our new sustainability data collection software.

Restatements

Included below are restatements of historical data that were found to be in error or subject to change during the 2011 data-collection process. These data have been corrected or adjusted in the body of this Sustainability Report.

Greenhouse Gas Emissions

We have moved aviation gasoline and jet fuel from Scope 1 to Scope 3 emissions. These products are used by contractors to fuel planes transporting our employees to our operations in Canada, Mexico and Guatemala. The result of this reclassification has been a very small reduction in our reported Scope 1 greenhouse gas emissions for 2010 (0.15%), 2009 (0.07%), 2008 (0.02%) and 2007 (0.03%).

Water Consumption and Recycling

The data for water use, consumption and recycling for 2010 have been restated. During the 2011 data collection phase Peñasquito discovered that they had not reported all of their water use for 2010. Total water use for 2010 has been increased to 109,200,600 m³ (previously reported (74,800,000 m³). Water consumption has been increased to 24,097,600 m³ (20,200,000 m³) and water recycled increased to 85,103,000 m³ (54,600,000 m³). Water recycled (as a percentage of total water use) was 78% in 2010 (compared with the previously reported figure of 64%). These data have been updated in the current report.

Natural Gas

One of our operations has identified a discrepancy in their natural gas figures for 2008, 2009 and 2010. The error occurred when duplicate invoices were included in the assessment inflating the amount of actual gas used at the operation. The natural gas, total energy and Scope 1 and 2 greenhouse gas emission figures have been adjusted below, and the adjusted figures are used in this 2011 report.

2010

2009

2008

Natural gas – gigajoules	Original data	428,400	383,300	402,200
	Restated data	271,100	230,600	241,100
Total energy – terrajoules	Original data	13,700	11,100	8,600
	Restated data	13,500	10,900	8,500
Scope 1 and 2 GHG emissions – tCO ₂ e	Original data	1,201,300	865,700	652,500
	Restated data	1,192,500	857,100	643,500

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Assurance

Internal Assurance

Goldcorp uses a number of internal controls and monitoring systems as part of our process for managing and reporting information. These internal systems are important to the overall integrity and credibility of this report.

In late 2011 Goldcorp implemented dedicated sustainability data collection software which was used for the collection of 2011 sustainability data. This web-based software is linked to the GRI, and provides an audit trail to increase the rigour and transparency of data collection. The system is designed for one person to enter and submit the data, which is then verified by a different individual prior to being consolidated at the Corporate level. The software also enables consistency checks to be set such that if the data being entered varies by a set amount from the previous year's data an explanation must be attached before the data can be submitted.

Defining Report Content

We apply the principles of inclusivity, materiality and responsiveness as defined in the AA1000 AccountAbility Principles Standard (AA1000 2008) in our reporting. We are committed to continuing to develop our stakeholder engagement and materiality process in future years.

International Council on Mining and Metals

As a member of the ICMM, Goldcorp has implemented programs and procedures in line with the ICMM Sustainable Development Framework. The ICMM has established assurance requirements for its members, and these were included as part of our independent assurance program.

External Assurance

Ernst & Young were engaged to provide limited assurance on selected assertions and selected performance

information included in Goldcorp's Sustainability Report for the year ended 31 December 2011 (the "Sustainability Report"). For the full text of Ernst & Young's assurance statement see the attachment [Goldcorp 2011 Sustainability Assurance Statement](#).

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Strategy and Governance

Goldcorp is committed to delivering responsible, sustainable growth to all stakeholders in a manner that maintains and enhances confidence and trust in our integrity and meets or exceeds industry standards for corporate governance and ethical behaviour. Achieving our goals requires commitment and dedication from each and every one of our directors, officers and employees, and the agents, consultants, contractors and sub-contractors who are hired to work on behalf of Goldcorp.

The Board of Directors and the Corporate Governance and Nominating Committee monitor the evolution of applicable legislation and policies related to governance and practices. It is important that we ensure our internal processes reflect the latest national and industry standards.

We take pride in the open dialogue that we maintain with our stakeholders, and feel that our policies for transparency and open communication exceed the norm, and reflect the industry's best practices.

- At the February Board meeting, the Goldcorp Board voted in a "Say on Pay" policy that will give shareholders the right to an advisory vote on executive compensation at the April 26, 2012 Annual General Meeting.
- In July 2011, El Sauzal became the first gold mine in Mexico to be recertified to the International Cyanide Management Code
- In early 2012 Goldcorp appointed Blanca Treviño de Vega to the Board. A highly respected and successful businesswoman, she brings to Goldcorp a depth of management experience and a profound understanding of the business and cultural environments in Latin America.

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Board of Directors

[Structure](#) | [Independence](#) | [Qualifications](#) | [Performance](#) | [Stakeholder and Employee Engagement with the Board](#) | [Oversight of Sustainability](#)

Goldcorp and its Board recognize the importance of corporate governance to the effective management of the Company and the protection of employees and shareholders. Our approach to significant issues of corporate governance is designed to ensure that the business and affairs of Goldcorp are conducted so as

to enhance long-term shareholder value.

Structure

The duties and responsibilities of the Board are to supervise the management of the business and affairs of the Company, and to act with a view towards the best interests of the Company. The Board fulfills its mandate directly and through its committees at regularly scheduled meetings or as required. Board committees currently consist of the Audit Committee; the Compensation Committee; the Governance and Nominating Committee; and the Sustainability, Environment, Health and Safety Committee. All committees are independent of management and report directly to the Board.

More details on the Goldcorp Board and its functions can be found in Goldcorp's [Management Information Circular](#).

Independence

Eight out of the ten members of the Board are independent within the meaning of the Governance Guidelines (Canadian Securities Administrators National Policy 58-201 (2005) *Corporate Governance Guidelines*), and they meet separately following each scheduled Board meeting. Mr. Charles Jeannes and Mr. Ian Telfer are not independent, as Mr. Jeannes is the President and Chief Executive Officer of Goldcorp, and Mr. Telfer is a former officer of the Company.

Qualifications

The Governance and Nominating Committee, which is composed entirely of independent directors, is responsible for identifying and recruiting new candidates for nomination to the Board. The committee develops, annually updates and recommends to the Board for approval, a long-term plan for Board composition. The committee is also responsible for providing new directors with an orientation and education program, and facilitating ongoing director education.

Performance

The Board is committed to regular assessments of the effectiveness of the Board, the Chairman of the Board, the committees of the Board and the individual directors. The Governance and Nominating Committee annually reviews and makes recommendations to the Board regarding evaluations of the Board, the Chairman of the Board, the committees of the Board and the individual directors.

Stakeholder and Employee Engagement with the Board

Shareholders, employees and other interested parties may [communicate directly](#) with Goldcorp's Board of Directors by telephone, email and mail, or at our Annual and Special Meeting of Shareholders.

Oversight of Sustainability

The purposes of the Sustainability, Environment, Health and Safety Committee (SEH&S Committee) are to assist the Board in its oversight of sustainability, environment, health and safety matters, including monitoring the implementation and management of the Company's policies, procedures and practices relating to sustainability, environment, health and safety, corporate social responsibility and human rights matters. The Company follows the Global Reporting Initiatives guidelines for disclosing environmental performance and is a member of, among other organizations, the International Council of Mining & Metals. The SEH&S Committee met five times in 2011.

In particular, the SEH&S Committee has the authority and responsibility for:

- reviewing the corporate and operational sustainability, environment, health and safety policies, procedures and practices with management as to their appropriateness and effectiveness, and reporting to management and the Board on recommendations;
- working with management in the development of short and long-term policies and standards to ensure the principles set out in the sustainability, environment, health and safety policies are being achieved;
- overseeing that the sustainability, environment, health and safety policies, procedures and practices are in place, operational and supported by sufficient resources;
- receiving and reviewing periodic operational and compliance reports from management in relation to sustainability, environment, health and safety matters, and reporting to management and the Board with any recommendations relating to those reports;
- reviewing results of operational community, environment, health and safety audits and management's activities to maintain appropriate internal and external environmental and safety audits;
- ensuring the Company's directors are knowledgeable about their duties and responsibilities related to the scope of the Sustainability, Environment, Health and Safety Committee;
- reviewing material incidents relating to sustainability, environment, health and safety matters, and reporting to management and the Board with any recommendations relating to those incidents; and
- promoting and supporting improvements to the Company's sustainability, environment, health and safety performance and record.

The [terms of reference](#) for the SEH&S Committee are attached.

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Executive Compensation

The objectives of the Company's compensation program are to attract, retain and inspire performance of members of senior management of a quality and nature that will enhance the sustainable profitability and growth of the Company.

Board Oversight

The Board recognizes that executive compensation practices and policies are evolving in Canada and globally, and undertakes an annual review to ensure the Company's practices and policies are effective in achieving its objectives. The Company believes that it provides transparent and ample disclosure on executive compensation to allow its shareholders to understand the Company's compensation program and objectives.

The Board also believes that the Company's current executive compensation program meets the objectives and requirements expected by the Company's shareholders. In addition, the Board expects to continue to develop practices and policies to increase ongoing shareholder engagement and to seek meaningful feedback with respect to executive compensation.

Compensation Program

Over the past several years, the worldwide mining boom has significantly increased the demand for executives with mining-related skills and experience. The talent supply in the mining business is very tight

globally as fewer people have entered the mining industry over the past few decades. As a result, the Company operates in a highly competitive market for executives and the attraction and retention of talented and experienced executives is one of the key objectives of Goldcorp's executive compensation program.

Details on compensation for directors and senior management can be found in Goldcorp's [Management Information Circular](#).

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Business Conduct

[Code of Conduct](#) | [Conflict of Interest](#) | [Corruption](#) | [Public Policy](#) | [Contributions to Political Parties](#) | [Compliance](#)

Goldcorp's Board encourages and promotes a culture of ethical business conduct by requiring compliance with applicable laws, rules and regulations; providing guidance to directors, officers and employees to help them recognize and deal with ethical issues; promoting a culture of open communication, honesty and accountability; and ensuring awareness of disciplinary action for violations of ethical business conduct.

The Board takes steps to ensure that directors, officers and employees exercise independent judgment in considering transactions and agreements in which they have a material interest. This includes ensuring that directors, officers and employees are thoroughly familiar with the Code of Conduct and, in particular, the rules concerning reporting conflicts of interest and obtaining direction from the Company's Vice President, Risk Management, regarding any potential conflicts of interest.

Code of Conduct

Our [Code of Conduct](#) documents the principles of conduct and ethics to be followed by Goldcorp, its employees, officers and directors. The Code was substantially revised in late 2009 and early 2010, and was adopted by the Board in March 2010. The Code replaces the Company's former Code of Business Conduct and Ethics and Whistleblower policies. The Company adopted the Code to integrate the Whistleblower Policy and express reporting mechanism into the Code. The Code was also amended to make it more consistent with the Company's current business practices and simpler to understand.

Goldcorp is committed to ensuring that all directors, officers and employees are aware of and understand their responsibilities under the Code. Directors, officers and employees are expected to read and comply fully with the portions of the Code that are relevant to their job duties, provide assistance with compliance audits for the Code if asked, and always report violations of the Code. They are also responsible for helping to identify and raise potential issues before they lead to Code violations. The Code is available on our website in English, Spanish and French.

Conflict of Interest

Goldcorp understands that conflicts of interest may arise in the ordinary course of business. Therefore, it is important to ensure that there is transparency and that all conflicts of interest and potential conflicts of

interest are fully disclosed.

Conflicts of interest occur when someone is asked to make a decision or perform a task on behalf of Goldcorp, but has a personal interest in the outcome of the decision (or even just appears to have an interest in the outcome of the decision). Personal interests in the outcome of a decision can be direct (for example, a financial benefit) or indirect (for example, a financial benefit to someone close to a person, such as a spouse, parent, child or other close relative).

Goldcorp's Code of Conduct sets out the steps to take in the event of a potential or actual conflict of interest:

Corruption

Goldcorp will not tolerate corruption. We invest time and resources to train our employees on how to avoid corrupt practices, such as bribery, fraud, extortion, collusion and money laundering. Such practices include the offer or receipt of any gift, loan, fee, reward or other advantage as an inducement to do something that is dishonest, illegal or a breach of trust in the conduct of the Company's business. This may include gifts other than money, such as free goods and holidays, or special personal services.

The [Code of Conduct](#) sets clear standards and expectations for employees, officers and directors relating to conflicts of interest, dealing with suppliers, and dealing with public officials. Violations are grounds for disciplinary action up to and including immediate termination of employment and possible legal prosecution. In 2011, the Company listed two incidents where employees were disciplined for issues related to corruption – both incidents occurred at Red Lake.

During 2011 Goldcorp redesigned the Business Conduct awareness model in order to assist our employees and other stakeholders to better understand the ethics principles that are contained in the Code of Conduct, including the principles related to corruption. This redesign resulted in training and awareness initiatives that will be delivered through online and live training sessions across the Company during the upcoming year.

In 2011, approximately 63% of management and 60% of non-management employees received training in the Company's anti-corruption policies. Following implementation of the training activities, Goldcorp expects that 100% of employees will fulfill the training sessions by mid-2012.

We have developed a policy to assist employees in [dealing with suppliers](#); it has been prepared in English, Spanish and French, and was formally distributed to all operations in 2008. People who want to do business with Goldcorp must understand that all purchases will be made exclusively on the basis of price, quality, service and suitability to the Company's needs. Purchases must not result in employees, officers or directors, or their families, personally receiving something of value in exchange. Employees, officers or directors, or their families, must not accept any form of "under-the-table" payment or benefit payment, regardless of cash value.

Goldcorp has implemented an Enterprise Risk Management (ERM) function in order to monitor significant risks. Corruption is identified as a risk factor and monitoring occurs on a quarterly basis focusing on strategic, financial, external affairs and operational risks. The Company also undertakes Country Risk Assessments for Central and South America. The results of both of these processes are reviewed by the executive management team and the Board every quarter.

Public Policy

Goldcorp encourages everyone to participate in political activities on their own time and at their own expense. Goldcorp will engage governments responsibly with respect to policy matters that are relevant to its business. Guidance on public policy is set out in our Code of Practice.

Goldcorp believes that it can make a contribution to the development of sound public policy. We periodically involve ourselves in discussions with governments and other institutions to contribute to issues that have the potential to affect our activities. In some instances, this activity is coordinated through representative industry bodies, but we reserve the right to work directly with governments where it is most effective.

Contributions to Political Parties

Because laws in certain jurisdictions prohibit or regulate corporate donations to political parties, politicians or candidates for public office, Goldcorp's policy is that all contributions to political parties, politicians or candidates for public office must be approved in advance by Goldcorp's Board of Directors, Chief Executive Officer or an Executive Vice President.

In 2011 Goldcorp made contributions to political parties in Canada (\$110,000) and the US (\$10,000). Detailed information is not available for other jurisdictions, but a process to collate this information will be implemented and the results published in the 2012 report.

Compliance

Goldcorp believes that fair competition is fundamental to our commitment to integrity and is committed to complying with the laws of all countries that prohibit restraints of trade, unfair practices or abuse of economic power.

Our Code requires that directors, officers and employees will:

- a. Never discuss commercially sensitive information (for example, pricing, quantities, suppliers, delivery dates, production quotas, profit margins, cost structure, etc.) with Goldcorp's business partners or competitors or enter into any agreements (formal, informal or otherwise) regarding commercially sensitive information for the purpose of restraining free trade or competition.
- b. Always leave any industry association or other events where our business partners or competitors are discussing topics that may be considered to be anti-competitive practices.

There were no fines paid or non-monetary sanctions for non-compliance with these laws and regulations in 2011.

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Key Impacts, Risks and Opportunities

[Climate Change](#) | [Water Management](#) | [Embedding Human Rights](#) | [Safe and Healthy Workers](#) | [Sustainable Community Development](#)

Two of the international frameworks we use to guide our reporting – the Global Reporting Initiative and the International Council on Mining and Metals (ICMM) Framework – require us to develop an understanding of our material sustainability issues, risks and opportunities. For business purposes we also need to be aware

of these. We have several operational and risk management processes to do so, but historically they have not been linked to our sustainability and corporate social responsibility reporting process. So in 2010 we undertook to identify the full range of issues that could be significant for us or our stakeholders, from a social, environmental or economic perspective. We further refined this process in 2011.

The analysis was reviewed and refined by an internal review team. As a result, we have determined these five to be our most material issues.

1. Climate change
2. Water management
3. Embedding human rights
4. Safe and healthy workers
5. Sustainable community development

Climate Change

We also acknowledge climate change as an international and community concern. Governments are moving to introduce climate change legislation and treaties at the international, national, state/provincial and local levels, and where legislation already exists, regulation relating to emission levels and energy efficiency is becoming more stringent.

We support and endorse various initiatives for voluntary actions consistent with international initiatives on climate change. We are committed to reducing energy consumption and greenhouse gas emissions as we promote energy efficiency at all our operations. Goldcorp will continue to address the potential physical risks of climate change by including extreme weather conditions in emergency response plans as required.

Energy management is becoming an increasingly important issue as we move to a carbon constrained future. Goldcorp uses significant amounts of energy in the form of diesel in our fleets of heavy equipment and electricity in our process plants. It is also true that as mines age they become deeper and require greater amounts of energy to maintain production levels.

In the context of our commitment to continuous improvement we recognize the need to better manage our energy needs, and we have developed an energy strategy at the corporate level which focuses on improving our energy efficiency. This corporate strategy will be complemented by energy management plans which are being developed and implemented at each of our operations.

Learn more about our response to [energy efficiency](#) and [climate change](#).

Water Management

While 70% of the earth's surface is water, 97% of this water is contained in the oceans and is too saline for most domestic and industrial purposes. Only 3% of the world's water is fresh, and 2% of this supply is frozen in glaciers and ice caps. The demands on the remaining 1% of the world's water supply are increasing every year. Regardless of where we operate, we are mindful of the fact that water has a number of potential uses and a range of potential users.

Our principal focus is on increasing our water efficiency. Goldcorp is developing a corporate water strategy which will focus on both reducing the amount of water we extract from the environment and reducing the water requirements of our processes.

Water is a valuable resource, and we take particular care to ensure that we use water wisely.

Learn more about our approach to [water management](#).

Embedding Human Rights

Human rights are basic rights and freedoms to which everyone is morally or legally entitled. Goldcorp has developed a corporate Human Rights Policy consistent with international law, the ICMM Sustainable Development Framework, the UN Global Compact principles, the Voluntary Principles on Human Rights and Security, and best industry practices.

As stated in our policy, Goldcorp is committed to integrating human rights best practices into our business processes and to inform our decision-making and due diligence processes. Goldcorp's Human Rights Policy mandates that we operate in a way that respects the human rights of all employees and the communities in which we operate our business.

Our policy recognizes that while governments have the primary responsibility to protect human rights, our activities have the potential to impact the human rights of individuals affected by our business operations.

Goldcorp is committed to continual improvement in the area of human rights, and to that end, we seek constructive dialogues and partnerships with a variety of stakeholders on our human rights performance, especially those impacted directly by our operations.

Learn more about our [commitment to human rights](#).

Safe and Healthy Workers

Mining requires a diligent and rigorous approach to safety. Caring for our people is a core value, and improving safety performance is a key challenge. We are committed to providing the direction, leadership, tools and training necessary to make Goldcorp workplaces "Safe Enough for Our Families". We are working to improve processes and implement effective management systems to achieve safe, incident-free work environments.

Our focus over the last several years has been to work on positively changing the safety behaviours and safety culture of our workforce, contractors, partners and communities. Given the inherent risks in mining operations and the diversity of skills, experience and cultural backgrounds in the workplace, this focus will continue to be deliberate and led at all levels of Goldcorp.

Learn more about our [commitment to safety](#).

Sustainable Community Development

We recognize the major impact that our operations have on the areas around our mine sites, bringing both opportunities and issues of concern for residents. We strive to partner with local stakeholders to understand and address their needs, and to help build strong, vibrant and sustainable communities. Our approach hinges on mutual respect, ongoing dialogue and a desire to work together to create sustainable prosperity.

Goldcorp is an integral part of the communities in which we operate. We respect human rights, cultures, customs and values when dealing with those who are affected by our activities. We strive to ensure

community engagement through community involvement and consultation, and partnering with organizations for a range of community development programs. It is critical that our host communities benefit socially and economically from our mining activities.

Learn more about our [community development](#) practices.

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Commitment to External Initiatives

[Precautionary Principle](#) | [External Codes and Initiatives](#) | [Industry Associations](#)

As a responsible corporate citizen with responsibilities to our people, our communities, our industry and the environment we all share, Goldcorp has been steadily increasing its presence on national, international and industry-specific boards and organizations.

Precautionary Principle

The precautionary principle states that when an activity raises threats of harm to the environment or human health, precautionary measures should be taken, even if some cause-and-effect relationships are not fully established scientifically.

Goldcorp adopts a risk-based approach to business development. New projects (and upgrades to, modifications to, or expansions of existing operations) undergo an assessment of potential environmental and social impact prior to implementation. For new projects, this is usually in the form of a public impact assessment report, in which the existing (baseline) conditions are described, the proposed project is outlined, potential impacts (both positive and negative) are identified, and modifications and controls are identified to minimize potentially adverse impacts.

In all cases, provision is made in the assessment process for public consultation and input. Goldcorp is committed to engaging in consultations with potentially affected host communities prior to making significant development decisions, regardless of any legal requirement to do so. For upgrades to, modifications to, or expansions of existing operations, the level of assessment is commensurate with the potential impacts of the proposed change.

Permitting

On November 14, 2011, the Company was issued with a certificate of authorization by the Quebec Minister of Sustainable Development, Environment and Parks allowing full construction of the Éléonore gold project in northern Quebec to commence immediately. Issuance of the certificate of authorization follows the execution of the collaboration agreement among the Cree Nation of Wemindji, the Grand Council of the Crees (Eeyou Istchee), the Cree Regional Authority and the Company earlier in the year.

On December 16, 2011, a major milestone was reached when the Company announced the receipt of the approval of the amended Environmental Impact Assessment (EIA) by provincial authorities in the province of Santa Cruz for the development and construction of the Cerro Negro gold project, a high-grade deposit located on the low-elevation Patagonian plains of southern Argentina. The approval of the amended EIA allows for construction of the plant with throughput increased from 1,850 tonnes per day to 4,000 tonnes per day and the concurrent development and mining of three underground vein deposits: Eureka, Mariana

Central and Mariana Norte.

External Codes and Initiatives

In keeping with our commitment to social responsibility, we have adopted a number of voluntary codes and other external instruments that we consider particularly relevant to our business. We will continue to monitor the advancement of sustainable development initiatives in civil society.

Our key commitments include the:

- UN Global Compact
- Extractive Industries Transparencies Initiative
- International Cyanide Management Code
- Carbon Disclosure Project
- Devonshire Initiative
- Business for Social Responsibility
- The Global Reporting Initiative (GRI)
- Voluntary Principles on Security and Human Rights

See [External Codes and Initiatives](#) for more information on our key external commitments.

Industry Associations

An industry association is a non-profit mutual-benefit organization formed to provide services for its members, promote education and professional standards, and influence governmental agencies through lobbying.

Goldcorp is a member of the following industry associations:

- International Council on Mining and Metals (ICMM)
- World Gold Council
- National Mining Association – US
- Northwest Mining Association – US
- Ontario Mining Association – Ontario, Canada
- Nevada Mining Association – Nevada, US
- Mining Industry Roundtable on Safety

See [Key Industry Memberships](#) for more information on our membership in key international industry associations.

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Economic Contributions

Goldcorp generates far-reaching economic opportunities in the often remote communities and regions in which we operate. We hire and source locally, provide training and support to help people start and develop careers, and contribute generously to regional infrastructure and services. We want to be a catalyst for development that outlives our activities, building community capacity and creating a better future for the people living in the area – in addition to delivering value to our shareholders.

- Gold production of 2,514,700 ounces for 2011
- Total cash costs of \$223 per ounce for 2011
- Entry-level wages at our operations are higher than those in the local community – ranging from 1.1 to 3.3 times the local wage
- 81% of the employees at our operations are from the local community or region
- The Total Tax Contribution in less developed countries (Mexico, Guatemala, Chile) is \$554 million, twice the contribution in developed countries (Canada, US).

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Management Approach

[Goals and Performance](#) | [Policy](#) | [Additional Contextual Information](#)

Goldcorp is one of the world's fastest-growing senior gold producers, with operations and development projects located in safe jurisdictions throughout the Americas. A Canadian company headquartered in Vancouver, British Columbia, Goldcorp employs more than 14,500 people worldwide. The Company is committed to responsible mining practices and is well positioned to deliver sustained, industry-leading growth and performance.

To achieve its goals, Goldcorp remains focused on five key attributes: growth; low cash costs; maintaining a strong balance sheet; operating in regions with low political risk; and conducting business in a responsible manner.

Goals and Performance

At Goldcorp, our goals are to deliver long-term value and superior returns to shareholders while operating safely and responsibly. There are four elements to our strategy:

Steady Growth – In a few short years, we have grown to take our place among the world's largest gold producers. Our growth profile is exceptional, with an expected 70% increase in gold production in the next five years.

Low-Cost Production – In 2011, we produced 2.51 million ounces of gold at a total cash cost of approximately \$223 per ounce. These low cash costs are expected to continue over time as new, low-cost mines come on-line.

Political Stability – Our asset portfolio is located in politically stable, low-risk jurisdictions in the Americas. We conduct business in a socially and environmentally responsible manner, and we share the benefits of our operations with local communities and authorities to ensure that we are welcomed wherever we operate.

Financial Strength – Our balance sheet is among the strongest in the sector: we ended 2011 with cash and cash equivalents of approximately \$1.7 billion, an undrawn credit facility of \$2.0 billion, and forecast average annual operating cash flow of \$3.7 billion over the next five years, providing us with significant financial flexibility for new opportunities.

Over time, Goldcorp investors have benefited from growth in key financial measures including cash flow and earnings per share. Successful exploration and portfolio management has also resulted in steady growth in the number of gold reserves represented by each of our common shares.

Policy

The preparation of financial statements in conformity with International Financial Reporting Standards (IFRS) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Management has identified a number of significant accounting policies in the [Annual Financial Report](#).

Additional Contextual Information

International Financial Reporting Standards

The consolidated financial statements for 2011 represent the Company's first International Financial Reporting Standards (IFRS) annual consolidated financial statements and have been prepared in accordance with IFRSs as issued by the International Accounting Standards Board. The Company's consolidated financial statements were previously prepared in accordance with Canadian generally accepted accounting principles (Canadian GAAP). 2010 figures reported here have been converted to IFRS for comparison purposes.

Significant Locations of Operation

Our significant locations of operations are considered to be the consolidated entity and our continuing operations (consistent with our financial statements). For simplicity and clarity, only financial data relating to the consolidated entity is provided in this section. Financial details of our continuing operations can be found in our [Annual Financial Report](#).

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Corporate Performance

[Economic Performance](#) | [Value Added](#)

With the strong market for gold, our growing low-cost production in stable jurisdictions throughout the Americas continues to present an attractive risk profile for investors seeking exposure to gold, and positions us well for profitable growth in 2012 and beyond.

Economic Performance

Driven by stable production at our mines and the continuing emergence of Peñasquito, gold production for the year totalled 2.5 million gold ounces at total cash costs of \$223 per ounce on a by-product basis. For the first time, revenues surpassed the \$5 billion mark, while operating cash flow before changes in working capital increased 59% to \$2.7 billion.

Our ability to generate growing cash flow coupled with our sound balance sheet allowed us to return additional value to our shareholders in the form of a higher dividend. In the last year and a half we have increased the dividend over 200%, and we intend to remain near the top of our sector in the percentage of our operating cash flows we return to shareholders.

Exciting exploration results at our mines and projects led to our eighth consecutive year of growth in gold reserves, which increased 8% to nearly 65 million ounces. On a per-share basis, gold reserves grew 6%, continuing a strong annual growth trend in this key gold leverage metric. Our finding cost per ounce of gold was just \$14, and just 20% of our reserve increase was due to the use of a higher gold price to calculate reserves, meaning over 80% came from drilling success.

For a full review of Goldcorp's economic performance for 2011, please refer to our audited consolidated financial statements for the year ended December 31 2011, and related notes, which have been prepared in accordance with IFRS accounting principles. (See Goldcorp's [website](#) for copies of these key documents.)


Value Added

Value Generated

Goldcorp had total revenues of \$5,362 million in 2011 (\$3,738 million in 2010). (See our Annual Financial Report for a detailed Consolidated Statements of Earnings.)

Value Distributed

PwC (in a study commissioned by Goldcorp) carried out a value distributed calculation for the Company. This assessment included dividends paid to external shareholders, wages and salaries net of employment taxes, payments to subcontractors and total contribution to government. The pie chart shows the percentage of the total value distributed allocated to each group, and that 41% of the value distributed by Goldcorp measured in this way was paid to governments in taxes borne and collected.

 Value distributed

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Contributions to Government

[Payments to Governments](#) | [Government Financial Assistance](#)

All companies are coming under increased public scrutiny regarding the taxes they pay, and mining companies are at the forefront in this debate. The Publish What You Pay coalition of civil society organizations is campaigning for greater revenue transparency in the oil, gas and mining industries and is calling on companies to disclose payments to government and other information on a country-by-country basis.

Payments to Governments

As a member of the International Council on Mining and Metals, Goldcorp is committed to the Extractive Industries Transparency Initiative (EITI) – a global standard that promotes revenue transparency. EITI has a robust yet flexible methodology for monitoring and reconciling company payments and government revenues at the country level. [Learn more about the EITI.](#)

In 2010, PwC¹ conducted its second industry-wide study that looked at the total taxes of 22 of the world's largest mining companies, focusing on their most significant operations in 20 different jurisdictions, using 2008 data. *"The study results show that mining companies make a large economic contribution in the countries where they operate. The companies taking part reported total figures for turnover of US\$62.9 billion, wages and salaries paid to employees of US\$6.0 billion and a total contribution to government of US\$10.1 billion."*

Goldcorp conducted a similar study, using the PwC Total Tax Contribution² methodology, across all of our main operating sites. The study breaks taxes and other contributions into two categories:

Taxes borne - The amounts that are a cost to Goldcorp and affect its results. The study found that, for every \$1 of corporate income tax paid, there was another \$0.47 paid, on average, in other taxes and contributions borne.

Taxes collected - The taxes for which Goldcorp is the unpaid tax collector on behalf of the government, and which represent an administrative burden. The study found that, for every \$1 of corporate income tax paid by Goldcorp, there was, another \$0.45 of taxes collected.

Contributions to Government

Goldcorp makes a very sizable contribution to public finances in the countries in which it operates. For the main operating sites, the total is \$804 million (compared with \$531 million in 2010, an increase of 51%).

The table below shows the total paid directly to governments by Goldcorp in 2011.

Country	Borne (\$ millions)	Collected (\$ millions)	Total (\$ millions)
Canada	\$96	\$129	\$225

US	\$18	\$7	\$25
Mexico	\$415	\$26	\$442
Guatemala	\$83	\$25	\$108
Chile	\$2	\$2	\$4
Total	\$615	\$189	\$804

Taxes borne and collected by Goldcorp in less developed countries (Mexico, Guatemala and Chile) are \$554 million and twice the \$250 million of Total Tax Contribution (TTC) made by Goldcorp in developed countries (Canada and the US). In less developed countries, taxes and contributions borne and collected on average were 20.3% of revenue compared to 11.7% in developed countries.

Mexico is the primary driver of the overall increase. The table shows that Mexico alone accounts for 64% of the total increase. Higher corporate tax payments and other profit taxes borne, derived from the sale of the San Dimas mine in Mexico, contributed significantly to this trend, as did the ramp up in production at Peñasquito. Guatemala also contributes to the increasing trend so the major drivers of the increasing TTC are less developed countries. Excluding the San Dimas sale proceeds from the total TTC (\$88 million), the increase in TTC becomes 35% with Mexico still the primary driver.

The Cost of Doing Business

It is possible to put Goldcorp's Total Tax Contribution into the context of economic footprint data using a number of indicators.

Total Tax Contribution per ounce of gold: Overall, Goldcorp's TTC per ounce of gold is \$331 (\$294 excluding tax paid on the sale of San Dimas). There has been an increase in this indicator of 44% from 2010 (\$230). Both Mexico and Guatemala contribute to this increase; TTC per ounce of gold is \$639 (\$512 excluding San Dimas) and \$284, respectively. TTC per ounce of gold has decreased in Canada and the US; \$170 and \$113, respectively.

Total Tax Contribution as a percentage of revenue: TTC as a percentage of revenue is well adapted to the mining industry since it is linked to revenue and therefore relevant for a longer period over the lifecycle of a mining project than a measure linked to profit. This yields an overall ratio of 16.5%, so for every \$100 of turnover \$16.5 is paid out in taxes. On a country basis, the ratios for Canada and Guatemala are similar (10.8% and 12.0%, respectively). Mexico is significantly higher at 24.2% and the United States is lowest with a ratio of 7.1%.

Total Tax Rate: The Total Tax Rate is a measure of the cost of taxes in relation to profitability and calculates the total taxes borne as a percentage of profits before all those taxes borne. Only taxes borne are included in the Total Tax Rate calculation; taxes collected are not included. The overall Total Tax Rate for Goldcorp is 23.9%. This indicator also shows a variation by country with Mexico having the largest ratio of 53.5% (42.2% excluding San Dimas).

Government Financial Assistance

The direct financial assistance received from governments in 2011 was just under \$50 million, compared with just over \$1 million in 2010. All of this assistance was received in Canada. Our three operations in Ontario received electricity rebates of around \$20 million, and our Éléonore project received Québec refundable resource credits for 2007-2010 of around \$29 million.

¹ PricewaterhouseCoopers (2010). *Total Tax Contribution. A Study of the Economic Contribution Mining Companies Make to Public Finances.*

² *The Total Tax Contribution Framework is a well recognized and robust methodology for collecting data on all taxes and other contributions that a company pays to government.*

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Pensions

Employee Pension Plans

The Company has various defined contribution and defined benefit pension plans for its employees. The Company has no other employee future benefit plans.

Total cash payments for employee pension plans for the year ended December 31, 2011, consisting of cash contributed by the Company to its funded defined benefit pension plans, cash payments directly to beneficiaries of its unfunded defined benefit pension plans and cash contributed to its defined contribution plans were \$20.9 million.^{17.87}

Defined Contribution Pension Plans

The Company has several defined contribution pension plans covering substantially all employees in North America. Under these plans, the Company contributes either a fixed percentage of its employees' salaries or matches a percentage of its employees' contributions. The Company's employees are able to direct the contributions into a variety of investment funds offered by the plans. The Company's expense related to these plans was \$18.1 million for the year ended December 31, 2011, included in operating expenses and corporate administration in the Consolidated Statements of Earnings.

Defined Benefit Pension Plans

The Company has several defined benefit pension plans covering certain of its Canadian and Mexican employees. The net accrued benefit liability at December 31, 2011 is \$3.3 million.

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Local Economic Impact

[Wages](#) | [Local Purchases](#) | [Local Employment](#) | [Indirect Economic Impacts](#)

Goldcorp's operations contribute to the economic development and wealth of host communities and countries through taxes paid directly to governments, as well as through:

- Wages and salaries paid to employees and contractors
- Job creation through the expansion of existing projects and new growth projects
- Payments to suppliers for goods and services
- Indirect job creation and small-business development in surrounding communities and towns
- The upgrading of local infrastructure
- Financial support for community development through community funds and sustainable development initiatives

All of our operations have an impact on their local and regional economies. Therefore, we have not attempted to identify particular sites that may have a greater or lesser impact. We have defined our areas of influence as:

- Local: those communities immediately surrounding the mine
- Regional: the broader area surrounding the mine, often equating to a state or province, and usually including one or more larger-population centres
- National: the host country in which the mine is located
- International: all countries other than the host country

Wages

We routinely pay entry-level wages that are significantly higher than those in the local community. This is particularly true for our mines located in areas that have a largely rural-based economy, but is also true (although, to a lesser extent) in many Canadian and US locations.

The World Bank produces annual tables for gross national income per capita by country. Their most recent publication was per capita income for 2010. The table below compares the average wage per employee paid by Goldcorp in 2010 in our principal countries of interest, with the respective World Bank national per capita income for 2010. Our average wage per employee for 2011 is also included. In all cases, the average wages paid by Goldcorp are significantly higher than the national average.

Country	Wages per employee (2010)	National income per capita (2010) ³	Multiple (2010)	Wages per employee (2011)
Canada	\$123,110	\$41,950	2.9	\$132,500
US	\$93,473	\$47,140	1.9	\$105,286
Mexico	\$30,318	\$9,330	3.2	\$45,058
Guatemala	\$20,914	\$2,740	7.6	\$20,490
Chile	\$41,433	\$9,940	4.2	\$133,802

We have also collected data on the ratio between the standard entry-level wage at our operations compared to local minimum wages. An entry-level wage is the full-time wage offered to an employee in the lowest employment category, and minimum wage refers to the lowest level of compensation allowable under law.

The lowest ratio at our operations is 1.4 times the local wage, and the highest ratio is 3.3 times the local wage, with a mean of 2.4⁴.

Operating region	Wage ratio ⁴
Canada and US	2.3
Mexico	2.8
Central and South America	1.4
Goldcorp Operations	2.4

Local Purchases

We have a policy of giving preference to local businesses, provided they meet minimum quality and cost requirements. However, we are always conscious of the potential distortion that our purchasing policy can have on local economies, and we take care to keep unwanted impacts to a minimum.

The percentage of services purchased locally is shown in the graph. While only 41% of goods and services are purchased from local and regional sources⁵ (31% in 2010), it must be remembered that high-cost capital equipment (including trucks, shovels, mills and processing equipment), and most bulk reagents, cannot be sourced locally. These major expenditures are reflected in the national and international percentages shown in the graph. The table below shows the percentage of goods and services purchased at the regional, national and international levels by operating region.

✕ Local purchases chart

Operating region	Purchase of goods and services (%)		
	Regional	National	International

Canada and US	70%	29%	2%
Mexico	14%	78%	9%
Central and South America	6%	69%	25%
Goldcorp Operations	41%	52%	7%

Local Employment

Goldcorp has a policy of hiring locally. Where particular skills and experience are not available locally or regionally, we will target national and international labour markets, respectively. We routinely train unskilled local recruits in a range of mine-related work categories, and we provide apprenticeships and technical training support for a range of other employment opportunities. As the graph indicates, 83% of employees are drawn from local and regional sources (the same percentage as in 2010), with only 1% recruited internationally. The table below shows these percentages broken down by operating region.

☒ Local purchases chart

Operating region	Employees (%)			
	Local	Regional	National	International
Canada and US	71%	25%	4%	0%
Mexico	37%	26%	36%	1%
Central and South America	62%	12%	23%	4%
Goldcorp Operations	59%	24%	17%	1%

Goldcorp employs a total of 110 senior managers (department head or above) at our operating sites. Of these, 101 (92%) are resident nationals of the country in which the mine is located (also 92% in 2010).

Indirect Economic Impacts

While the Goldcorp mining operation is often the largest economic contributor to a region, we have, as one of our Corporate Social Responsibility goals, the objective of strengthening the breadth and depth of the local economy. Our programs vary, based on local resources, skills, traditions and many other factors, and we have achieved real successes. Our funding and support has helped establish a variety of locally owned small- and medium-sized businesses. We share our equipment, administrative assistance and marketing expertise to develop the capacity of local entrepreneurs. We facilitate workshops and programs in many communities to preserve, and generate income from, local traditions and skills.

We have not attempted to estimate the indirect economic benefits that flow to local and regional communities from our operations and development activities. The impact on regional economic activity will vary depending on local circumstances, but the potential economic stimulus is large.

We routinely contribute to the construction and maintenance of local infrastructure and services. The main areas of investment are education, health, local services (e.g., water supply, power, etc.) and roads. Contributions to local communities were \$38.3 million in 2011, compared to \$32.5 million in 2010, an increase of 18%. A total of \$4.2 million was contributed directly for infrastructure investments in 2011. This represents only the contribution directly targeted at specific community infrastructure projects. Additional money for local infrastructure may have been included within individual projects in the overall contribution to local communities.

³ World Bank (2011) Gross National Income per Capita 2010.

⁴ Based on an entry-level wage for an unskilled male.

⁵ In some cases, where a clear distinction cannot be made between local and regional, these areas of influence have been combined as regional.

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Workplace and Our People

We have nurtured a unique, entrepreneurial culture that values innovation, a drive for action, respect for the individual, ongoing learning and career development – and our focus on the health and safety of all our employees, contractors and partners is integrated into our developing culture. For many workers at our operations, entry-level jobs, apprenticeships and scholarships at Goldcorp are the start of new careers, and opportunities to participate in the global or local economy and improve the lives of their families. We take our role seriously and strive to encourage and empower all employees to achieve their full potential.

- Just over 14,500 workers (employees and contractors) worldwide – a 29% increase in the number of employees from 2010 to 2011, driven primarily by the increase in activity at our development projects
- 81% of employees come from the local or regional area
- Throughout 2011, Goldcorp continued to actively empower personnel through numerous programs in order to advance careers and business skills, including safety and leadership training, and executive development.
- Turnover across the Company in 2011 was 9.9%, up from 8.8% in 2010
- Creating Choices™, an enterprise-wide program designed to support the growth and development of

women, was launched in 2011

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Management Approach

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Goldcorp's employment philosophy is to hire highly qualified and experienced individuals who will contribute to the success of the organization. We are committed to supporting and encouraging the development of our people by providing training and opportunities for continuous learning and career growth within our Company.

Goldcorp is committed to delivering an outstanding employee experience. With a workforce of over 14,500 employed in diverse regions throughout the Americas, a variety of career opportunities and new challenges exists, offering exciting travel, cultural exposure and international work experience.

Goals and Performance

Corporate objectives are established each year and then cascaded throughout the organization so that they can be incorporated into individual employee objectives. Goldcorp has introduced a Performance Management System (GPS) that is being implemented across the organization. Employees work with their supervisor to set up annual objectives at the beginning of the year, and then go through discussions on performance and achievements throughout the year. In this way, Goldcorp ensures that goals and objectives of every employee are aligned with the overall corporate objectives.

Part of the performance discussion centres around career growth within Goldcorp. All employees in Goldcorp will eventually have access to the Performance Management System and will be able to manage their own career development.

Policy

Our human resources policies are developed and implemented within the various jurisdictions in which we operate. This ensures that these policies take local regulations into account. A comprehensive package is made available to new employees outlining policies, conditions and benefits, and this material is maintained on our intranet on an ongoing basis.

Organizational Responsibility

Goldcorp operates under a decentralized organization model. The corporate Human Resources Group develops the overall strategy, and then provides the tools and processes to ensure a rewarding experience for our employees.

The Compensation Committee of the Board assists the Board in fulfilling its responsibilities relating to human resources and compensation issues, and in establishing a plan of continuity for executive officers and other members of senior management. The committee has four members, all of whom are

independent directors.

Goldcorp's technical and strategic human resources function is headed by a Senior Vice President for People and Safety who reports directly to the President and Chief Executive Officer of Goldcorp. The Senior Vice President for People and Safety is supported by four Directors covering the areas of Recruitment and Talent Management, Compensation, Organizational Development, and Pensions and Benefits.

Training and Awareness

In 2011, we continued to focus on training and development across all regions and operations. Our efforts in the areas of succession planning, performance management and the identification of high-potential candidates continue to emphasize our commitment to human resources and answer the increased demand for skilled employees in our worldwide markets. We also continued to empower our personnel through numerous programs designed to advance careers and business skills, including safety and leadership and executive development.

Goldcorp encourages people to participate in advanced education, training or other professional development activities and may offer financial assistance to do so. Requests for financial assistance are evaluated on a case-by-case basis.

Monitoring and Follow-up

Feedback is solicited from all employees who attend training and development programs to ensure that value is being added. Discussions are also held with the employee's supervisor who is asked if they see on-the-job performance improvements.

Goldcorp periodically surveys their employees to ensure that their level of engagement with the organization remains high and also to discover areas in which Goldcorp can improve.

Additional Contextual Information

Goldcorp is committed to foster an open and inclusive workplace environment and strongly supports the principle that all individuals should have an equal opportunity to participate in our Company and achieve their full potential.

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Our Workforce

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Goldcorp's entrepreneurial and innovative spirit plays a major role in our success, and attracts and retains an exceptional pool of talented and skilled people. Our people drive our business and set us apart from our competition, which is why we consistently recruit, cultivate and retain the industry's top talent.

Over the past several years, the worldwide mining boom has significantly increased the demand for

executives with mining-related skills and experience. The talent supply in the mining business is very tight globally as fewer people have entered the mining industry over the past few decades. As a result, the Company operates in a highly competitive market for executives and the attraction and retention of talented and experienced executives is one of the key objectives of Goldcorp's executive compensation program.

Goldcorp supports the principle that individuals have the right to participate equally in the free enterprise system, and to develop their ability to achieve their full potential within that system.

Composition

In this report we use the term "employees" to refer to full-time employees of Goldcorp. The term "contractor" refers to outside labour which is hired-in to do a specific task. (In some jurisdictions a contractor is defined as a "supervised worker" - an individual who performs regular work on-site for, or on behalf of, the reporting organization but is not recognized as an employee under national law or practice.) The term "workforce" is used to cover both employees and contractors.

As at December 31, 2010, Goldcorp's workforce was just over 14,500. This is a 29% increase from our workforce numbers in 2010.

Operating region	Employees	Contractors	Total
Corporate	215	7	222
Canada and US	2,554	1,543	4,097
Mexico	2,940	3,583	6,523
Central and South America	1,494	944	2,438
Projects	299	933	1,232
Total	7,502	7,010	14,512

Goldcorp's workforce numbers have fluctuated year-on-year depending on the status of key projects (particularly Los Filos and Peñasquito). Total workforce numbers increased in 2011 as work at a number of projects (particularly Éléonore and Cerro Negro) increased.

 Workforce numbers

With the increase in construction activity at Éléonore and Cerro Negro, the percentage of contractors in our total workforce rose from 40% in 2010 to 48% in 2011. The Projects Group had the highest percentage of contractors at 76%, followed by the Mexican Region at 55%.

Outsourcing

We make extensive use of contractors during the construction of new projects and when significant

upgrades are made to our existing operations. Contractors provide a source of short-term labour, as well as specific construction expertise, which is not readily available within our own workforce.

We also make use of contractors to supplement our own expertise in key areas of our operations. We have a number of long-term (or partnership) contractors who undertake critical components of our operation.

Our use of long-term contractors falls into three broad areas:

- *Mining and processing*: these are our core functions, and we tend to use contractors only as a supplement to our own workforce.
- *Maintenance*: contractors are used at most of our sites, due, at least in part, to the specialized nature of some maintenance functions.
- *Drilling, explosives, security, employee transport and catering*: while these functions are important to the operation of our sites, they are frequently contracted out to firms who specialize in these activities.

The total cost of contractors in 2011 was \$369.3 million, compared with \$204.9 million in 2010, an increase of 80%, reflecting the increase in activity at our projects in 2011.

Employee Turnover

Throughout 2011, the increase in activity in the resource sector had an impact on the employment market, with Goldcorp's employee turnover rate increasing.

Certain skill sets, particularly in the engineering and geology fields, stayed in demand throughout 2011. As the markets continue their recovery, we expect industry employee turnover rates to continue to rise. In anticipation of this, Goldcorp has worked particularly hard at ensuring highly competitive compensation packages and maintaining a highly engaged workforce.

Employee turnover across the Company for our site-based employees was 9.9% in 2011 compared with 8.8% in 2010. This represents approximately 650 employees leaving the Company through 2011.

Employee Turnover by Gender

Turnover rates for both males and females were up from 2010. The turnover rate for females was higher than for males in 2011, but this is influenced by the smaller number of females in the total employee workforce (11%).

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Training and Education

[Training Programs](#) | [Lifelong Learning](#)

Goldcorp is focused on training and development across all regions and operations, and will continue to be so in the coming years. Succession planning, performance management and the identification of high-potential candidates will continue to emphasize our corporate commitment to human resources, and answer the increased demand for skilled employees in our worldwide markets.

Employee turnover by gender

Gender	2011	2010
Female	14.7%	13.5%
Male	9.3%	8.2%
Total	9.9%	8.8%

Employee Turnover by Age Group

Employee turnover by age group was up in all groupings in 2011. The most significant change was in the over 50 age group which rose from 5.3% in 2010 to 7.1% in 2011.

Employee turnover by age group

Age group	2011	2010
Under 30 years	13.5%	12.8%
30 to 50 years	8.7%	7.5%
Over 50 years	7.1%	5.3%
Total	9.9%	8.8%

Employee Turnover by Region

Turnover rates were also higher in two of our three operating regions in 2011.

Employee turnover by region

Operating region	2011	2010
Canada and US	10.1%	6.9%
Mexico	11.9%	11.1%

Central and South America	5.1%	7.6%
Total	9.9%	8.8%

Benefits

We conduct market checks on a regular basis to ensure that our benefits are competitive with those of our peers in the mining industry, and also with those of potential competitors in other industries.

Canada and the US

In Canada and the US, we provide benefits, including life insurance, accidental death and dismemberment insurance, long- and short-term disability coverage, and extended health, dental and employee assistance programs, to our full-time and part-time employees at North American operations. We have both defined contribution and defined benefit pension plans for our employees in Canada, and 401k tax-deferred retirement investment plans for employees in the US. Our temporary employees are not covered.

Mexico and Central and South America

In Mexico and Central and South America, in addition to mandated minimum benefits, we provide medical coverage and life insurance. While this is the market standard in Mexico, in Central America, this is a superior benefit usually not offered by local employers. In Mexico, we also have a pension plan (defined benefit), which is not a typical employment benefit for that country.

Additional details on benefits can be found in Goldcorp's [Management Information Circular](#).

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Labour/Management Relations

[Collective Bargaining Agreements](#) | [Notice of Operational Changes](#) | [Strikes and Lock-Outs](#) | [Performance Reviews](#)

Goldcorp believes that it has good relations with both its unionized and non-unionized employees. We support our employees' rights of freedom of association and collective bargaining. These include the right of individual employees to join a union or other work-related cooperative. We also support the right of our employees to not join a union or other work-related cooperative and to be free from coercion to so join.

Collective Bargaining Agreements

At December 31, 2011, Goldcorp had a total of 7,502 employees. Of these employees, 3,516 (47%) were salaried employees (45% in 2010) and 3,986 (53%) were hourly employees (55% in 2010).

Of Goldcorp's total employees, 2,087 (28%) are members of a union, down from 29% in 2010. Mexico has the highest percentage of employees represented by a union (63%). Unionized employees represent 52% of our hourly employees. The unionized percentage of our contractor workforce is unknown.

In addition, 1,231 (16%) of our employees are members of an employee association of some form, which

provides collective bargaining support and other services.

In total, 44% of our employees are covered by unions or other work-related cooperatives (67% in 2010).

Notice of Operational Changes

Goldcorp is committed to providing timely, factual, accurate and complete disclosure of material information to employees, shareholders and investors, and to the communities in which we conduct business.

Employee Communication

To better inform employees of what is happening within the Company, Goldcorp has initiated a series of "Town Hall Meetings" in which the President and Chief Executive Officer and other senior executives communicate directly to employees. Employees across the Company are linked via webcast and phone to the meeting. The meetings commence with short presentations and then provide an open forum for employees to question senior executives. These Town Hall Meetings are provided in both English and Spanish languages. 2011 Town Hall Meetings provided constructive feedback to senior management in all operating regions. This feedback is further discussed in management and leadership meetings, and where a direct response is appropriate, senior management ensures that it is followed through.

Goldcorp has also developed an intranet service called "Conveyor" which is accessible to employees at each of our sites and remotely. This facility is used to update employees on happenings across the Company by written word and by video. Conveyor has become an established part of the communication strategy within Goldcorp. For employees not able to connect to the intranet, mine operations and offices maintain noticeboards and host regular information sessions for key issues and events.

Goldcorp does not have an established minimum period for giving notice regarding operational changes. Where proposed operational changes have potentially significant implications for individuals or groups of individuals, Goldcorp will provide information regarding notice as expediently as possible.

Disclosure

At all times, Goldcorp and its employees must be conscious of their obligations, under the provisions of securities laws and stock exchange rules, relating to the disclosure of material information. Goldcorp has developed a [Disclosure, Confidentiality and Insider Trading Policy](#) to ensure that Goldcorp and all persons to whom this policy applies meet their obligations regarding the timely disclosure of all material information.

Strikes and Lock-Outs

Strikes and lock-outs are indicative of a serious breakdown in labour/management relations and a suspension of consultative processes. A "strike" is a work stoppage caused by the mass refusal of employees to perform work, usually in response to employee grievances. A "lock-out" is a form of work stoppage in which an employer refuses to allow employees to work, often as a counter to a strike.

In 2011, there were no strikes or lock-outs exceeding one week in duration.

Performance Reviews

We have performance review and management processes in place at all of our operations. However, these processes were historically not aligned and, in many instances, reflected the systems inherited from

companies that merged with Goldcorp. In 2011, primarily through the continued rollout of GPS (Golden Performance System), 91% of employees received formal performance reviews, up from 46% in 2010.

In 2011, we focused attention on three critical projects in support of our goal to manage our talent optimally.

- A Career Ladders initiative, successfully concluded for Canadian and US operations, was implemented in Mexico. This project involved organizing job family progression with the identification of relevant job functions and disciplines, enhancing Goldcorp's job evaluation process and ensuring an appropriate link to salary structures, and consolidating jobs to facilitate market pricing efforts to ensure fairness and consistency.
- Succession planning within the Operations Leadership Team continued. This initiative was subsequently rolled out across Goldcorp's three regions.
- The Golden Performance System rollout was expanded to additional regions and locations. The system enables employees, supervisors and managers to work together to develop annual objectives, conduct mid-year progress discussions, and evaluate achievements at the end of the year. It also houses a succession planning and talent management tool that identifies high-potential individuals within Goldcorp and their career aspirations. It is currently operating in our Canadian, US and Mexican operations, and will be implemented in other areas of the organization in 2012.

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Diversity and Equal Opportunity

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Goldcorp strives to foster an open and inclusive workplace environment and strongly supports the principle that all individuals should have an equal opportunity to participate in our Company and achieve their full potential.

In compliance with our [Code of Conduct](#), directors, officers and employees will:

- a. Always treat each other and all members of the outside community with respect and courtesy.
- b. Always keep our workplace free from all forms of harassment, meaning unwelcome behaviour that a reasonable person would consider to be degrading, humiliating, discriminatory, or intimidating.
- c. Never permit factors like race, religion, colour, sex, sexual orientation, age, nationality or ethnicity to determine decisions about hiring, employment promotions, pay rates, transfers, layoffs or terminations (or condone decisions by others determined by such factors).
- d. Never permit physical disabilities to determine work-related decisions, unless the disability prevents a person from safely doing a job and the disability cannot reasonably be accommodated.

In our employment policies, we abide by human rights legislation in the jurisdictions in which we operate.

Diversity

Diversity within Governance Bodies

The key governance bodies within Goldcorp are the Board of Directors and the Board committees. The composition and gender breakdown of the Board and its committees is shown in the table below.

The table also shows the gender breakdown of senior management (officers of the Company as identified

in the 2011 Annual Information Form).

Governance bodies	Male	Female
Board of Directors	9	1
Audit Committee	3	1
Compensation Committee	4	0
Governance and Nominating Committee	4	0
Sustainability, Environment, Health and Safety Committee	3	1
Senior management	21	7

Diversity within the Employee Workforce

Goldcorp does not collect statistics on the ethnic composition of its employee workforce. However, in areas where there are significant Indigenous populations (e.g., First Nations communities in Canada, or Mam and Sipacapense-speaking communities in Guatemala), we have implemented programs to encourage the employment of members of these groups.

The percentage by gender and age group for our site-based employees is shown in the accompanying tables.

Employees by Gender

The percentage of female and male employees in the workforce remained the same from 2010 to 2011.

Gender	2011	2010
Female	11%	11%
Male	89%	89%

Employees by Age Group

The employee breakdown by age group was also the same in 2010 and 2011.

Age group	2011	2010
Under 30 years	31%	31%

30 to 50 years	51%	51%
Over 50 years	18%	18%

Gender-Based Salary Ratios

We believe in the concept of equal pay for equal work. We do not discriminate in our wages on the basis of gender. However, as we compete for labour in a range of different markets, there may be gender biases in different labour categories. We have collected gender-based salary data on two categories of employees – unskilled workers and graduates.

There is commonly a gender bias in worker categories. Outdoor manual labour may have a higher hourly rate of pay than kitchen work, and there may be a bias of males in the former category, and a bias of females in the latter category. Where this is so, there may be a perceived gender bias in salary; however, this reflects a gender bias in the work categories rather than in the rates of pay.

Our operations range from a ratio of 1.0 (equal pay for unskilled males and females) to a ratio of 1.4 (male to female rates).

There is often a gender bias in the professions that are commonly related to mining. There are typically more male than female graduates in engineering and geology, but this ratio may be more equal in accounting, and there is an increasing female bias in environmental science. We are committed to equal pay on the basis of gender, and we choose our graduates on the basis of merit. However, the market will dictate the salary levels for graduates, and they may be higher for engineers than for industrial hygienists. If a higher percentage of female industrial hygienist graduates are hired, the pay ratio may be affected.

Our operations range from a ratio of 1.0 (equal pay for male and female graduates) to a ratio of 1.4 (higher pay for male graduates).

Non-Discrimination

Goldcorp strongly supports the principle of non-discrimination. All Goldcorp employees are responsible for ensuring that the workplace is free from all forms of discrimination, harassment and retaliation prohibited by the Company's [Code of Conduct](#). Violations of the Code are subject to disciplinary action, up to and including termination of employment.

There was one incident of discrimination reported in 2011. On investigation it was determined that discrimination had not occurred; however, a number of management practices had been deficient. These have been addressed.

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Safety and Health

Goldcorp's objective is to achieve a safe and healthy workplace, free of injury and illness. We are committed to the health, safety and well-being of our workforce, and we will strive to achieve an incident-free workplace in a holistic and inclusive manner. We recognize that individuals, through their own behaviours and actions, are ultimately responsible for safety. Employees are encouraged to incorporate into their planning and work the actions necessary to ensure their safety and the safety of others in the workplace.

- Goldcorp continued to improve its overall safety performance in 2011 with an overall 30% improvement in All Injury Frequency Rate. Despite this significant improvement, we are sad to report 4 fatalities in 2011. This was the most in a single year since 2008.
- Goldcorp safety awards: Best Safety Performance – Los Filos, Mexico; Most Improved Safety Performance – Marlin, Guatemala

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Management Approach

[Goals and Performance](#) | [Policy](#) | [Organizational Responsibility](#) | [Training and Awareness](#) | [Monitoring and Follow-up](#)

Goldcorp sets the overall safety and health direction through a series of policies, standards, guidelines and frameworks. Through coaching, training courses, workshops and program development, operations develop approaches that are consistent with the overall Goldcorp vision yet provide the necessary cultural and maturity nuances to provide a successful implementation.

Goals and Performance

Our Safety Vision – “Goldcorp: Safe Enough for Our Families” – is composed of three basic strategies:

Care – Goldcorp will provide an environment and conditions that will let employees know that we see safety as a core value, that we care about them, and that Goldcorp is prepared to listen, learn and act.

Think – Goldcorp expects all employees to “think” about each of their actions – not just the impact that it may have on the individual, but also on co-workers. All tasks contain an element of risk; we work with employees to help them identify and understand the risks associated with their actions.

Act – Goldcorp provides procedures, programs, systems and training to ensure that tasks can be completed safely. We encourage employees to share best practices and improve the ways we carry out our work activities.

Goldcorp believes it will reach its Vision of Safe Enough for Our Families only when all employees are totally

engaged in believing that safety is a value and that the Company is committed to a true safety culture.

Each year we expect our incident rates to decrease as a result of implementing targeted initiatives and training activities. We do not set specific goals for incident rates; however, we monitor the successful completion of corporate initiatives.

As part of the annual objective-setting process, operations develop specific accountabilities and responsibilities for safety and health. These objectives are reviewed and approved early in the year and assessed at the end of the year. In addition, as part of the Strategic Business Planning process and subsequent budgeting process, operations plan and budget for short- and medium-term initiatives for safety and health.

This process is integrated with overall strategic business planning to ensure resources are in place to adequately fulfill the organization's responsibilities.

Policy

Goldcorp has an established [Safety and Health Policy](#). Goldcorp's objective is to achieve a safe and healthy workplace free of injury and illness. We are committed to the health, safety and well-being of our workforce and will strive to achieve an incident-free workplace in a holistic and inclusive manner. We recognize that individuals, through their own behaviours and actions, are ultimately responsible for safety, and encourage and support all employees to achieve our goals by incorporating into their planning and work the actions necessary to ensure the safety of themselves and others in the workplace.

To achieve our health and safety objectives we will:

- Promote safe and healthy behaviour as a core value in the organization's culture.
- Develop and implement effective management systems to identify, minimize and manage health and safety risks in the workplace.
- Provide training and information to enable all our people to work safely and competently.
- Recognize and reward good safety performance and achievements throughout the organization.
- Promote health and safety in all aspects of our work, family and local community.

Organizational Responsibility

The President and CEO of Goldcorp is ultimately responsible for the safety performance of the Company. At the Board level, the Sustainability, Environment, Health and Safety (SEHS) Committee of the Board has overview of safety and health functions (see [Board Oversight of Sustainability](#) for more information on the role of this committee).

Goldcorp is a decentralized organization and as such looks to the regions and individual mines for accountability in all six corporate strategies; People, Safety, Partnerships, Margins, Reserves, Production. Goldcorp's technical and strategic safety and health function is headed by a Senior Vice President for People and Safety reporting directly to the Chief Executive Officer. All of our operations have Safety and Health Officers who are responsible for supporting the implementation of our safety and health strategy on a day-to-day basis.

The appointment of a Senior Vice President for People and Safety in early 2012 is consistent with our belief that our employees and their safety and health are the highest priority for the Company.

Training and Awareness

Goldcorp provides training for technical, behavioural and cultural aspects of safety. We also encourage participation in external training, conferences and workshops to make sure employees are kept abreast of safety advancements inside and outside the industry.

The majority of technical safety training occurs at the operational level; mine rescue, stope school, equipment operation, first aid, simulator and specific technical procedure training are examples of technical safety training.

Behavioural and cultural safety training is developed specifically for Goldcorp at the corporate level and then tailored for specific operations (tailored content and delivery). A touchstone of safety culture training is the three-day Safety Leadership Training (SLT), which has been attended by over 1,000 supervisors and management in the Company. A corollary to the SLT is DELTA training, a one-day course delivered by supervisors directly to their crews. Over 5,000 Goldcorp employees have attended this course. Over 100 contractors have also attended SLT and DELTA; Goldcorp continues to make this course available to contractors and partners going forward.

As an active member of the Mining Safety Roundtable (chaired the Roundtable 2008–2010), Goldcorp is able to share and identify best practices with peer companies. This helps with the proactive awareness of potential issues and having prompt access to solutions. The outputs of the Roundtable meetings are shared broadly across the Company. Goldcorp is also an active member of the ICMM Health and Safety task force.

Monitoring and Follow-up

Goldcorp has a unique peer review program that looks at safety and health from a technical, programmatic and best practice point of view. Each operation is visited every two years by a team of 10 to 12 peers from other mines to assess safety and health risks. The results from these comprehensive reviews are shared across the Company and reviewed at the corporate level and, quarterly, a summary is presented for the Sustainability, Environment, Health and Safety Committee of the Board. In 2008, Goldcorp introduced an external consultant to the process to provide an additional independent assessment of the safety management system. In 2011 over 80 Goldcorp employees were able to visit peer operations as part of this program.

In addition to this peer review program, each operation has levels of monitoring, inspection and analysis that vary by individual operation. The overall safety management system in place demonstrates the frequency and level of these monitoring activities, and in 2011, a summary of the quality and effectiveness of subsequent corrective actions was required for management review.

Periodically, operations receive audits and reviews from regulatory agencies. The output of these audits is shared with management and documentation of corrective actions and success of the action is monitored.

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Joint Safety and Health Committees

Where a formal joint management-worker health and safety committee is in place, that committee represents the entire workforce at that site. Based on that definition, Goldcorp has approximately 90% of the workforce represented.

At each of our operations that have a trade union on-site, health and safety topics are covered in the formal agreement with that union. Goldcorp takes a holistic approach to safety, with no distinction made between union employees, non-union employees and contractors.

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Safety

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Sadly, Goldcorp had four fatalities in 2011: a veteran underground miner hit by a scoop tram; a contractor hit by a falling rock under an open raise; an experienced drilling contractor hit by a piece of a surface drill that broke under pressure; a young employee caught in an ore conveyance device. All of these incidents have been reviewed by senior management and presented to the SEHS Board Committee.

In addition to implementing immediate corrective actions at the operations where the incidents occurred, the reports were shared with all operations to ensure a similar incident will not happen at other sites.

Clearly we still have work to do to reach our vision of making Goldcorp Safe Enough for Our Families. Executive, senior management, all Goldcorp employees, contractors and our business partners continue to work together to make this a reality.

Programs

To achieve excellence in safety, Goldcorp continues to focus on corporate culture, leading performance indicators, behaviour, and developing and sharing best practices across all operations. Strategies and initiatives aimed at improving safety in 2011 included:

- Continued promotion and senior management support of the Safety Vision for the Company: "Goldcorp: Safe Enough for Our Families". Videos describing the vision's three key themes – Care, Think, Act – continue to be distributed to employees and contractors.
- Continued development of safety leadership competencies throughout the corporation via Safety Leadership Training. Over 1,000 managers and supervisors have now taken this three-day course.
- The rollout of DELTA – a safety leadership training program targeted at front-line employees, which is available in English and Spanish. Over 5,000 employees have completed this course.
- Golden Eye safety reviews (conducted in a peer review format), which are carried out to share best practices and assist with risk-mitigation strategies. Six reviews were completed in Canada, the US, Mexico and Guatemala in 2011.
- Benchmarking and sharing industry best practices through the Mining Industry Roundtable on Safety and ICMM. The mission of these organizations is to share practices and strategies to eliminate incidents in the workplace.
- The self-assessment of the risk-based safety management system framework at each operation, which is reviewed independently biannually as part of the Golden Eye process.
- A company-wide Aviation Safety Management System implemented at the operations that use company-owned or charter aviation was tested in 2009, validated in 2010 and audited in 2011.
- Safety and health workshops were held for all regions during the year; over 40 senior safety and health and operations leaders attended the three-day events.

Performance

Overall, Goldcorp continued to improve its safety performance in 2011.

Goldcorp had four fatalities in 2011. Two fatalities were in our Mexico region, one in our United States/Canada region (Canada) and one in our Central/South America region (Guatemala).

	2011	2010	2009	2008	2007
	4 (2)	1 (0)	1 (0)	3 (1)	4 (1)

Total Goldcorp fatalities					
US/Canada region	1	0	0	0	1
Central/South America region	1 (1)	0	0	0	0
Mexico region	2 (1)	1	1	3 (1)	3 (1)

(Note: Contractor fatalities are in parentheses; e.g., in 2011, two of the four fatalities involved contractors.)

Goldcorp's AIFR (All Injury Frequency Rate) decreased by 31% and the LTIFR (Lost Time Injury Frequency Rate) decreased by 14% in 2011.

	2011	2010	2009	2008	2007
AIFR (200,000 hrs)	1.82	2.63	2.89	3.39	4.26
LTIFR (200,000 hrs)	0.31	0.36	0.34	0.61	0.92

Minor injuries such as first aids are not included in AIFR or LTIFR frequency rates. Goldcorp has an established guideline and standard for reporting incidents. The guideline informs operations of when and to whom an incident needs to be reported and provides guidance on determining the severity of the injury. These guidelines and standard are available on the Goldcorp intranet system.

Recognition

Individual operations are proud to share some of their accomplishments from 2011:

Marigold – People recognition was prominent at our Marigold operation. Jerod Eastman, Jesse Danner, Robert Ziegenbien, Monica Standaert and Andrew Smith were all recognized for excellence in Safety and Health by receiving health and safety awards at the Nevada Mining Association Annual Convention in Lake Tahoe.

Marlin – Marlin achieved 2,000,000 hours with no lost time in 2011.

Musselwhite - Musselwhite Mine Rescue Team won their regional mine rescue event and proudly represented Goldcorp at the provincial finals.

Marlin - Marlin made history by sending a mine rescue team to the Ontario Regional mine rescue competition in Red Lake; this was the first time an international team had competed in this event.

Incident Investigation

During 2011, Goldcorp continued to improve the Incident Investigation process across all regions. Nobody wants to have safety-related incidents; however, when they do occur, it is important to learn from our mistakes. Root cause analysis enables us to share the experience across the Company the experience and allows operations to assure that a similar incident cannot occur at their location.

This program engages senior management at the mine and also the senior Operations Leadership (led by the

COO) in the investigation process. Each high-potential incident (and actual significant occurrence) is assigned an investigation team with a member of the Operations Leadership Team having a key role. The quality of the investigations has improved significantly in the last year. An outside consultant periodically reviews the reports to assess the ongoing quality.

Safety Awards

Goldcorp annually recognizes the Best Safety Performance and the Most Improved Safety Performance across our operations.

Los Filos – Los Filos, Mexico, became the first mine in Goldcorp's history to retain the Best Safety Performance award for three consecutive years. Not only did their injury frequency rate remain the lowest in the Company, they also led the way on several key initiatives including their annual Safety, Environmental and CSR Fair, strong operations leadership and ownership for safety, amazing signage and communication for safety, and the introduction of health activities into the daily work routine. As a result of this achievement, they get to keep the award permanently!

Marlin – Marlin, Guatemala, received the Most Improved Safety Award. Incident rates fell by over 70%, they sent a team to participate in the Ontario mine rescue competitions, they piloted a new training initiative for the Company, and their safety management system reached a mature stage of implementation. Overall, 2011 was a year of tremendous improvement by the whole Marlin team.

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Health

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Occupational Health

Goldcorp carries out a range of medical examinations to identify health risks in the workplace. The occupational health of workers is regularly monitored through epidemiological monitoring, biological environment monitoring and various medical examinations, as well as blood and alcohol/drug testing.

No serious diseases were reported in 2011.

Although no specific corporate programs exist, several Goldcorp mines have proactive programs in place, covering drug and alcohol awareness, HIV/AIDS awareness, smoking cessation and diabetes awareness.

In general, mines carry out specific occupational health activities depending on their mining exposure and demographics. Programs include health sampling and surveys for hazards such as chemical exposures, dust and noise; respiratory protection; hearing protection; mercury/lead monitoring, including annual mercury physicals and biological surveillance of mercury and blood lead; ergonomic surveys; hearing tests; pulmonary function tests; chest x-rays and physical exams for mine rescue.

Community Programs

The Company also coordinates health programs with local community and government organizations to provide basic medical services in communities surrounding their operations.

Several mines have continued to focus on wellness programs for employees and their family members.

- Los Filos, Red Lake, Marlin and Porcupine held events to promote health and wellness in the surrounding

communities.

Learn more about our community programs by clicking on the links to the left under "Stories".

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Emergency Response

All sites maintain fully equipped mine rescue teams that are trained to respond to emergencies, quickly and effectively. The mine rescue teams are encouraged to participate in competitions, and to coordinate their training and services with community emergency service personnel whenever possible. Often, the mine rescue teams are the first responders for local communities in the event of emergency.

Emergency response activities are developed and managed at individual mine sites, and they focus on surface and underground response, as appropriate. All underground mines at Goldcorp have emergency rescue teams in place. These teams coordinate activities in their regions to encourage mutual aid, share best practices and generally improve performance.

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Human Rights

Goldcorp is committed to integrating respect for human rights explicitly in its business management process throughout the Company.

In 2011, we took a number of important steps to integrate human rights best practices into our management approach and operations.

- Goldcorp published its final progress report to update stakeholders on the Human Rights Assessment (HRA).
- A major breakthrough in community relationships occurred for the Marlin mine, when in December we announced that the Inter-American Commission on Human Rights removed the suspension of Marlin operations from the precautionary measures it issued to the Government of Guatemala in 2010.
- Goldcorp developed the Grievance System Framework in collaboration with Susan Wildau, an expert consultant on grievance mechanisms.

We continue to strengthen our human rights practices and involvement in human rights initiatives, and are always open to suggestions, comments and feedback.

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Management Approach

At Goldcorp we are committed to integrating respect for human rights into our business management processes globally, at all levels within the Company. From mine workers to senior management, all employees and contractors are expected to comply with and promote our human rights policies.

Our approach to human rights integration includes strategies and standards on a range of topics, including (but not limited to) investment and procurement practices, non-discrimination, freedom of association and collective bargaining, child labour, security practices, and indigenous rights.

Goals and Performance

As a member of the International Council on Mining and Metals (ICMM), Goldcorp is committed to implementing and measuring its performance against the ICMM's Ten Principles, which include upholding fundamental human rights, and respecting cultures, customs and values when dealing with employees and others who are affected by Goldcorp's activities.

As a participant in the UN Global Compact, Goldcorp is also committed to that organization's ten principles which include respect for human rights and labour rights, environmental protection and anti-corruption. Principles 1 and 2 deal specifically with supporting and respecting the protection of internationally proclaimed human rights, and ensuring that businesses are not complicit in human rights abuses.

Policy

We have developed a corporate [Human Rights Policy](#) consistent with international law, the ICMM Sustainable Development Framework, the UN Global Compact principles, and the Voluntary Principles on Human Rights and Security, as well as the Global Reporting Initiative Sustainability Reporting Guidelines and Mining and Metals Sector Supplement, and best industry practices.

At Goldcorp, we are committed to integrating human rights best practices into our business processes, informing our decision-making and due diligence processes. Our Human Rights Policy mandates that we operate in a way that respects the human rights of all employees and the communities in which we operate our business.

This policy recognizes that while governments are primarily responsible for protecting human rights, our activities have the potential to impact the human rights of individuals affected by our business operations.

Goldcorp is committed to ongoing improvement in the area of human rights, and to that end we seek constructive dialogues and partnerships with a variety of stakeholders on our human rights performance, particularly those impacted directly by our operations.

The Goldcorp Human Rights Policy can be accessed on our [website](#) in English, French and Spanish.

Training and Awareness

We recognize that policy alone cannot change actions. In order to ensure that the Human Rights Policy is reflected in our day-to-day activities, we have entered into a partnership agreement with an international Human Rights organization, Fund for Peace, to design and implement a human rights training program, and to measure and monitor the impact and effectiveness of that training and policy. All of our employees, contractors and partners will be trained on human rights and the Goldcorp Human Rights Policy. The program was developed in 2011, and will be rolled out company-wide in 2012.

Where Goldcorp hires private security forces to protect employees, contractors, partners, resources, and Company

property, the security forces are required to comply strictly with local and international law. Goldcorp has embarked on a plan that will see all sites incorporate the Voluntary Principles as part of their security management plans, with staff receiving both Human Rights and Voluntary Principles training as part of the implementation plan. We also seek opportunities to provide such training and capacity building to public security forces.

Furthermore, where concerns arise regarding infringement of human rights, members of the Company and/or the community can access the Company's anonymous Whistleblower program or use the local system for complaints and grievances.

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Human Rights

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Voluntary Principles

As a result of multi-stakeholder dialogue between governments, companies in the extractive and energy sectors, and NGOs, the Voluntary Principles on Security and Human Rights (the Voluntary Principles) were established in 2000. The Voluntary Principles recognize the importance of promoting and protecting human rights throughout the world. They recognize the constructive roles that business and civil society – including NGOs, labour and trade unions, and local communities – can play in advancing these goals. The issue of balancing human rights and security is of particular concern in areas associated with conflict and alleged abuses.

During 2011, the Marlin mine and Cerro Blanco project have fully implemented practices of the Voluntary Principles. Two mines (Peñasquito and Los Filos) and two projects (Camino Rojo and Noche Buena) in Mexico have adopted some of the best practices at their sites and have included Voluntary Principles compliance as part of their security contracts. The level of implementation is varied in Mexico, with some sites making more progress than others to date.

Looking ahead, Goldcorp will be implementing the practices of the Voluntary Principles at all sites and will also include contracted security at sub-regional offices in order to ensure a consistent application of Goldcorp's security standards.

Third-party and self-assessment tools will be an important component of measuring progress.

Investment and Procurement Practices

We take very seriously our commitment to business ethics and conduct. Our [Code of Conduct](#) specifically addresses the Company's dealings with suppliers. The Code prohibits kickbacks, rebates or "under-the-table" payments for purchases. Accepting gifts and entertainment from business partners is prohibited, except when of nominal value. Violations of the Code are subject to disciplinary action, up to and including termination of employment. During 2011 Goldcorp re-designed the Ethics and Business Conduct awareness model in order to assist our employees and other stakeholders to better understand the ethics principles that are contained in the Code of Conduct. This re-design resulted in a multi-year program consisting of segmented training and awareness initiatives that will be delivered through online and live training sessions across the Company. As part of this process, Goldcorp also established a formalized functional structure responsible for ensuring that the objectives of the enhanced awareness program are successfully met. 2011 saw several branding and marketing efforts supporting the program's tag line "Ethics from the Ground Up", and during the second half of 2011, "Train the Trainers" sessions were held in all of our Mexican operations. These sessions consists in training the mine site leadership teams in Goldcorp's Code of Conduct provisions, so that then they become site-level trainers

responsible for rolling out this contents to their respective work teams.

As part of our approach to risk management and impact assessment, we review investments against numerous criteria, including human rights risks. This issue is of particular interest in areas that have a history of alleged violations. As part of our commitment to the Voluntary Principles, we have formally incorporated human rights clauses into significant investment agreements. Goldcorp defines "significant agreements" as those requiring the highest level of management approval.

Three of our mine sites (San Martin, Cerro Blanco, and Marlin) conducted screenings of contractors based on human rights adherence. Since 2007, all new and renewed agreements with contract security providers at Marlin have included the requirement that the security provider adhere to the Voluntary Principles. Goldcorp is monitoring progress at Marlin and we plan on including similar clauses in other contracts over time.

Employees at seven of our operations (Cerro Blanco, Marlin, Peñasquito, Porcupine, Red Lake, Musselwhite and Wharf) received training on policies and procedures concerning aspects of human rights that are relevant to the mine's operations. At those seven sites in 2011, a total of 2,654 hours of employee work time was dedicated to training in human rights, with an average of almost 31% of employees trained. In addition, at five locations – Marlin, Peñasquito, Porcupine, Red Lake and Wharf – every employee received training on policies and procedures concerning aspects of human rights relevant to the mine's operations.

Nine incidents of discrimination were reported within Goldcorp in 2011, three at our Porcupine operations, two at our Red Lake operations and four at our Eléonore operations. All of the reported incidents were investigated by management and resolved, with the exception of an incident related to workplace violence at our Red Lake operations. This incident was handled by the police and is currently before the courts.

No incidents of violations of freedom of association or collective bargaining were reported at any of our operations in 2011.

Child Labour

The International Finance Corporation (IFC) defines "child labour" as "work by children that is economically or likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development". The legal age at which young people may work varies from jurisdiction to jurisdiction. Goldcorp will not knowingly employ a person who is under the legal age of employment, or where that employment would contravene the IFC definition of child labour.

There were no incidents of child labour reported to the Company in 2011, nor were any operations considered to have significant risk for incidents of child labour.

Forced or Compulsory Labour

Goldcorp supports the principle that individuals must be accorded an equal opportunity to participate in the free enterprise system and to develop their ability to achieve their full potential within that system. This includes the concept of "a fair day's pay for a fair day's work". Goldcorp does not engage in, or condone, forced or compulsory labour.

There were no incidents of forced or compulsory labour reported to the Company in 2011, nor were any operations considered to have significant risk for incidents of forced or compulsory labour.

Security Practices

The conduct of security personnel towards third parties is underpinned by their training in human rights issues, particularly regarding the use of force. Training security personnel can help prevent harm to third parties and avert reputational and litigation risks arising from inappropriate actions or approaches not condoned by the

reporting organization.

A total of 493 security staff, or 72.73%, at eight of our operations (Cerro Blanco, San Martin, Marlin, El Morro, Los Filos, Peñasquito, Porcupine, and Red Lake) received human rights training in 2011.

In addition, Goldcorp security operations prepare threat analyses in order to ensure that only proportionate security measures are implemented. When local conditions require us to deploy armed staff, careful consideration is given to this deployment and additional safety measures and training are implemented. Our security practices include the use of preventative technology in an effort to reduce the potential for conflict.

Security staff at Peñasquito receive regular briefings on use of force and human rights, which includes formal training and pre-shift briefings.

At Marlin and Cerro Negro, all security staff are required to undergo annual training on the Universal Declaration on Human Rights, and to sign a form indicating that they have received the requisite training and will comply with the Company's human rights requirements. The security contractors include human rights training in their new employee orientation. All security staff receive at least one pre-shift briefing per month on the use of force and firearms. These issues are also reinforced as part of the biannual firearms training. Company security supervisors provide ongoing training and refresher classes. Non-compliance with our human rights provisions is not tolerated. As a result, the Marlin mine replaced one security company that felt it would be unable to comply with the terms of the new contract.

Goldcorp has been working with Guatemalan government ministers and senior personnel from the police force and military to implement a system where requests for support from public security must be provided by the Company in writing with an explanation of the intended use of the material aid requested. The goal of this system is to provide assurances that when the Company requests public security presence in the communities around the project that it includes compliance with human rights provisions, monitoring of the Voluntary Principles, and that all support provided will be contingent on adherence. The Marlin Mine Security department conducts community visits each month with local officials in order to keep them informed of our activities and support for public security. Additionally they host an annual Human Rights Conference on site attended by police and military officials, community and employee representatives to discuss regional security issues within the framework of human rights education.

Frequent change to public security personnel is an ongoing challenge, but Goldcorp sees this as an opportunity for training activities to reach a wider audience. For example, the military contingent that guards explosive magazines at our Marlin Mine and Cerro Blanco Project undergoes a monthly rotation of personnel. All new personnel receive the security staff program induction training which includes the training on our Human Rights and Voluntary Principles adherence. In this manner, Goldcorp trains army personnel who are then in turn rotated to different posts across the country. While it is difficult to quantify the number of military personnel trained, we can estimate that over the past five years, the number of military personnel trained is substantial.

Human Rights Grievances

Commitments listed in Goldcorp's Corporate Social Responsibility Policy include the establishment of grievance mechanisms. The Company's approach to this commitment has been to work with a credible partner to implement a mechanism that focuses on external parties, most importantly the communities. Over the last two years, Susan Wildau, an expert in grievance mechanisms, has been working with Goldcorp and our local communities to develop site level, context-specific mechanisms. According to Susan, "Goldcorp's Grievance System Framework is part and parcel of its overall community engagement and risk management strategy. It is based on the premise that the handling and resolving of complaints at the local level is a natural extension of good community relations practice, and as such, should be linked to a project's community relations programs and human rights management."

During 2011, Goldcorp completed the implementation of the grievance mechanism at all sites except for El

Sauzal, which will be done in March 2012. None of the sites reported any grievances related to human rights. However, the Company acknowledges that additional training is required to accurately identify issues related to human rights. As such, the Company has worked with Fund for Peace, an educational organization specializing in human rights training. The training package was developed in 2011, and will be rolled out during 2012. All of our employees, contractors and partners will be trained on human rights and this will facilitate more robust data for tracking our grievances in the future.

Internal grievances are primarily addressed through compliance to Goldcorp's [Code of Conduct](#), which has a mechanism in place to track and resolve internal complaints related primarily to harassment and non-discrimination. Goldcorp promotes an open work environment and encourages employees to address any questions or concerns with local management. However, in cases where reporting a concern to local management is not possible, employees can contact an Anonymous Compliance Hotline. The hotline did not register any complaints related to human rights during 2011.

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Community Relations

At Goldcorp, we recognize the impact that our operations have on the areas around our mine sites, bringing both opportunities and issues of concern for residents. We strive to partner with local stakeholders to understand their needs and address their questions, and to conduct our business in a way that supports strong, vibrant and sustainable communities. Our approach hinges on mutual respect, ongoing dialogue and a desire to work together to create Sustainable Prosperity.

Some of our major achievements in community relations for 2011 include:

- For the second consecutive year, the Mexican Mining Chamber gave the Los Filos mine its annual safety award in recognition of its excellent safety record.
- School enrollment increased by 82% in the communities around the Marlin mine, accelerating the pace of enrolment increase.
- Five Marigold mine employees were awarded annual safety awards by the Nevada Mining Association.
- Goldcorp was recognized by NASDAQ in its OMX CRD Global Sustainability Index as one of the Top 100 companies in the world in its sustainability practices.
- Goldcorp was recognized as one of Canada's Top 100 Employers in a national competition (run by the *Globe and Mail* and *Financial Post* newspapers) for companies that offer exceptional employee workplaces.
- Goldcorp and Right To Play signed a partnership on Aboriginal youth engagement and skill-building programs in northern Canada.

At Goldcorp, we consider creating and maintaining partnerships to be of the utmost importance in contributing to sustainable development in the communities where we operate. Accordingly, we were active members of industry associations, non-governmental organizations (NGOs), industry initiatives such as the Centre for Excellence in CSR and the Devonshire Initiative, as well as individual partnerships with international development NGOs.

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Management Approach

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We have developed a variety of policies, goals and guidelines in collaboration with communities, non-governmental organizations, socially responsible investors, international associations and CSR experts. These include the vision of being Responsible, Respected and Welcomed, the principle of Sustainable Prosperity and a comprehensive CSR framework.

Our CSR framework provides guidance on many critical topics, including respecting human rights, engaging openly and meaningfully with all stakeholders, investing in sustainable community development projects, resettlement, closure planning, grievance mechanisms and procedures, emergency preparedness, anti-corruption, public policy, anti-competitive behaviour, and compliance, among many others.

Our management approach to Corporate Social Responsibility is led by our Vice President of Corporate Social Responsibility. Our *Corporate Social Responsibility Policy* is guided by international standards and best practices, and driven by our aspiration for excellence in our overall business performance (see our [website](#)).

Goals and Performance

We are committed to conducting our business responsibly, which means respecting the safety and health of our employees, protecting the environment, respecting the human rights of our employees and the residents of the communities where we operate, and contributing to the sustainable prosperity of those communities.

Our commitment to these efforts is outlined in our [Corporate Social Responsibility Policy](#) and [Human Rights Policy](#).

As a matter of principle, Goldcorp has established a practice of disclosing all payments made to governments in this Sustainability Report, regardless of whether the country is a formal supporter of the [Extractive Industries Transparency Initiative \(EITI\)](#), which is a partnership of governments, international organizations, companies, NGOs, investors, and business and industrial organizations. For example, payments with respect to the Marlin mine in Guatemala were disclosed locally on billboards and internationally via the Internet since the mine initiated operations in 2005.

Employment, Income, Education and Training

Goldcorp's employment procedures place a high priority on local training, recruitment and skill development. We work in collaboration with local educational institutions and governments to provide education and training opportunities with the goal of increasing local employment opportunities. We also purchase and procure goods and services from local businesses where possible.

In 2011, Goldcorp made a commitment to employ as many local people as possible around the Cerro Negro project in Argentina. To that end, we initiated a local training program, local employment campaigns and a local housing development program.

Local Communities and Indigenous Peoples

At Goldcorp, we support the training and employment of indigenous people. During 2011, 1,228 indigenous employees and 159 contractors who have self-identified as indigenous worked for Goldcorp. Salaries and wages paid to indigenous workers totalled \$37 million in 2011.

Éléonore, Musselwhite, Marlin, Porcupine, Red Lake, El Sauzal and El Morro operate in or adjacent to indigenous territories. Éléonore and Musselwhite have formal agreements in place with the indigenous communities.

The goal of Goldcorp's partnership with Right To Play in northern Canada is to support Aboriginal youth empowerment and skill building, in the hope that participants will take advantage of educational, training and

employment opportunities in the future. The Right To Play program helps to strengthen Aboriginal youth through leadership and engagement activities, to build confidence, and to recognize their potential.

Transparency in Operations, Investment and Procurement Practices

Goldcorp ensures anti-corruption mechanisms are in place to support ethical operations and decision-making. These mechanisms include training employees in anti-corruption policies and procedures. In 2011, 84% of management employees and 39% of non-management employees were trained in anti-corruption policies and procedures. We demonstrate compliance with legal and regulatory requirements and provide mechanisms for addressing community grievances and concerns about our operations.

We contribute to the development of public policy by sharing our perspectives on issues that impact our operations, through representative industry bodies or by engaging directly with governments.

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Stakeholder Engagement

[Stakeholder Groups](#) | [Approaches to Stakeholder Engagement](#) | [Sustainability Indexes and Rating Agencies](#)

Goldcorp is committed to building open and trusting relations with its stakeholders and aims to carry out meaningful and effective engagement with a variety of stakeholders. This means a respectful, good faith and equitable dialogue that strives to share information and concerns with individual stakeholders and stakeholder groups. Whether our engagement involves individual meetings, site visits, briefings and updates, town hall or community meetings, workshops, or individual/personalized responses, Goldcorp takes every stakeholder relationship very seriously.

Stakeholder Groups

Local mine site management along with corporate and regional management are responsible for identifying, mapping, prioritizing and engaging with a variety of local, national and international stakeholders on topics related to our operations. This is a continuous process.

Our stakeholders include:

- Shareholders
- Employees and contractors
- Host communities and indigenous communities
- Governments and regulators
- Civil society and non-governmental organizations
- Customers
- Capital market participants
- Suppliers
- Media
- Academia

Approaches to Stakeholder Engagement

Goldcorp is committed to meeting or exceeding mandatory consultation requirements to ensure the development and sustainability of robust partnerships with all stakeholders who have an interest in Goldcorp's operations.

Our goal is to ensure that Sustainable Prosperity results from our interactions with our stakeholders. We strive for

continual improvement, and to that end, we actively seek out partnerships with government, civil society and non-governmental organizations. We believe that only by working together can we create sustainable solutions to the problems faced by communities. For that reason, we began working with CARE Canada in late 2011 on a Stakeholder Engagement Tool for Goldcorp. With CARE's extensive experience and expertise in community development and their engagement approach that reaches out to the most marginalized groups, Goldcorp has the opportunity to learn and continue to develop its best practice in the field.

Our operations and development projects are ideally placed to procure engagement from local stakeholders. The focus of these projects is on employees, host communities, governments, elements of civil society (particularly local NGOs and business groups) and suppliers. Many of our operations produce site-based Sustainability Reports that address issues and concerns identified through stakeholder engagement. Their focus tends to be on individuals or small groups, with meetings, site visits, or targeted written or visual communication as the preferred form of contact.

Our mines regularly hold meetings with local stakeholders. Most sessions were held with site employees (who typically come from the local communities around our sites), followed by suppliers, civil society (including governments and NGOs), and members of local communities. Some sites also held meetings with Aboriginal and indigenous groups, customers and other stakeholders. These sessions helped the sites to better understand and address local issues and to communicate important information about Goldcorp's policies and programs.

More than 30 key issues were discussed in these meetings, including issues related to environmental concerns (e.g., water quality, noise from operations), land use changes, potential for resettlement, local employment and economic development opportunities, and pressures on local services and accommodations. Our stakeholders identified several indirect impacts as potentially significant, including loss of income and jobs to outside workers and contractors. These as well as other identified impacts and issues were discussed in detail with stakeholders, and mitigation and monitoring steps were developed and implemented. Several of Goldcorp's sites have developed successful partnerships with communities. For example, Porcupine's Watchful Eye is a very active community liaison committee whose mandate is to work with Porcupine Gold Mines to assist in problem solving to ensure a sustainable community.

Corporately, our stakeholder engagement is focused on shareholders, capital market participants, governments (usually at the national level) and civil society (principally national and international NGOs). The Company's CEO meets annually with socially responsible investors to address issues of concern to this group of stakeholders. Other communication processes include regulatory filings, annual and quarterly reports, news releases, stakeholder updates, fact sheets, presentations by senior management, as well as meetings, individual letters and telephone conversations, media interviews, speeches, press conferences and conference calls. At all times, Goldcorp and its employees are conscious of their obligations, under the provisions of securities laws and stock exchange rules, relating to the disclosure of material information.

[Learn more](#) about our approach to timely disclosure and confidentiality.

The Goldcorp website (www.goldcorp.com) is the primary source of information for our key stakeholders. The Vice President, Investor Relations, is responsible for creating and maintaining the website. The site includes an email link to an Investor Relations contact who facilitates communication with investors and other stakeholders.

We also maintain a separate website (www.goldcorpguatemala.com) for our operations in Guatemala.

Sustainability Indexes and Rating Agencies

Goldcorp maintains a principled and conscientious approach to corporate citizenship and our aim is to ensure that ratings agencies and sustainability indexes have accurate and timely information about the Company when making their evaluations. While inclusion in indexes that measure sustainability performance is interpreted positively by our internal and external stakeholders, the methodologies of each them is unique and we do not

view inclusion as an end in itself. Below are the major developments that took place in 2011:

NASDAQ Global Sustainability Index

The NASDAQ OMX CRD Global Sustainability Index is an index made up of 100 companies that lead in measuring and reporting their carbon footprint, energy usage, water consumption, hazardous and non-hazardous waste generation, workforce initiatives and community investing. Included companies must voluntarily disclose their current environmental, social and governance risks as well as their revenue opportunities and how they will affect future performance.

Dow Jones Sustainability Index

Goldcorp was removed from the Dow Jones Sustainability Index (DJSI) after its addition for the first time in 2010. Both instances happened without the Company's prior knowledge or active participation and since our removal; we have had active discussions with DJSI representatives to understand more about the index, our inclusion and subsequent removal. The DJSI is a fluid index, with companies replacing one another on a regular and ongoing basis. The DJSI recognized Goldcorp as being among the top 10% of companies in 2010 and removal does not necessarily constitute a negative reflection on an individual company's record. Rather, changes reflect the fact that companies fare relatively better than one another in a shifting business landscape.

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Community Engagement

[Community Contributions/Sustainable Community Development Investments](#) | [Direct and Indirect Contributions](#) | [Donations](#) | [Foundations](#)

Goldcorp undertakes community engagement at 100% of its mining operations. Goldcorp's CSR Framework includes a series of tools, policies and guidelines that are to be used by CSR practitioners at each site. The Framework details the programs that are in place to assess and manage the impacts of our operations on communities throughout the mining life cycle: from before we enter a community, through the operating period, and when we exit a community. Goldcorp has developed guidelines to be used by CSR practitioners in implementing the following activities at their mine sites, including:

- Socio-economic Baseline
- Stakeholder Identification and Mapping
- Human Rights Training
- Land Acquisition and Compensation
- Grievance Mechanisms
- Sustainable Community Development
- Local Inclusion – Training, Hiring and Procurement; Influx Management
- Socio-economic Closure Plans

The diagram below shows the programs included in the CSR Framework and although they are presented linearly, many of these activities run parallel to each other.

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✖ Goldcorp_economic_contribution_graphic

These programs involve monitoring and measuring key performance indicators and supporting our engagement with the local community. The overall CSR Framework has been implemented at 100% of our mining operations.

All of our mines have dedicated Corporate Social Responsibility personnel whose roles are to ensure that host communities benefit directly from our operations. Our larger operations have formed formal consultation committees. These committees generally address environmental issues associated with mining operations, rehabilitation and mine closure planning, social inclusion, improved community services and future plans for the operation.

[Learn more](#) about how Éléonore is incorporating community feedback.

Community Contributions/Sustainable Community Development Investments

Goldcorp's contributions to local communities in 2011 amounted to US\$665 million, a substantial increase over the US\$576 million contributed in 2010.

For example, Goldcorp invested \$2.7 million to construct and equip the new Permanent Health Attention Centre in San Miguel Ixtahuacán. This project was the result of a tripartite partnership between the Municipality of San Miguel, the Ministry of Health, and Goldcorp.

Direct and Indirect Contributions

Direct Contributions

Direct contributions amounted to US\$12,534,456 in 2011, down from US\$12,798,621 million in 2010. Direct contributions relate to money or in-kind benefits provided directly to community organizations or community representatives for specified purposes, including:

- Donations: direct contributions to community well-being
- Infrastructure: electricity, water, roads, etc.
- Services: health and education

Indigenous Relationships

- Development: agriculture, micro-loans, business development, etc.

Other: administration and other contributions not allocated to the categories above

Indirect Contributions

Indirect contributions amounted to US\$653 million in 2011, a considerable increase from US\$563 million in 2010. Indirect contributions relate to money or in-kind benefits provided to community organizations, local governments or individuals for unspecified purposes, or the purchase of goods and services from the local area, including:

- *Local royalties and taxes*: taxes of all kinds paid to local authorities
- *Compensation agreements*: monies paid as part of formal compensation agreements
- *Local goods*: goods purchased from the local area
- *Local services*: services supplied from the local area

Donations

Each of our operations supports its local communities through direct philanthropic contributions. Goldcorp, as a corporate entity, also provides substantial support through donations and sponsorships in education, health, community development and the arts. In 2011, Goldcorp's corporate donations totalled just over \$8 million and supported the following categories:

- Community development initiatives
- Education
- Health
- Arts and culture

In October 2011, Goldcorp's Board of Directors approved a [new donations policy](#) that establishes a target for donations of 1% of pre-tax earnings from operations, in line with Imagine Canada's guidelines.

Foundations

Goldcorp has established foundations in Guatemala and Honduras to provide long-term community assistance.

Fundación Sierra Madre (the Sierra Madre Foundation) in Guatemala was founded in 2003 by the Marlin mine. Its mission is to implement sustainable, community-based development and capacity-building programs in the municipalities of San Miguel Ixtahuacán and Sipacapa. It is managed and staffed by Guatemalans, and has become an important part of the local community throughout the municipality of San Miguel and in villages in the municipality of Sipacapa. The Foundation plays an integral role in building local capacity and promoting economic and community sustainability. The Foundation is working with a group of local coffee producers participating in the program. They realized a 9% increase in the selling price of their coffee due to improved technical and marketing skills, and the ability to achieve organic certification.

The program worked with 78 local growers and now counts 19 hectares as certified organic coffee.

Fundación San Martín (the San Martín Foundation) is a non-profit organization founded in 2000 by the San Martín mine to promote sustainable development in the Honduran region known as Valle de Siria, which encompasses parts of the municipalities of San Ignacio, Cedros and El Porvenir. Its purpose is to secure benefits for the community on a permanent basis by creating employment opportunities and economic development in the area during and after mine operations. By the end of 2010, the Foundation had many commercial projects at San Martín including a chicken farm, a tilapia fish farm, lemon trees, cattle, and an ecotourism hotel. These projects not only create direct and indirect jobs, but also provide the Foundation with revenue to maintain social programs started by the communities and the San Ignacio Municipal Council. As well, the Foundation's commercial projects

provide training and experience, so the communities can start their own businesses.

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Issues and Concerns

[Stakeholder Topics of Concern](#) | [Community Issues](#) | [Artisanal Mining](#)

Stakeholder engagement is a continuous process. It is undertaken by individual employees, by small groups and by the Company itself (usually from our corporate or regional offices). Local mine site management, along with support from corporate and regional management, are responsible for identifying, mapping and engaging with a variety of local, national and international stakeholders on topics related to our operations.

Stakeholder Topics of Concern

Topics raised during local stakeholder engagement included economic development, employment and training opportunities, requests for support on health, infrastructure and education initiatives, environmental performance at the mine (including permits), mine rehabilitation, agreements with local landowners, the lifespan of the mine, and the prior consultation and consent of indigenous communities.

As a member of the [International Council on Mining & Metals \(ICMM\)](#), Goldcorp is committed to implementing and measuring its performance against the ICMM's 10 Principles, which include:

- Upholding fundamental human rights and respecting cultures, customs and values in dealings with employees and others who are affected by Goldcorp's activities
- Contributing to the social, economic and institutional development of the communities in which we operate
- Implementing effective and transparent engagement, communication and independently verified reporting arrangements with Goldcorp stakeholders

The ICMM's position statement on Mining and Indigenous Peoples includes a commitment to "participate in national and international forums on indigenous peoples issues, including those dealing with the concept of free, prior and informed consent".

In addition, Goldcorp's corporate policy on human rights is consistent with ICMM's 10 Principles and industry best practice.

Community Issues

All of Goldcorp's operations have procedures for handling community issues, which are followed up to determine a mutually acceptable resolution. In 2011, issues mainly related to noise, dust, traffic, vibrations from blasting, and water for livestock. In all, 54 of the 85 complaints received, or 63%, were satisfactorily resolved within the year. In all cases, we sought to establish meaningful and transparent dialogue with the complainant and to take appropriate remedial action.

During 2011, all of our operating sites established a formal grievance resolution mechanism to resolve disputes. These grievance mechanisms were used in varying degrees to resolve 21 conflicts specifically related to land use, customary rights of local communities and indigenous peoples.

There were no incidents or fines related to non-compliance with applicable community regulations at our operations in 2011.

Artisanal Mining

There is not any artisanal or small-scale mining, including illegal mining or panning, on or near any of our properties.

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Environmental Stewardship

At all stages of activity – from exploration and planning to operations and eventual closure – we aim to limit our environmental impacts through the efficient use of natural resources, reducing input materials and waste, and contributing to the conservation of biodiversity. Goldcorp is committed to the highest standards of environmental management and performance, striving to go beyond regulatory compliance to adopt industry best practices.

Highlights from 2011 include:

- Development and finalization of a five year Energy Strategy,
- The amount of ore tonnes treated on either leach pads or milling facilities increased by about 16%,
- The intensity of direct and indirect energy used did not change significantly from 2010,
- The intensity of greenhouse gas emissions (GHGs) did not change significantly from 2010,
- Water use increased significantly but so did water recycling, and
- Water discharge increased significantly and was within water quality compliance criteria.

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Management Approach

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Goldcorp believes that operating in a responsible and sustainable manner is of key importance and reflects a long-term commitment to maintaining a viable business, increasing value for our shareholders, improving employment and development opportunities for our host communities, and minimizing our environmental footprint.

Goals and Performance

Goldcorp understands that the setting of goals (objectives and targets), and the reporting of performance against those goals, are key drivers for improved performance across the organization. The most important corporate environmental goals over the last few years have involved the Cyanide Code, our energy strategy, our environmental management systems and mine closure. One of our most important corporate environmental goals going forward will be the development of a Water Strategy which is planned for 2012.

Cyanide Code – In July 2007 Goldcorp became a signatory to the International Cyanide Management Code (the Cyanide Code). At that time we nominated seven operations to be certified to the code, and had until July 2010 to

meet that commitment. Certification to the Cyanide Code requires verification against the principles of the code by an independent third-party auditor accredited by the International Cyanide Management Institute. The certification audits of all seven operations were completed and submitted to the Institute by July 2010 and the final operation was formally notified of its successful certification in December 2010. Two of our operations (Marigold and El Sauzal) have been re-certified to the Code.

Energy Strategy – Goldcorp established an energy strategy in 2011 which sets targets with respect to energy efficiency, renewable resource use, and greenhouse gas emissions. By the end of 2016, Goldcorp aims to increase energy efficiency by 15%, to incorporate renewables to supply 5% of our energy, and to reduce our greenhouse gas emissions by 20%. During the course of 2012 all sites will be developing an Energy Management Plan to manage the achievement of these targets.

Environmental Management System - Establishing an environmental management system brings a systematic approach to dealing with the environmental aspects of an organization. It is a tool that enables an organization to control the impacts of its activities on the natural and man-made environment. Goldcorp has chosen ISO 14001 (Environmental management systems - Requirements with guidance for use) as the Company standard. The goal was to have all operations develop an environmental management system consistent with ISO 14001 by the end of 2010. All operations indicated that they have met this requirement, and in 2011 we commenced a program of internal audits to review and verify these management systems.

Mine Closure Plans - Goldcorp is committed to developing, operating and closing each of its mining properties in a sustainable manner throughout the full mine life cycle. To do this effectively and efficiently requires the development and ultimate implementation of a closure plan. We committed to ensuring that all of our operations had an updated and costed closure plan in place by the end of 2010. These plans are now in place, and they are reviewed, updated and recosted annually as an integral part of our business planning cycle.

Policy

Goldcorp is committed to best practices in environmental management for all aspects of its operations. Our approach to improving environmental performance is guided by our Environmental and Sustainability Policy, which promotes the development and implementation of effective systems to minimize risks to health, safety and the environment and to design, operate and close our facilities in compliance with international guidelines and local regulations.

The core values of our Environmental and Sustainability Policy can be summarized as:

- a commitment to the protection of life, health and the environment for present and future generations;
- respect for the needs and culture of the local communities;
- open communication with employees, stakeholders and governments on our plans, programs and performance;
- cooperation with government agencies, local communities, educational institutions and suppliers to achieve safe handling and disposal of all our materials, resources and products; and
- application of the best technologies to continuously improve the safe, efficient use of resources, processes and materials.

Goldcorp's Environmental and Sustainability Policy requires that all mine facilities are designed, constructed, operated and closed in compliance with applicable local laws and regulations, and meet internal or appropriate international guidelines.

We have also established internal operating standards for critical environmental activities, including: tailings

management, cyanide management, mine closure, incident reporting and environmental audit.

Organizational Responsibility

The President and Chief Executive Officer of Goldcorp is ultimately responsible for the environmental performance of the Company. At the Board level, the Sustainability, Environment, Health and Safety Committee of the Board has overview of environmental functions (see Board Oversight of Sustainability for more information on the role of this Committee).

Goldcorp's technical and strategic environmental function is headed by a Vice President for Sustainable Development reporting directly to the Chief Operating Officer, and supported by environmental professionals.

Training and Awareness

Environmental training and awareness is principally a site function. This commences with an introduction to the overall environmental culture of Goldcorp during an employee's induction training and progresses to specific environmental requirements of each site. Environmental awareness programs are conducted periodically with the intention of ensuring that all employees understand their accountability for environmental protection in the workplace, and their duty-of-care to the broader environment.

Goldcorp also encourages and supports continuing professional development for its environmental professionals. Each year Goldcorp holds a Sustainability Workshop covering the areas of Safety and Health, Corporate Social Responsibility and Environment. This brings together the Company's professionals in these areas to discuss strategy and implementation issues, and to enhance skills in selected areas. These workshops are well attended by senior management and a cross-section of employees from other areas of the Company.

Goldcorp also promotes the attendance of its environmental professionals at relevant conferences, workshops and seminars outside the Company to encourage interactions with their peers. This provides both benchmarking opportunities, as we compare our performance against our peers, and the opportunity to promote Goldcorp's environmental performance through the presentation of technical papers.

Monitoring and Follow-up

Goldcorp has enhanced its environmental audit program to ensure that available resources are focused in areas that most require assessment and review. Various audits, reviews and gap analyses were conducted in 2011 in the following areas: Environmental Management Systems, Cyanide Code, Tailings Dam Operations, and Asset Retirement Obligations.

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Materials

[Process Materials](#) | [Recycled Materials](#)

We believe that effective environmental performance encourages greater efficiency at our operations and minimizes risks to our business, contributing directly to our long-term success. We are committed to reducing our impacts on the environment and to the efficient use of resources.

Process Materials

Process materials used can be broadly separated into two categories – raw materials (the ore from which we extract product) and consumables (materials that are used in our processing but are not part of the final product).

Raw Materials

Goldcorp mines ore from both open pit and underground operations. This ore is either processed through a mill or placed on a heap leach pad to extract the product. In total, this material is referred to as “tonnes of ore treated” (milled plus heap leached).

The total tonnes of ore treated in 2011 was 94.5 million tonnes (mt), compared with 81.6 mt in 2010, an increase of 16%. The tonnage of ore milled and heap leached in 2011 is shown below.

	2011	2010	Trend
Milled (mt)	41.1	30.7	34%
Heap leached (mt)	53.5	50.8	5%
Total (mt)	94.5	81.6	16%

Consumables

We use significant amounts of reagents and other consumables in our operations, the most significant of which are outlined below.

	2011	2010	Trend
Cyanide (t)	23,000	23,900	-4%
Lime (including quicklime) (t)	164,300	151,000	9%
Sodium metabisulphate (t)	3,600	3,900	-6%
Grinding balls (t)	42,700	28,100	52%

Recycled Materials

Using recycled input materials helps reduce the demand for virgin material and contributes to the conservation of the global resource base. Recycled input materials used at our mines include waste oil, fly ash, used liner, biosolids from the pulp and paper process, and glass. Recycled input materials as a percentage of our total input materials (principal process materials – excluding fuels) was 18.5% in 2011, similar to 2010 which was 17.5%.

Learn more about how we are substituting recycled materials for virgin materials by clicking on the links to the left under “Environmental Stories”.

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Energy

Mining is an energy intensive industry. Goldcorp developed an energy strategy that includes a five-year plan setting objectives and targets in the following key areas:

- a 15% increase in energy efficiency;
- a 20% emissions reduction; and
- 5% of energy from renewables.

Upon completion of each site's Energy Management Plan at the end of 2012, Goldcorp will begin implementing various initiatives to achieve these targets.

 Total Energy Chart

The most meaningful way to track and manage energy performance at Goldcorp is by measuring energy intensity, or energy use per tonne processed. Mines are dynamic entities and the rate of production changes constantly, thus one of the best parameters to track is how much energy is needed to process a tonne of material. In this way, if tonnage goes up or down we can still track how efficiently we are processing material.

Energy used at our operations is principally in the form of fuel or electricity (whether purchased directly from the grid or generated on-site). Total energy consumption per tonne treated in 2011 was very similar to that in 2010 as shown in the table.

To better understand the opportunities to increase energy efficiency, Goldcorp further breaks down energy intensity by direct and indirect energy sources. Direct energy is defined as the part of total energy consumed by the organization within its boundaries, on-site diesel consumption being the primary source. Indirect energy is defined as the part of total energy consumed by the organization but produced outside the reporting organization's boundaries, purchased grid power being the source. Direct energy consumption per tonne treated decreased by 4% from the previous year, while indirect energy consumption per tonne treated did not change from the previous year.

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Greenhouse Gas Emissions

Greenhouse gas emissions are divided into three categories depending on the source. The categories are defined as follows:

Scope 1 (direct) greenhouse gas emissions are derived from sources that are owned or controlled by the reporting

	2011	2010	Trend
Direct energy use (GJ)	9,094,400	8,175,800	11%
Indirect energy use (GJ)	6,340,600	5,314,100	19%
Total energy use (GJ)	15,434,900	13,489,900	14%
Direct energy intensity (GJ/t)	0.096	0.1	-4%
Indirect energy intensity (GJ/t)	0.0067	0.065	3%
Total energy intensity (GJ/t)	0.163	0.165	-1%

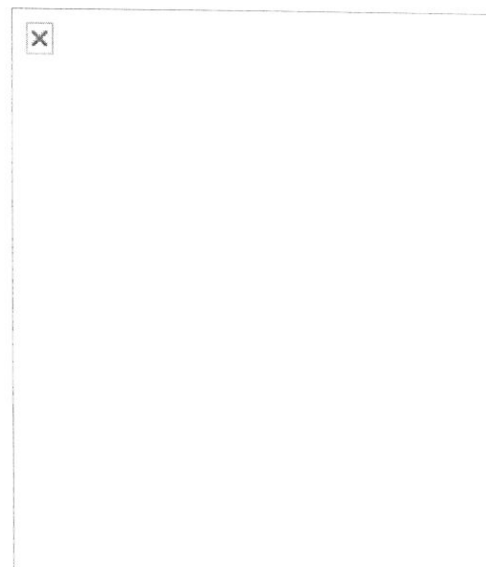
organization. Our principal source of Scope 1 emissions is the consumption of diesel in our heavy vehicle fleets.

Scope 2 (indirect) greenhouse gas emissions are generated at sources owned or controlled by another organization. Our principle source of Scope 2 emissions is imported electricity.

Scope 3 (other indirect) greenhouse gas emissions include emissions from business travel, commuting to work, etc.

Scope 3 greenhouse gas emissions were calculated from published factors for Goldcorp's use of lime, cyanide, and air transportation of employees to site.

Total Scope 1 direct and Scope 2 indirect greenhouse gas increased by 18% which was about the same as the 16% increase in tonnes treated from the previous year¹. Adding in Scope 3 emissions resulted in a 15% total increase in greenhouse gas emissions. Therefore intensity of greenhouse gas emissions per tonne of ore treated did not change significantly.



	2011	2010 ²	Trend
Scope 1 greenhouse gas emissions (tCO ₂ e)	667,800	595,200	12%

2

2

2

2

1

² This is the first year that we have reported Scope 3 emissions. Scope 1 and 2 emissions for 2010 have been restated to exclude aviation gasoline and jet fuel.

Air Emissions

The reporting of air emissions is mandatory in Canada and the US under the following legislation:

Home » Corporate Report » Environmental Stewardship » Climate Change

Climate Change

Regulatory Initiatives | Climate Change Risks | Climate Change Opportunities | Reporting

Climate change is now firmly established on the long-term policy agenda and has become an integral part of the everyday context of doing business. Supplies of clean, reliable and affordable energy are fundamentally important for sustainable development, particularly for economic development and improving social welfare in developing countries. However, scientific evidence suggests that to protect the global climate system, sustained reductions in greenhouse gas (GHG) emissions are necessary. Goldcorp has established an Energy Strategy as previously detailed to ensure our contribution in the reduction of GHG emissions. Goldcorp has also established a Climate Change Position Statement.

Regulatory Initiatives

In addition to voluntary actions, governments are moving to introduce climate change legislation and treaties at the international, national, state/provincial and local levels. Where legislation already exists, regulation relating to emissions levels and energy efficiency is becoming more stringent. Some of the costs associated with reducing emissions can be offset by increased energy efficiency and technological innovation. However, if the current regulatory trend continues, Goldcorp expects that it will result in increased costs at some of its operations. Goldcorp continues to monitor the requirements of the Western Climate Initiative (WCI), Québec's new cap-and-trade regulation, the US EPA Mandatory GHG Reporting Rule, and the Ontario Climate Change Initiatives; and continues monitoring for any new climate change legislation in the countries in which we operate.

Climate Change Risks

Goldcorp will continue to address the potential physical risks of climate change, such as sea level rise and changing weather patterns.

Sea Level Rise – Our operations are not directly threatened by current predictions of sea level rise. All of our operations are located well inland, at elevations of between 100 and 1,000 metres above sea level.

Extreme Weather Events – Extreme events (such as increased frequency or intensity of hurricanes, increased snow pack, prolonged drought, etc.) have the potential to disrupt mining operations. Where appropriate, facilities have developed emergency plans for managing extreme weather conditions; however, extended disruptions to supply lines could result in an interruption in production.

Resource Shortages – Mining and processing depend on the regular supply of consumables (such as diesel, tires, reagents, etc.) to operate efficiently. In the event that the effects of climate change cause prolonged disruption to the delivery of essential commodities, then Goldcorp's production efficiency is likely to be reduced.

Water Availability – Various climate change models show potential increases or decreases in precipitation at the macro level, but there is little agreement on potential future impacts at the regional or local level. Our approach is to focus on maximizing the recycling and reuse of water at all of our operations, and to continue to evaluate technologies and processes for increased water efficiencies.

Financial Risks – Goldcorp has not attempted to quantify the financial implications of Climate Change.

Climate Change Opportunities

Goldcorp will continue to increase our energy efficiency and to monitor the development of more energy-efficient products and services, and we will avail ourselves of these products and services as opportunity allows. We continue to assess options for the development of renewable resources or cleaner energy sources.

Reporting

Goldcorp made its first submission to the Carbon Disclosure Project (CDP) in mid-2007 and has continued annually. Goldcorp's submissions can be accessed on the CDP website.

Home » Corporate Report » Environmental Stewardship » Effluents and Waste

Effluents and Waste

Process Wastes | Hazardous Wastes

In recent years, the mining industry has placed increasing emphasis on finding solutions to mine waste management issues. We recognize that long-term, environmentally acceptable approaches are needed to meet increasingly stringent regulatory requirements and public concerns, and to reduce the risk of environmental contamination.

Process Wastes

The amount of waste rock (including overburden) and tailings produced in 2011 and 2010 is shown below.

	2011	2010	Trend	Disposal Method
Waste rock (mt)	206.3	257.9	-20%	Engineered waste rock dump or returned underground
Tailings (mt)	40.3	30.1	34%	Engineered tailings storage facility

Waste Rock

Most of the waste rock produced in our underground mines is returned underground to fill mining voids. In open pit mines, the waste rock and overburden (removed to gain access to ore) are transferred to engineered waste rock dumps. At the end of mine life, these waste rock dumps are re-contoured and revegetated to provide stable long-term containment of the material.

Tailings

Tailings are the by-product of minerals processing. They are finely crushed and ground rock particles from which the valuable mineral portion has been extracted. Water-retention-type dams and raised embankments are used to store and manage tailings. They are carefully designed and constructed so as to discharge only water that meets the agreed release criteria. Specific design and operational requirements regarding the location, water management, maintenance, control and monitoring of these dams and embankments are strictly enforced. These

facilities are closed and reclaimed at the end of mine life. Goldcorp does not dispose of tailings in riverine systems or marine environments.

Goldcorp requires that all active tailings storage facilities undergo an annual, independent third-party geotechnical review to address overall dam stability, operating practices and future dam raises. We also conduct independent third-party reviews of our closed tailings storage facilities on a risk-based frequency, but at intervals no greater than five years.

Sludge

The only sludges produced at our operations are small amounts from our water treatment plants. This material is disposed of in our tailings dams.

Other Process Wastes

The relatively small volumes of certain process wastes generated at each individual mine site means that they are often stored in a secure facility until there is sufficient material to justify transportation off-site. Scrap metal recycling increased significantly as reflected in the table below. Red Lake, specifically, began weighing the scrap metal instead of simply estimating weight by truckload to improve the accounting procedures. Additionally at Red Lake, some dismantling took place at the Cochenour project as well as clean-up of several storage yards around the site.

	2011	2010	Trend	Disposal Method
Scrap steel (t)	477,900	4,600	10,190%	Recycled
Tires (t)	9,300	3,000	209%	Recycled or buried
Waste hydrocarbons (kL)	2,800	2,900	-3%	Recycled or reused
Waste glycol/antifreeze (kL)	140	110	31%	Recycled

Waste Recycling and Reuse

Every effort is made to recycle or reuse process wastes; however, the remoteness of some of our sites, and/or limited access to recycling services, can make this difficult. All of our scrap metal and some tires are recycled. At some operations, and where it is permitted by regulation, large tires are disposed of in a controlled manner at our waste rock dumps.

Waste hydrocarbons and waste glycol/antifreeze are removed from our sites by licensed waste disposal or recycling operators for incineration or recycling. Where permitted, waste hydrocarbons are also reused on-site as a substitute for fuel oil in the ammonium nitrate and fuel oil (ANFO) blasting program.

Most of our operations have implemented recycling programs for materials such as paper, pallets, glass, aluminum and compost. In some instances (e.g., Los Filos), these programs have been extended to the local communities.

Hazardous Wastes

Environment Canada (in *ECO/LOG, Hazardous Waste Management Handbook 1985*) defines hazardous wastes as

those wastes that, due to their nature and quantity, are potentially hazardous to human health and/or the environment and require special disposal techniques to eliminate or reduce the hazard.

In general, our operations generate small amounts of a limited range of hazardous wastes, which are well contained (e.g., solvents and laboratory assay wastes). The types of hazardous wastes produced vary from site to site, and are usually disposed of in appropriately licensed facilities away from our mine sites. The volumes of two of our more important hazardous wastes are included in the table below.

	2011	2010	Trend	Disposal Method
Batteries (t)	97	85	14%	Recycled
Laboratory waste (t)	213	74	187%	On-site disposal

Mercury

In some circumstances, minor elements in our ore (such as mercury) require specific management programs to minimize their potential impact on the environment. The mercury from our operations is shipped to the Bethlehem Apparatus Company as a co-product for reprocessing and recycling, not disposal. The material is shipped in United Nations-approved virgin steel flasks, in full compliance with national and international regulations.

The Bethlehem Apparatus Company is recognized as the leader in the recycling of mercury and mercury-bearing waste, with processing facilities approved by the US EPA and the Pennsylvania Department of Environmental Protection.

Transporting Hazardous Wastes

The Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal (the Basel Convention) is an international treaty designed to reduce the movement of hazardous wastes between nations, and to prevent the transfer of hazardous wastes from developed to less-developed countries.

There were no shipments of materials covered by the Basel Convention from our operations in 2011.

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Water

[Water Use and Consumption](#) | [Water Recycling and Reuse](#) | [Water Discharge](#)

Goldcorp operates in regions that have an excess of water over evaporation (e.g., our Canadian operations), as well as regions in which there is a significant seasonal water deficit (e.g., our Mexican operations). Regardless of where we operate, we are mindful of the fact that water has a number of potential uses and a range of potential users. Water is a valuable resource, and we take particular care to ensure that we use water wisely.

Water Use and Consumption

 Water Use

Water is a vital commodity in the processing of our ore. A distinction needs to be made between water use and water consumption.

Water consumption is the water lost from the system (mine site) over a period of time which must be made up from water sources external to the site. Losses can occur through evaporation, by being trapped in our tailings, or through transport off-site in the final product.

Water use is the total amount of water used on the mine site for a given period of time. This includes the water consumed, but also water reused or recycled within the system.

Total water use for 2011 was 144,771,900 m³ compared with 109,200,600 m³ in 2010, which is an increase of 33%. Water use in litres per tonne treated in 2011 was 21% higher than in 2010.

Of this total water use, water consumption in 2011 was 37,254,000 m³, compared with 24,097,600 m³ in 2010, an increase of 56%. Water consumption in litres per tonne treated in 2011 was 21% higher than in 2010.

The main reason for this increase was due to the first full year of production at Peñasquito. Although water consumption increased at Peñasquito the amount of water recycled within the process circuit also increased significantly. Peñasquito improved the management of their tailings storage facility in 2011 which included improved storage of water within the facility to be reused in the process circuit.

X Water Use

Makeup water is derived from three sources:

- Third-party water supply (water managed by someone else and sold to the mine)
- Surface water (water derived from rainfall captured on our sites, or from off-site surface water sources)
- Groundwater

	2011	2010	Trend
Third-party water (m ³)	102,300	84,000	22%
Surface water (m ³)	4,642,100	5,356,000	-13%
Groundwater (m ³)	32,772,300	18,657,600	76%
Total water consumption (m ³)	37,516,800	24,097,600	56%

Where water is extracted from the environment, the volumes removed are carefully monitored to ensure that sufficient water remains in the system to maintain beneficial downstream uses. Goldcorp did not have a significant detrimental impact on any water source or related downstream habitat in 2011 due to the extraction of water.³

Water Recycling and Reuse

In 2010, the Minerals Council of Australia published *A Water Accounting Framework for the Minerals Industry* which provides definitions for reused water and recycled water.

Reused Water is worked water that is again-tasked without being treated.

Recycled Water is worked water that has been treated.

These definitions of reuse and recycle have been adopted in this report.

A total of 107,518,000 m³ of water was recycled or reused in our operations in 2011, amounting to 74% of our total water use. The total water recycled or reused in 2010 was 85,103,000 m³ or 78% of our total water use. The main source of recycled and reused water was the return of water from tailings dams and heap leach ponds to our process circuits.

Water Discharge

Some of our mines operate as non-discharge sites, while others operate in climates where there is an excess of water that must be released from the sites.

Source of Discharge Water

A total of 19,077,700 m³ of water was released in 2011, compared with 14,222,400 m³ in 2010, which is a 34% increase. Water discharged per tonne treated in 2011 was 18% higher than in 2010.

The principal sources of the water released from our sites are shown in the table below.

Principal Discharges	2011	2010
Mine dewatering (m ³)	3,696,900	3,396,000
Controlled release from tailings dams (m ³)	7,902,100	7,026,000
Storm water (m ³)	1,028,300	762,000
Treated water (m ³)	6,392,500	2,999,400

³ This determination was not based on a professional assessment undertaken by a third-party professional body.

Goldcorp's overall approach to water discharge is to ensure compliance with all applicable standards, and to manage it appropriately. Every attempt is made to divert clean water around our operations in order to maximize the amount of water in existing natural systems, and to minimize the amount of water we have to manage.

Water that falls directly onto our operating sites, but does not come into contact with areas of potential contamination, is designated turbid water. This water may carry higher-than-normal levels of sediment, and it is channelled through sediment reduction installations to reduce the sediment load prior to release, or it is retained on-site for use.

All potentially contaminated water is retained on-site and is only discharged to the environment once it meets stringent water-quality standards.

Discharge Water Receiving Environment

Of our water discharged in 2011, 90% was discharged to surface water, 5% to groundwater, and 5% to other receiving environments (third party use or irrigation).

Discharge Water Quality

Water is not discharged unless it meets established water release criteria. In their publication *A Water Accounting Framework for the Minerals Industry*, the Minerals Council of Australia also provided definitions for three broad categories of water release quality.

Category 1 is water close to the standards of drinking water, as it only requires minimum treatment (disinfection) to be safe for human consumption. It can be used for all purposes.

Category 2 is water that requires treatment to remove total dissolved solids and to adjust other parameters to be safe for human consumption. It can be used for many agricultural and recreational purposes.

Category 3 is hyper saline water that cannot be used for any agricultural purposes without removal of total dissolved solids.

Of the 19,077,700 m³ of water released from our operations in 2011, 735,900 m³ was Category 1 water (4%), 18,001,600 m³ was Category 2 water (94%) and 340,200 m³ was Category 3 water (2%).

Potential Downstream Impacts

Discharge and runoff from mine sites can affect waterbodies and related aquatic habitats if they are not properly controlled. Many of our operations are zero discharge, using all of the water collected on-site in their internal operations. All water discharged from our operations is monitored prior to release in order to ensure that it meets the appropriate regulatory standards. During release, samples are collected and analyzed periodically to ensure that the appropriate regulatory standards continue to be met.

No waterbodies or related aquatic habitats were significantly affected by discharge from our operations in 2011.

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Biodiversity

[Land Management](#) | [Protected Areas](#) | [Managing Biodiversity](#) | [IUCN Red List](#)

Goldcorp manages significant areas of land in and around our mines. Our operations span a range of ecosystems, from the Boreal Forest region of northern Canada to the semi-arid shrubland of central Mexico. In all cases, we seek to design, construct, operate and close our operations in ways that minimize the risks to biodiversity and limit our environmental impact.

 Land Use Categories

Land Management

We define productive land as land covered by our mining leases and land that we own or manage. Only a small percentage of this land is disturbed as a result of our mining activities (see graph). The total area of land owned, leased and/or managed for production activities or extractive use in 2011 was 343,100 hectares (ha), compared

with 65,400 hectares in 2010. The significant increase is due mainly to the acquisition of the Cerro Negro and El Morro projects both of which have substantial land holdings. These two projects were included in our data collection process for the first time in 2011.

The land area held by Goldcorp can be divided into broad categories:

- *Disturbed land* – 10,400 hectares (9,020 hectares in 2010) of land currently disturbed (waste rock dumps, tailings dams, etc.)
- *Reclaimed land* – 2,320 hectares (2,270 hectares in 2010) of disturbed land that has been reclaimed
- *Undisturbed land* – 330,370 hectares (54,100 hectares in 2010) of land that has never been disturbed by our operations

After disturbance, we reclaim the disturbed areas as quickly as possible. However, the nature of hard rock mining means that large areas of disturbance remain throughout the life of the mine (e.g., the pit, active waste rock dumps and tailings dams) and are not available for reclamation until mine closure. Where possible, we execute reclamation concurrent with mine operations.

The incremental area of land disturbed and reclaimed in 2010 and 2011 is shown in the table below.

	2011	2010
Disturbed (ha)	969	264
Reclaimed (ha)	78	184

The change in disturbed area is due mainly to construction and expansion activities at Red Lake, Marigold, Los Filos, Peñasquito and Éléonore.

Protected Areas

Goldcorp does not own, lease or manage any land in, or adjacent to, protected areas or areas of high biodiversity value outside protected areas, other than the following:

The Black Hills - The Black Hills National Forest is located in western South Dakota and northeastern Wyoming, and it encompasses rugged rock formations, canyons and gulches, grassland parks, streams, deep blue lakes and unique caves. The area has a rich and diverse cultural heritage. Spearfish Canyon is an area of approximately 11,500 acres lying predominantly within the Black Hills National Forest and to the west of Goldcorp's Wharf mine. Designated as a scenic byway, Spearfish Canyon is a 20-mile route of 1,000-foot limestone cliffs and recognized areas of biological and cultural interest. The Wharf mine does not directly impact the Black Hills National Forest or Spearfish Canyon.

Mexico - In Mexico, a Land Use Change Authorization is required to change an existing land use to a mining land use prior to construction activities. The Authorization identifies the areas in which operational activities and infrastructure will be located. Under Mexican legislation, the permitted area must include a buffer zone around the area of impact, and the operation is required to maintain this area as one of conservation. No mining activity may be undertaken in the conservation area unless a Land Use Change Authorization is sought from, and granted by, the relevant environmental authority. Both our Los Filos and Peñasquito mines have established conservation buffer zones around their permitted areas of operation, and these areas will remain in force throughout the lives of

the projects. No specific conservation requirements or management activities are required within the conservation area; however, both operations have implemented management plans to minimize impacts in these areas.

Managing Biodiversity

Goldcorp recognizes the importance of protecting biodiversity, and is committed to operating in a manner that minimizes our impact on biodiversity and, where possible, actively increases biodiversity values. Our primary biodiversity focus is on habitat protection and restoration. We do not use biodiversity offsets as part of our overall policy and approach.

Four of our nine operations are required to have some form of biodiversity management plan, all of which are currently in place (100%). Regardless of regulatory requirements, all of our operations have voluntarily developed and implemented biodiversity management practices.

IUCN Red List

The International Union for Conservation of Nature (IUCN) Red List of Threatened Species is the world's most comprehensive inventory of the global conservation status of plant and animal species.

The IUCN provides an interactive tool on its website that enables a geographically based search of its database. This search was conducted for each of our operating sites and revealed the number of species listed in the table below.

	IUCN Red List	Special status species (usually from national endangered species lists)
Flora species	1	24
Fauna species	14	12

12 of the 14 are fauna species identified on the IUCN website are wide-ranging species that potentially live in the Boreal Forest region of northern Ontario. In Canada, these same species have been identified as "species at risk" and are protected by federal legislation called the *Species at Risk Act, 2003* (SARA). While none of these species are directly impacted by operations at either Red Lake or Musselwhite, they are recognized in both sites' wildlife management plans.

All of our sites pay particular attention to areas of the operation that could potentially harm wildlife. Precautions include minimizing disturbances to vegetation and waterbodies, implementing programs to control pests and weeds, maintaining cyanide levels in all open waters (including tailings dams) below levels that pose a threat to wildlife (consistent with the International Cyanide Management Code), promoting employee and community awareness programs regarding wildlife, reclaiming disturbed areas as quickly as possible and promoting habitat diversity within these reclaimed areas.

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Transport

Transport is a critical component of Goldcorp's business. We own and lease a significant fleet of heavy equipment used to mine and transport ore and waste rock. We use light vehicles to move people around our sites, and we

transport large quantities of materials along public roads to our operations. In addition, our employees and contractors use cars, buses and planes to get to and from work.

The potential impacts from transport related to our activities are felt in three principal areas, GHG emissions, potential road accidents, and traffic issues such as noise, dust, and road maintenance. Goldcorp recognizes these potential impacts and has strategies and/or management plans in place to reduce and mitigate impacts.

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Product Responsibility

Life Cycle Analysis | Materials Stewardship | Product Handling

Goldcorp mine products include doré bars, which are unrefined gold and silver bullion bars, and lead and zinc concentrates. The doré bars are transferred by secure means to precious metals refineries to be further processed into almost-pure metal and the concentrates are transported to smelting facilities for further refinement.

Gold and silver doré bars pose no environmental or health risks; and they can be managed in this form without environmental or social impacts. As such, we have not developed detailed protocols or procedures relating to product responsibility (other than for product security), and there were no instances of non-compliance with regulations or voluntary codes concerning the health and safety impacts of our products in 2011.

Our products are sold in bulk and do not require packaging. This indicator is not material for Goldcorp.

While lead has been mined and used in industrial and household products for centuries, and zinc is a trace element essential to human health, both pose risks to human health and the environment when not managed correctly. Concentrates containing combinations of gold, silver, lead and zinc are loaded onto highway road vehicles for transport to in-country smelters or to sea ports for export to foreign smelters in Asia, Europe and North America. Transportation of such concentrate is subject to numerous risks including, but not limited to, road blocks, terrorism, weather conditions and environmental liabilities in the event of an accident or leak. Peñasquito is Goldcorp's only facility producing concentrates at this time and has developed emergency response plans to cover the trucking of its concentrate.

Goldcorp does not produce lead or zinc products that are sold directly to the public.

Life Cycle Analysis

Life Cycle Analysis is a systematic technique for identifying and evaluating the potential economic, environmental and social benefits and impacts (including the health and safety impacts) associated with a product or function throughout its entire life, from extraction of raw materials to its eventual disposal and assimilation into the environment.

As outlined above, metallic gold and silver are biologically benign. The gold and/or silver doré bars produced by Goldcorp do not pose any significant health and safety impacts.

Conversely, the supply chain for gold is highly complex – a situation that has been increasingly recognized by industry associations, regulators and various other stakeholders. For example, the US Dodd-Frank *Wall Street Reform Act* includes provisions with implications for supply chain responsibility and mandates requirements for disclosure on use of "conflict minerals" from the Democratic Republic of Congo (DRC). The Responsible Jewellery Council, an international not-for-profit industry association, is planning to finalize a Chain-of-Custody Certification

for precious metals (gold, platinum, palladium and rhodium).

The World Gold Council, the industry's key marketing body, has recognized that in some circumstances, gold may represent a potential source of funding for armed groups involved in civil conflicts throughout the world. As a member company, Goldcorp has supported the World Gold Council's efforts in developing the Conflict-Free Gold Standard. The standard is intended to ensure that gold produced under its guidelines neither fuels armed conflict, nor funds armed groups, nor contributes to human rights abuses associated with these conflicts. The Standard is designed to apply globally, for World Gold Council members and other companies involved in the extraction of gold. During 2011, one of Goldcorp's employees was seconded to the World Gold Council to play a key role in finalizing the Standard, ensuring that it is auditable and facilitating a pilot study that will road test the Standard at Goldcorp's Los Filos mine in 2012.

Materials Stewardship

Gold is used as bullion and in jewellery, glass and electronics, with jewellery consuming about 60% of all gold produced according to the World Gold Council's Facts. Gold's use in electronics is becoming increasingly important and can be reviewed on the World Gold Council's Interactive Town. Silver is valued as a precious metal, and its halide salts (especially silver nitrate) are also widely used in photography. The major outlets for silver are photography, the electrical and electronic industries, and domestic use (as cutlery, jewellery and mirrors).

Both gold and silver are extensively recycled. Mining accounts for about two-thirds of the global supply of gold. The other third comes from existing supplies – mainly recycled scrap gold (e.g., from jewellery, dental materials, plating solutions and electronic equipment) and gold from central banks. Photographic wastes, spent catalysts and electronic scrap are the major sources of materials for silver recycling.

Product Handling

Goldcorp sells into the worldwide gold and silver market and, as a result, is not dependent on a particular purchaser. We sell our products to refineries or smelters for secondary treatment – not directly to the public. We have a commercial relationship with our customers, and any issues that may arise are addressed according to the terms of our mutual contractual obligations. There were no complaints, incidences of breaches of customer privacy, or losses of customer data in 2011. We are unaware of any outstanding customer issues.

The doré bars produced at the mine site do not carry public labelling. They are transferred to a refinery for further processing to the London Bullion Market (LBM) standard. Once produced, all 99.99% gold bars are allocated a bar number and imprinted with an LBM registered refiner's mark. There were no instances of non-compliance with regulations or voluntary codes concerning product information and the labelling of our products in 2011.

There are no codes or voluntary standards that relate to marketing communications regarding gold and/or silver doré bars. Goldcorp is a member of the World Gold Council. As the gold industry's key marketing body, the World Gold Council works closely with jewellery retailers, manufacturers, wholesalers, banks, investment companies and distribution specialists to promote the use of gold in jewellery and industrial applications, as well as by central banks and other official sector institutions.

There were no fines for non-compliance with laws and regulations concerning the provision and use of our products in 2011.

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Mine Closure

Goldcorp is committed to developing, operating and closing its mining properties in a sustainable manner. For the closed sites, this means making them as environmentally productive as possible post mining. It is not usually possible to restore a site to what it was prior to mining, but it is possible to establish a healthy, thriving ecosystem and productive land use after reclamation is completed. This is the goal for all of our sites.

 Provision

Closure Planning

All of our operations have closure plans in place. These plans are reviewed annually to ensure that they are current and reflect any changes that may have occurred over the prior 12 months. Some plans have been reviewed by an independent third party, and we intend to have all plans independently reviewed on a rolling basis.

Goldcorp encourages stakeholder consultation to occur as early as possible in the closure process in order to demonstrate our commitment and transparency. This is particularly important where infrastructure is being retained for community use, the post-mining land use involves community input, and the post-mining land use is different from the pre-existing land use.

Our closure plans focus on the social and environmental aspects of closure. We make provision for closure and consider the economic implications of it on local communities. We do not consider labour transition in our closure plans, as this process is not initiated until closer to the actual date of mine closure.

Making Provision for Closure

Goldcorp adopted International Financial Reporting Standards (IFRS) in 2011. 2010 financial data (including provision for closure) have been recalculated to IFRS for comparative purposes. These standards apply to legal obligations associated with the retirement of a tangible long-lived asset that result from its acquisition, construction, development or normal operation. Goldcorp's provision for closure amounted to \$395 million in 2011, compared with a provision of \$360 million in 2010.

The undiscounted value of these obligations is \$1,354 million in 2011 as compared to 2010 which was \$1,040 million¹. This is calculated using an effective weighted inflation rate assumption of 2%.

Learn more about our closure activities by clicking on the links to the left under "Stories".

¹ 2010 figure adjusted for IFRS.

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Compliance

[Significant Environmental Incidents](#) | [Fines](#)

Goldcorp complies with the environmental laws and regulations of the jurisdiction within which it operates. In many cases, higher performance standards are imposed through site-specific licences and permits, or through internal standards mandated by the corporation.

Significant Environmental Incidents

We introduced a rigorous environmental incident notification and reporting process in 2007. All incidents are classified into five categories (in ascending order of severity from Category I to Category V). This system is based on Australian Standard 4360: 1995 Risk Management, and assesses incidents based on their actual or potential impact.

A Category IV incident occurred at Peñasquito when 43 dead sparrows were found on the leach pad where ponding of solution had occurred. The ponded area that caused the incident was addressed and eliminated. The sparrow species is not a listed species on any conservation list.

Only Category II incidents and above are reported company-wide (reportable incidents). Category I incidents (insignificant) are collected by the operation to assist in incident trend analysis. A total of 69 reportable incidents were recorded in 2011, compared with 81 in 2010, which is a 15% decrease in total reportable incidents. Significant incidents (Category III and above) were 33% higher in 2011.

- ✖ The Category IV incident occurred at Peñasquito when 43 dead
- ✖ sparrows were found on the leach pad where ponding of
- ✖ solution had occurred. The ponded area that caused the
- ✖ incident was addressed and eliminated. The sparrow species is
- ✖ not a listed species on any conservation list.

Environmental Incidents

Incident Category	2011	2010	Trend
Category II	53	69	-23%
Category III	15	12	25%
Category IV	1	0	NA
Category V	0	0	-
Total	69	81	-15%

Significant Spills

There were 22 significant spills in four categories in 2011 (a significant spill is defined as in excess of 200 litres). All of these spills were retained in primary or secondary containment, or occurred on already disturbed ground (e.g. in an open pit or on a haul road). Where a spill occurred outside containment, any contaminated soil was collected and disposed of appropriately. All of these 22 spills are included in our incident statistics above.

Fines

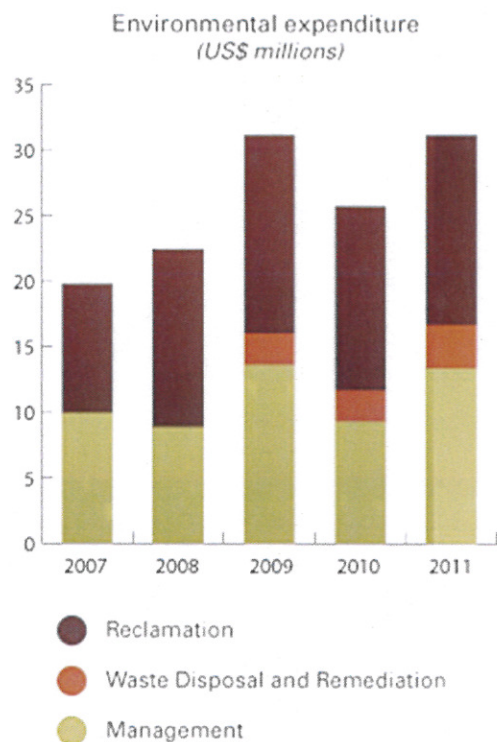
There were two fines imposed on Goldcorp operations for non-compliance with environmental laws and regulations in 2011.

The Éléonore project paid fines totalling approximately US\$400,000. The fines were for conducting certain development activities during the exploration phase of the project without first obtaining all necessary permits and exemptions, operating a leaky domestic wastewater septic system, a compliance issue with an existing permit to operate a dock in a water reservoir, and improper storage of materials. Although the fine was received in 2011, the findings occurred in 2008 and 2009. All the required permits were ultimately received and significant changes to the management structure and reporting systems were also made at the Éléonore project as a result.

Goldcorp's El Sauzal mine was fined US\$8,000 for clearing and road building for a new powder magazine in an area of approximately 1.5 hectares. The fine was paid and the area now has the appropriate permit.

Significant Spills		
Spill Category	No.	Volume (L)
Process spill	9	28,700
Diesel spill	3	2,99
Oil spill	7	7,300
Cyanide spill	3	1,000
Total	22	39,900

Environmental Expenditure



Environmental expenditures are difficult to assess because it is often part of the regular operation of a mine. Many initiatives undertaken result in both operational and environmental benefits and thus cannot be easily reported separately. The costs that we do separate are noted in this section.

Direct Costs

Direct environmental costs amounted to \$31.1 million in 2011, compared with \$25.8 million in 2010. This is a year-on-year increase of 21%.

In 2011, an additional \$7.8 million (\$1.5 in 2010) was spent on permits for new projects and upgrades. The significant permitting expenditures were at Wharf, Éléonore, Cerro Negro and El Morro where major permitting activities were undertaken with successful approvals achieved.

Capital Costs

A total of \$16.2 million was spent on capital upgrades and new environmental infrastructure in 2011 (\$27.6 million in 2010).

Almost half of the 2010 capital cost was incurred at the Porcupine mine for construction of the cyanide destruction plant, the tailings dam height increase and the polishing pond - thus the completion of this project resulted in a significant decrease in capital spending for 2011. Construction of a tailings filtration plant similarly was underway at the Marlin mine in 2011; however, those capital costs have been captured as part of operations and are thus not reflected here.



Data

Included below is the key data for Goldcorp for 2011 (data from 2007, 2008, 2009 and 2010 is provided for comparison). The 2011 operating year was the fifth year of comprehensive data collection for Goldcorp. We will continue to build on this base in coming years.

- All data for calendar year, or as at 31 December.
- All data for 100% of managed operations unless stated otherwise
- The standard monetary unit is the US Dollar (US\$).

<i>Parameter</i>	<i>2011</i>	<i>2010</i>	<i>2009</i>	<i>2008</i>	<i>2007</i>
ECONOMIC					
Financial¹					
Revenue - \$million	5,362	3,738	2,724	2,420	2,207
Earnings from operations (value added) – \$million	2,626	1,660	821	513	612
Adjusted net earnings – \$million	1,786	1,048	588	397	440
Total assets at December 31 - \$million	29,374	27,639	20,304	19,002	18,952
Operating					
Gold production – ounces	2,514,700	2,466,900	2,421,300	2,324,300	2,292,600
Silver production - ounces	27,824,600	20,211,800	12,798,500	9,681,800	17,007,200
Shareholders					
Adjusted net earnings per share – \$	2.22	1.43	0.80	0.56	0.62
Dividends – \$million	330	154	132	129	127
Share price at 31 December – \$	44.25	45.98	39.34	31.53	33.93
<p>1. 2010 and 2011 financial figures are presented using International Financial Reporting Standards; 2007, 2008 and 2009 figures are presented using Canadian generally accepted accounting principles.</p>					
ENVIRONMENTAL					
Materials					
Ore processed – million tonnes (Mt)	95	82	73	55	35
Ore milled – Mt	41	31	14	11	12
Ore leached – Mt	54	51	59	44	24
Principal consumables					
Cyanide - tonnes	23,000	23,900	21,300	14,000	10,000
Lime (in all forms) - tonnes	164,300	151,000	150,500	96,300	63,600
Sodium metabisulphate - tonnes	3,600	3,900	4,700	3,100	
Grinding balls - tonnes	42,700	28,100	11,000	9,600	10,200

Goldcorp has changed significantly through acquisition and divestment, and the development of new mines over the last five years (see Overview Section - Data Measurement). Consequently, care should be exercised in interpreting changes in raw data and trends in ratios shown in this report.

Data

<i>Parameter</i>	<i>2011</i>	<i>2010</i>	<i>2009</i>	<i>2008</i>	<i>2007</i>
Energy					
Total energy – terra joules (TJ)	15,400	13,500	10,900	8,500	
Total direct energy - TJ	9,100	8,200	7,400	5,600	
Total indirect energy - TJ	6,300	5,300	3,500	2,800	
Diesel – kilolitres (kL)	220,700	192,400	169,600	124,800	78,000
Gasoline – kL	4,200	3,900	3,800	3,200	2,000
Explosives – tonnes	82,200	90,200	99,600	57,000	32,900
ANFO – tonnes	49,300	72,600	88,900	49,800	26,400
Emulsion – tonnes	32,900	17,600	10,700	7,200	6,500
Propane – giga joules (GJ)	508,700	448,300	467,800	534,100	
Natural gas – GJ	292,100	271,100	230,600	241,100	
Grid power – megawatt hours	1,762,700	1,477,300	966,400	764,800	712,100
Water					
Total water use - mega litres (ML)	144,800	109,200	35,700	23,500	25,100
Water consumption - ML	37,500	24,100	23,900	11,700	10,700
Recycled & reused water – ML	107,500	85,100	11,800	11,800	14,300
Total water discharged - ML	19,000	14,200	17,400	19,500	19,300
Mine dewatering - ML	3,700	3,400	5,700	9,400	5,900
Controlled release from tailings dam – ML	7,900	7,000	8,600	8,400	9,900
Treated water - ML	6,400	3,000	800	1,100	2,100
Storm water - ML	1,000	800	2,200	500	1,400
Biodiversity					
Total managed land area – hectares (ha)	343,100	65,400	70,000	69,800	69,800
Disturbed land - ha	10,400	9,000	10,700	9,900	8,100
Reclaimed land - ha	2,300	2,300	2,000	1,900	1,700
Land not disturbed by mining - ha	330,400	54,100	55,740	58,000	60,000
Annual land disturbed – ha	970	260	460	1,300	460
Annual land reclaimed - ha	80	180	130	230	95
Provision for closure – \$million	395	360	307	285	261

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Data

<i>Parameter</i>	<i>2011</i>	<i>2010</i>	<i>2009</i>	<i>2008</i>	<i>2007</i>
Emissions, Effluents, and Wastes					
Greenhouse gas emissions – tonnes CO ₂ e	1,411,700	1,192,500	857,100	643,500	484,300
<i>Scope 1 ghg emissions – tonnes CO₂e</i>	<i>667,800</i>	<i>595,200</i>	<i>542,500</i>	<i>411,200</i>	<i>279,400</i>
<i>Scope 2 ghg emissions – tonnes CO₂e</i>	<i>743,900</i>	<i>597,300</i>	<i>314,600</i>	<i>232,300</i>	<i>204,900</i>
Significant air emissions (Canada & US only)					
<i>Carbon monoxide – tonnes</i>	1,450	2,070	1,970	2,050	1,770
<i>Oxides of nitrogen – tonnes</i>	1,270	800	860	1,280	70
<i>Sulphur dioxide - tonnes</i>	140	130	70	90	20
Process wastes					
<i>Waste rock – Mt</i>	206	258	216	142	94
<i>Tailings – Mt</i>	40	30	13	10	9
Non-process wastes					
<i>Scrap steel – tonnes</i>	477,900	4,600	4,600	2,900	3,100
<i>Tires – tonnes</i>	9,300	3,000	4,380	1,800	770
<i>Waste hydrocarbons – kL</i>	2,800	2,940	2,480	1,850	1,500
<i>Waste Glycol/antifreeze - kL</i>	140	110	100	22	
Hazardous wastes					
<i>Batteries – tonnes</i>	97	85	67	80	34
<i>Laboratory waste - tonnes</i>	213	74	23	10	
Compliance					
Environmental incidents	69	81	80	165	178
<i>Category II</i>	<i>53</i>	<i>69</i>	<i>64</i>	<i>118</i>	<i>110</i>
<i>Category III</i>	<i>15</i>	<i>12</i>	<i>15</i>	<i>43</i>	<i>59</i>
<i>Category IV</i>	<i>1</i>	<i>0</i>	<i>1</i>	<i>4</i>	<i>8</i>
<i>Category V</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>
Total fines – \$	400,800	0	0	149,900	97,500
Overall					
Environmental expenditure – \$million	55	56	47	36	46
<i>Environmental management – \$million</i>	<i>31</i>	<i>26</i>	<i>31</i>	<i>23</i>	<i>22</i>
<i>Permitting – \$million</i>	<i>8</i>	<i>2</i>	<i>0.2</i>	<i>0.4</i>	<i>0.7</i>
<i>Capital expenditure – \$million</i>	<i>16</i>	<i>28</i>	<i>10</i>	<i>13</i>	<i>23</i>

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Data

<i>Parameter</i>	2011	2010	2009	2008	2007
SOCIAL					
Employment					
Total Workforce	14,512	11,293	12,328	9,679	10,299
Employees	7,502	6,748	6,807	6,052	5,304
Contractors	7,010	4,545	5,521	3,627	4,995
Safety					
Fatalities	4	1	1	3	4
All injury frequency rate (200,000 hrs)	1.82	2.63	2.89	3.39	4.26
Lost time injury frequency rate (200,000 hrs)	0.31	0.36	0.34	0.61	0.92
Community					
Contributions to local communities – \$million	666.7	576.5	364.0	92.5	
Direct contributions – \$million	12.5	12.8	5.3		
Indirect contributions – \$million	653.1	563.7	364		
Corporate Donations & sponsorships	8	6.6	2.9		
Community development – \$million	2.6	1.1	0.9		
Education – \$million	4.8	4.9	1.6		
Health – \$million	0.2	0.2	0.1		
Arts & Culture – \$million	0.4	0.3	0.2		

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