



## Human Rights Policy

Eldorado Gold Corporation and its subsidiaries are committed to supporting the protection of international human rights through best practices in all of our business activities. While governments have the primary responsibility for protecting and upholding the human rights of their citizens, Eldorado Gold recognizes its responsibility to respect human rights at all of its operations. This Policy is not intended to supersede local laws, but rather to support host governments in the protection of human rights and the prevention of human rights abuses.

Accordingly, Eldorado Gold and its subsidiaries will:

1. Uphold and respect human rights as defined in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
2. Respect the rights of our workforce, local community members and other stakeholders who may be impacted by our business activities. We expect our business partners, including security providers, contractors and suppliers, to share this commitment to rights including those in regard to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, minimum wages, equal opportunity and freedom from discrimination.
3. Support the elimination of all forms of child, forcibly indentured and compulsory labour.
4. Establish grievance mechanisms to identify, receive and respond to human rights concerns from any stakeholder in a neutral manner. Eldorado Gold will take measures to ensure the grievance mechanism's accessibility, effectiveness and continuous improvement.
5. Not discriminate against any individual on the basis of race, sex, religion, age, social status, sexual orientation or any other arbitrary characteristic unrelated to the individual's job performance.
6. When it is necessary to engage with public or private security forces, uphold the Voluntary Principles on Security and Human Rights while adhering to local law and regulations.
7. Respect the rights of local and indigenous communities near our sites of operation and ensure that all relevant stakeholders are engaged and measures taken to respect their rights.
8. Strive for continuous improvement in upholding and respecting human rights through ongoing dialogue with internal and external stakeholders.
9. Not tolerate disrespectful or inappropriate behaviour, harassment, intimidation or unfair treatment, or retaliation of any kind by our employees or those of our suppliers and business partners.
10. Continually review and evaluate changing human rights conditions in the jurisdictions in which we operate.

Our Human Rights Policy has been informed by the following relevant standards and initiatives:

- The International Bill of Human Rights
- The Ten Principles of the UN Global Compact
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- The Voluntary Principles on Security and Human Rights
- The Guiding Principles on Business and Human Rights

George Burns  
*President and Chief Executive Officer*

Approved on October 31, 2017