

**DECLARATION OF COMPLIANCE WITH COMPANY POLICIES**  
**(Policies, Regulations, Procedures & SIMS Standards)**

\_\_\_\_\_ *[insert legal entity's name]*, as legally represented by,  
\_\_\_\_\_ *[insert full name]*, in his/her capacity as \_\_\_\_\_  
*[position/title]* and legal representative of \_\_\_\_\_ *[insert legal entity's name]*, hereby declares that it has been informed and has fully understood the Policies, Standards, Regulations, Procedures of Hellas Gold Single Member S.A., in force and applicable from time to time to the Kassandra mines projects (the "**Company Policies**") as well as the SIMS Standards and the Golden Rules of Eldorado Gold Corporation, as posted at <https://www.hellas-gold.com/ellinikos-xrysos/company-policies#en> and/or as such have been notified to \_\_\_\_\_ *[insert legal entity's name]* and/or as the latter ought to be aware thereof.

\_\_\_\_\_ *[insert legal entity's name]* explicitly states that it shall comply with all the terms described in the Company Policies, the SIMS Standards and the Golden Rules of Eldorado Gold Corporation, also undertaking the obligation to be up to date with any changes therein, as such changes are updated in <https://www.hellas-gold.com/ellinikos-xrysos/company-policies#en> and/or as it might be notified for such changes and/or as it might become aware of such changes, irrespective of the source of such knowledge.

\_\_\_\_\_ *[insert legal entity's name]* shall also duly inform all the employees of the legal entity and anyone who works for the legal entity, as well as all subcontractors and agents, which are to be engaged under or in connection with this contract to perform certain parts of the works/services, regarding their obligation to comply with the Company Policies, the SIMS Standards and the Golden Rules of Eldorado Gold Corporation. If the legal entity, its legal representatives or managers, or any of its employees, and/or personnel and/or any subcontractor or agent, violate the Company Policies, the SIMS Standards and the Golden Rules of Eldorado Gold Corporation in any way, Hellas Gold Single Member S.A. has the right to terminate this agreement without prejudice to its right to seek any loss or damage (positive or loss of profit, material or moral).

\_\_\_\_\_ *[insert legal entity's name]* accepts that throughout the duration of this agreement, clear monitoring and oversight by Hellas Gold Single Member S.A., reporting obligations on behalf of \_\_\_\_\_ *[insert legal entity's name]*, and communication protocols between Hellas Gold Single Member S.A. and \_\_\_\_\_ *[insert legal entity's name]* will be established and for that reason it designates Mr/Mrs/Ms \_\_\_\_\_, \_\_\_\_\_ *[name & title]*, to represent it on sustainability and compliance issues and to notify Hellas Gold Single Member S.A.'s representative in writing of:

**Hellas Gold Single Member S.A.**

**Head Office:** 23A Vasilissis Sofias Ave., 10674 Athens, Greece | **T:** +30 214 687 0000 | **F:** +30 214 687 0095

**Branch Office:** Stratoni, 63074 Halkidiki, Greece | **T:** +30 23760 25000 | **F:** +30 23760 21081

**E:** GR-info@eldoradogold.com | **W:** hellas-gold.com

1. any non-compliance with applicable legislation or regulations, the Company Policies, as well as the SIMS Standards and the Eldorado Golden Rules;
2. any governmental notice for non-compliance in regards to activities associated with the project; and/or
3. incidents or practices of child or forced labour, or human rights violations.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Position/Title: \_\_\_\_\_

Legal Entity: \_\_\_\_\_

Seal: \_\_\_\_\_

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