



eldorado gold

Eldorado Gold

Health and Safety Policy

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I. Introduction

Eldorado Gold Corporation (“Eldorado”) is committed to incorporating sustainability from the ground up, as articulated in our Sustainability Framework. We work to provide a safe and healthy workplace and are committed to providing leadership and resources to manage health and safety risks. Incorporating health and safety into everything we do empowers our workforce, fosters integrity, prevents harm to people and communities and drives our success. In our pursuit of safe and healthy operations, we are committed to the prevention of employee and contractor injury and illness through hazard elimination and risk reduction at every stage of our business - from exploration to closure.

II. Purpose

The purpose of this Health and Safety (H&S) Policy is to articulate Eldorado’s health and safety commitments; the Company’s expectations of our employees and contractors; and our commitment to engaging with stakeholders affected by our operations, in support of our Sustainability Framework.

III. Scope

Our H&S Policy and management approach has been informed by the following international frameworks:

- The International Cyanide Management Code
- The ILO International Labor Standards on Occupational Safety and Health
- The Mining Association of Canada’s *Towards Sustainable Mining Health and Safety Protocol* and
- World Gold Council Responsible Gold Mining Principles

Our H&S Policy and management approach are also informed by ISO 45001: Occupational Health and Safety Management Systems.

Our Sustainability Integrated Management System (“SIMS”) establishes company-wide sustainability requirements aligned with these international frameworks to ensure consistent application and adherence across all operations and to drive H&S excellence. All employees, and contractors are expected to adhere to this H&S Policy and associated requirements in SIMS.

Eldorado is committed to:

1. Promoting and working to demonstrate “safety first” and “zero harm” as core concepts of our safety culture across all levels of the organization.

2. Empowering, educating and supporting our managers at all levels to advocate for safety in all we do, leading by example every day and proactively interacting and engaging with our workforce and our stakeholders on health and safety.
3. Promoting a positive learning and continuous improvement culture, both individually and organizationally, where our employees and contractors take personal responsibility for safety and seek to grow their safety competency.
4. Complying with all applicable legal, regulatory and other internal requirements, including SIMS.
5. Envisioning, establishing and communicating health and safety objectives and targets to deliver continuous improvement toward our ultimate goal of a zero-harm workplace.
6. Proactively identifying and managing hazards through risk-based thinking, tools and training, and applying the control hierarchy of elimination, substitution, engineering, administration and use of personal protective equipment (PPE).
7. Empowering workers, contractors, and worker's representatives to prevent harm through a "stop work authority" and providing input to effective health and safety systems and control strategies.
8. Understanding, assigning and communicating roles, responsibilities and accountabilities respecting health and safety performance at all levels of our organization, and provide appropriate resources to support achievement of our H&S Policy commitments and SIMS requirements.
9. Seeking to prioritize employee well-being through the provision of physically safe work environments.
10. Seeking to prioritize employee well-being through the provision of psychologically safe and respectful work environments. This includes offering wellness programs that contain mental health initiatives and providing confidential support for employees in need.
11. Implementing Emergency Response Plans and ensuring employees are trained to respond to emergencies and crises to protect people and the environment.
12. Enabling prompt reporting, inquiry and examination into near misses and incidents, to drive risk communication, recognizing safe behaviors and applying learnings to help improve safety controls and nurture a learning culture.
13. Performing ongoing review and assurance of our health and safety management systems, standards, procedures and performance to drive continuous improvement through focused action, employee engagement and cultivation of a strong safety culture.
14. Celebrating successes, collaboration, and innovation that contributes towards a zero harm workplace and fosters a learning culture centered on the safety and wellbeing of our people.

IV. Reporting

Eldorado publicly reports health and safety management and performance information on an annual basis through the following mechanisms:

- Corporate sustainability report prepared in accordance with the voluntary Global Reporting Initiative (GRI) standards (Core option) and Sustainability Accounting Standards Board (SASB) Metals and Mining Standard, and

- Responsible Gold Mining Principles report, including company conformance and third-party assurance.

Reporting mechanisms are selected to ensure disclosures are transparent, well-organized and support our Sustainability Framework. Review of new or evolving reporting mechanisms is undertaken annually, at a minimum, to ensure our approach remains fit for purpose.

V. Governance and Accountability

The Sustainability Committee of the Board provides oversight of Company policies and strategies in the areas of occupational health and safety. Ultimate accountability for health and safety performance rests with our President & Chief Executive Officer (CEO), while the Executive Vice President and Chief Strategy Officer and Executive Vice President and Chief Operating Officer have oversight at the corporate level. Responsibility for ensuring adherence to this Policy is assigned to the General Manager of each project and operation.

Every Eldorado employee is responsible and accountable to adhere to safety and health rules, to correct unsafe conditions and look out for one another by preventing unsafe work.

VI. Monitoring and Non-Compliance

Eldorado monitors compliance with this Policy by conducting quarterly risk assessments and regular site-based assessments in accordance with our Sustainability Integrated Management System.

VII. Contacts

The Director, Health and Safety is responsible for establishing and maintaining this Policy. The Policy is approved by the President & CEO.

VIII. Document Control

Version	Author	Approval	Approval Date
1.0	Jennifer Prospero	George Burns	February 24, 2022