

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. In addition, we recognize that we have an opportunity to promote human rights where we can make a positive contribution. This policy is not intended to supersede local laws, but rather to support host governments in the protection of human rights and prevention of human rights abuses.

Eldorado Gold identifies human rights as those internationally defined and recognized rights as laid out in the International Bill of Human Rights, to which every human being is entitled. We also encourage our business partners to uphold these rights.

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 employees, contractors, workers in our supply chain, local community members and other stakeholders who may be impacted by our business activities. We expect our business partners, including contractors and suppliers, to share this commitment to rights, including those in regard to working conditions, freedom of association, 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. Have grievance mechanisms in place, or under implementation, at our mine sites to receive and respond to human rights concerns from any stakeholder in a neutral manner. Where a human rights violation by an employee is detected, Eldorado Gold will take measures to ensure the grievance mechanism's effectiveness and continual 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 private security forces, uphold the Voluntary Principles on Security and Human Rights, as well as local laws in the jurisdictions in which we operate.
7. Respect the rights of the indigenous and local communities living near our sites of operation and ensure that all relevant stakeholders are engaged and appropriate measures are taken to respect their rights.
8. Strive for continuous improvement in upholding and respecting human rights through ongoing dialogue with a range of internal and external stakeholders.
9. Continually review and evaluate changing human rights conditions in the jurisdictions in which we operate and update our guiding principles to reflect this.

Our Human Rights Policy is supported by the following corporate policies:

- Code of Business Conduct and Ethics
- Health and Safety Policy
- Environmental Policy

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

- International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights)
- The Ten Principles of the UN Global Compact
- International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- Voluntary Principles on Security and Human Rights
- Guiding Principles on Business and Human Rights

Our Human Rights Policy is also used to inform our internal procedures, training and internal reporting structures.

Approved on January 8, 2016 by:



Paul N. Wright
President & Chief Executive Officer