



## Health and Safety Policy

The health and safety of our employees and local stakeholders is a core value of Eldorado Gold Corporation. Central to that value is providing our employees with both a safe working environment and the skills necessary to perform their tasks in a safe manner.

Accordingly, Eldorado Gold and its subsidiaries will:

1. Promote safety as a core value within all levels of the organization.
2. Comply fully with all applicable health and safety laws and regulations while adopting international best practices.
3. Promote a culture where all employees and contractors take responsibility for safety, actively take part in training and recognize the importance of continuous improvement.
4. Provide appropriate resources throughout project life cycles to ensure the risks associated with every task are understood and mitigated.
5. Offer wellness programs in order to provide basic medical treatment, including immunizations and medical checkups as an effort towards illness prevention.
6. Require all of our contractors, suppliers and partners to conform to our Health and Safety Policy in their business activities while on our sites.
7. Adhere to the Company's Global Health and Safety Directive to ensure consistency with respect to the design and application of health and safety management systems.
8. Implement emergency response programs at each mine site to support our activities, employees, visitors and community members.
9. Ensure that our Health and Safety Policy is made accessible to all employees, contractors, stakeholders, business partners and interested parties to Eldorado Gold.

Our Health and Safety Policy and systems are informed by:

- The OHSAS 18001:2011 Occupational Health and Safety Management Systems Standard
- The Mining Association of Canada's *Towards Sustainable Mining Health and Safety Protocol*
- The ILO International Labor Standards on Occupational Safety and Health

**George Burns**  
*President and Chief Executive Officer*

Approved on October 31, 2017