



## SUPPLIER CODE OF CONDUCT

### INTRODUCTION

At Eldorado Gold (Quebec) Inc. (« Eldorado»), we believe that the company has an ethical and a business imperative to be responsible corporate citizens. This responsibility includes establishing a set of minimum standards of conduct for suppliers of goods and services to Eldorado. Eldorado values the relationships with its suppliers as they are critical to Eldorado's success in all its operations. This **Supplier Code of Conduct** should be read in conjunction with Eldorado's *Code of Business Conduct and Ethics*, which applies to all of our employees, officers and directors. It is Eldorado's objective to partner with suppliers that share our values. Suppliers, and all sub-contractors working on their behalf, are expected to take reasonable measures to ensure that the standards set out in this **Supplier Code of Conduct** are implemented, where relevant.

### COMPLIANCE WITH LAWS

Suppliers must operate their businesses in accordance with all applicable laws, codes, rules and regulations of the jurisdictions in which they operate.

### HUMAN RIGHTS AND LABOUR STANDARDS

Eldorado is committed to implementing the highest standards of human rights and labour standards in its operations and treat their workers and contractors with dignity and respect. Accordingly, Eldorado's suppliers must support and respect the protection of internationally proclaimed human rights and support the elimination of all forms of modern slavery. Suppliers must alert Eldorado immediately if they become aware of any situation that is or could reasonably be construed as a violation of modern slavery laws or standards. Suppliers must not employ children below the minimum legal age where the work is performed. Suppliers are expected to ensure timely payments of salary and benefits to any employees, sub-contractors and sub-suppliers.

### DISCRIMINATION

Suppliers must not discriminate on race, color, ethnicity, nationality, age, gender, religion, sexual orientation, marital status, creed, pregnancy, disability, political beliefs or other basis prohibited by law.

## **HEALTH AND SAFETY MANAGEMENT**

At Eldorado, our goal is zero harm and a workplace free from injuries and illnesses. Suppliers must comply with all applicable health and safety laws and regulations at all times. In addition, suppliers must encourage employees to be actively involved in the improvement of their health and safety and comply with Eldorado's health and safety policies during any visit to, or operations on, Eldorado site.

## **ENVIRONMENTAL MANAGEMENT**

Eldorado seeks to avoid, minimize, mitigate or remediate negative impacts on the environment and proactively manage risks. Suppliers must meet or exceed all environmental laws where they operate at all times. Suppliers must encourage the development and use of technologies that promote sustainable development, protect the environment, reduce pollution, increase recycling and reduce waste. In addition, suppliers must comply with Eldorado's environmental policies during any visit to, or operations on, Eldorado site.

## **LOCAL PROCUREMENT**

Suppliers must, to the extent practicable, identify opportunities that incorporate local procurement and employment for goods and services.

## **CONFIDENTIALITY AND PUBLICATION**

Suppliers must maintain all proprietary information of Eldorado in the strictest confidence. Suppliers must not publish a press release or a different type of publication with the name or the logo of Eldorado without an official authorization of Eldorado. Suppliers must not publish pictures of goods and services taken on the site of Eldorado without an official authorization of Eldorado.

## **CONFLICT OF INTEREST**

Suppliers must alert Eldorado immediately if they become aware of any situation that is or could reasonably be expected to give rise to a conflict of interest between suppliers and Eldorado.

## **ANTI-BRIBERY AND CORRUPTION**

Eldorado is committed to responsible operations conducted in accordance with all applicable laws, and a culture of honesty, integrity and accountability. In conjunction with *Eldorado's Code of Business Conduct and Ethics*, suppliers must follow the *Eldorado's Anti-Bribery and Corruption Policy*. Any and all forms of illegal or inappropriate activity are strictly prohibited and may result in termination of any or all agreements with Eldorado.

## **INSIDER TRADING**

Suppliers must comply with all insider trading laws and not trade in the securities of Eldorado during any period when they have become aware of confidential or material undisclosed information of Eldorado. In conjunction with *Eldorado's Insider Trading Policy*, suppliers must understand and meet their responsibilities.

## **WITHOUT SMOKE, DRUG FREE AND WITHOUT ALCOHOL**

Any site of Eldorado is without smoke, drug free and without alcohol. Suppliers shall apply a zero-tolerance policy for the smoke, the alcohol and the drug with its personal when its personal is on any site of Eldorado.

**DEMONSTRATION OF COMPLIANCE**

Suppliers must be able to demonstrate compliance with the Eldorado's **Supplier Code of Conduct** at the request. Suppliers must be able to support Eldorado during any investigation into the suppliers compliance. Failure to adhere to the Eldorado's **Supplier Code of Conduct** may be grounds for termination of the supplier relationship with Eldorado. Once every two years, suppliers are required to reaffirm their understanding and agreement to comply with the Eldorado's standards.

**We understand and agree to comply with these standards**

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

Name and Title of Representative : \_\_\_\_\_

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

Date (dd/mm/yy) : \_\_\_\_\_