



HUMAN RIGHTS POLICY (2020)

At SSR Mining, we respect the human rights of individuals impacted by our operations and activities. Wherever we work, we strive to avoid causing or contributing to human rights violations and to facilitate access to remedy. We have zero tolerance for any human rights violations committed at our operations, by our employees, our work partners or other third parties operating on our behalf.

This Policy sets out SSR Mining's commitment to respect human rights.

Commitments

SSR Mining commits to:

- Recognize its responsibility under the UN Guiding Principles on Business and Human Rights to respect human rights throughout its operations and supply chain
- Respect internationally recognized human rights comprising, at a minimum, rights related to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, minimum wages, peaceful assembly, and equal opportunity
- Not discriminate against any individual based on race, religion, ethnicity, national origin, color, gender, age, sexual orientation, citizenship, marital status, pregnancy, disability or any other legally protected characteristic unrelated to an individual's job performance
- Zero tolerance for violations of human rights committed by employees, work partners, third parties acting on its behalf
- Oppose all forms of slavery, forced or compulsory labor and child labor, both within its organization and within its supply chains
- Conduct independent human rights assessments at our corporate offices and operational sites on a prioritized risk basis to identify and manage human rights risks and potential impacts. At a minimum, we will include the following in our human rights assessments: working conditions; non-discrimination; health and safety; security; water management; Indigenous rights; vulnerable groups; and our key suppliers and work partners
- Treat our stakeholders (including employees, work partners and local communities) fairly and without discrimination or harassment of any kind
- Respect the history, culture and traditional ways of Indigenous Peoples, their standing as distinct, self-determining peoples with collective rights, and their interests in land, waters and the environment
- Recognize that local communities, stakeholders and Indigenous communities have a role to play in the development of projects likely to affect them, and engage with them for input and feedback
- Maintain formal mechanisms, including a grievance mechanism and the mechanism provided under our *Whistleblower Policy*, for stakeholders and Indigenous communities to submit and resolve complaints related to human rights matters
- Consider human rights risks and impacts in major investment decisions, including the acquisition of new properties and mines, as well as potential mergers and acquisitions

Implementation

To fulfil the commitments set out above, SSR Mining will:

- Provide a safe and healthy workplace for its staff
- Promote diversity and inclusion
- Only employ individuals above the legal minimum employment age as set by law in countries of operation or in line with ILO Convention 138
- Communicate this Policy internally and externally to help ensure our stakeholders and Indigenous communities understand our human rights responsibilities and commitments
- Provide training on our human rights policy and expectations as part of our employee and contractor induction programs
- Conduct enhanced human rights training for our senior corporate leadership and our operations management, and including first level supervisors, and others in higher risk job functions
- Establish and maintain meaningful and transparent relationships with local communities, grounded in principles of mutual respect and trust
- Seek out opportunities to support and promote the enjoyment of human rights for our stakeholders and Indigenous communities (e.g., the right to education)
- Regularly review our performance, and that of our key suppliers and work partners, on human rights matters relative to our policies and standards to enable continual improvement in our human rights management and performance
- Follow the Voluntary Principles on Security and Human Rights in our dealings with public and private security personnel, and local communities
- Prevent, mitigate, and where appropriate, remedy negative human rights impacts that are caused, or contributed to, by SSR Mining. Should we be directly linked to negative human rights impacts because of activities in our value chain, we will work to use our leverage to prevent or mitigate those impacts.
- Take appropriate action where we identify violations of this Policy by employees or work partners, up to and including termination of employment or contract, and referral to the relevant authorities.
- Publicly communicate our human rights management approach and performance in our annual Sustainability Report

This Policy does not supersede applicable laws and regulations in the jurisdictions in which we operate; rather, it is intended to support host governments in the protection of human rights and the prevention of human rights abuses.

This Policy is aligned with the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises. This includes support and respect for the human rights expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Scope, Application and Responsibility

This Policy applies to all directors, officers, employees, and work partners of SSR Mining Inc., our subsidiaries, affiliates and joint ventures, wherever located.

SSR Mining's Executive Committee has direct accountability for the implementation of this policy including establishing initiatives and objectives that promote and support this Policy.

Periodic Review

SSR Mining's Board of Director's will review and evaluate this Policy on a regular basis. This Policy will be available on SSR Mining's website and a copy of the policy will be posted in English and the local languages at sites operated by SSR Mining.