



HUMAN RIGHTS POLICY (NOVEMBER 2019)

As part of our commitment to responsible corporate citizenship, SSR Mining recognizes our responsibility to respect the protection of human rights in all of our business activities. Therefore, we will:

- Respect human 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, colour, gender, age, sexual orientation, citizenship, marital status, pregnancy, disability or any other legally protected characteristic unrelated to an individual's job performance
- Conduct human rights assessments at our corporate and site levels 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 contractors
- Engage our stakeholders and Indigenous communities for input and feedback related to our human rights management approach and performance
- Maintain formal mechanisms, including 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
- Regularly review our performance, and that of our key suppliers and contractors, on human rights matters relative to our policies and standards to enable continual improvement in our human rights management and performance
- Seek out opportunities to support and promote the enjoyment of human rights for our stakeholders and Indigenous communities (e.g., the right to education)
- Support the elimination of all forms of child and forced labour
- Conduct human rights training for our senior corporate leadership and our operations management, including first level supervisors
- Communicate this Policy internally and externally to help ensure our stakeholders and Indigenous communities understand our human rights responsibilities and commitments
- 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 Labour Organization's Declaration on Fundamental Principles and Rights at Work.

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