



## HUMAN RIGHTS POLICY

As a globally responsible mining company, Galiano Gold Inc. ("Galiano" or the "Company") respects human rights as articulated within the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social, and Cultural Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work*. We support and promote the *UN Guiding Principles on Business and Human Rights* through the adoption of this Human Rights Policy.

Respect for human rights is a fundamental component of our commitment to ethical business conduct and corporate social responsibility, as embedded in our *Code of Business Conduct and Ethics* and our *Sustainability Policy*. For consistent application throughout our Company and business units, each operating subsidiary of Galiano will be required to respect human rights in its activities and operations. All Galiano Gold directors, employees, and contractors are required to adhere to this Policy.

### Our Human Rights Commitment

Galiano Gold will:

- Avoid causing or contributing to adverse human rights impacts through its business activities, and will address such impacts if they occur
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts
- Integrate our commitment to human rights into all relevant Galiano codes of conduct, policies, procedures, and strategy; including our *Code of Business Conduct and Ethics* and our *Sustainability Policy*
- Ensure the presence and effective implementation of value and supply chain policies that clearly communicate our expectation of our business partners, contractors, and suppliers to respect human rights, and commit to the inclusion of key suppliers in our human rights due diligence and/or impact assessments
- Deliver training on human rights for employees and contractors as part of our induction and ongoing training to support an informed workplace culture that respects human rights
- Ensure we have and promote accessible mechanisms in place for stakeholders to raise concerns and seek remedy for issues related to human rights
- Communicate our commitments and performance related to human rights with our stakeholders at the local, national, and international levels

- Periodically review this Policy and its implementation with a view to continuous improvement in relation to human rights

## **SPECIFIC COMMITMENTS**

### **Human Rights Due Diligence**

Galiano will develop and implement due diligence processes in order to identify and assess salient human rights issues, and to monitor and manage potential human rights risks and impacts. Through this process, we will seek to uphold our commitment to avoid causing or contributing to adverse human rights impacts, to address impacts when or if they may occur, and to seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations. Our human rights due diligence practices will strengthen over time and will apply to all of our activities, including acquisitions or investments in new jurisdictions.

### **In the Workplace**

Galiano respects the rights and dignity of its employees and contract workers and is committed to the principles of equal opportunity and fair employment for all. As embedded in our *Code of Business Conduct and Ethics*, we will not tolerate any type of discrimination or harassment, and we oppose any form of forced, compulsory, or child labour.

We are committed to the health, safety, and well-being of all people involved in our business operations as articulated in our *Occupational Health & Safety Policy* and we prioritize initiatives to foster a safe, just, and favourable workplace culture for our workforce. We respect workers rights and specifically respect the right of our workers to freedom of association and effective engagement in collective bargaining processes.

### **In Communities**

We regularly engage with our stakeholders in host communities and take into consideration their interests, perspectives, concerns, customs, and cultural heritage before we act. We specifically engage with our host communities to understand the socio-economic, human rights and environmental impacts and implications of our business activities in local, regional, and national contexts; the latter of which is enshrined in our *Environmental Policy*.

Galiano is committed to avoid causing or contributing to adverse human rights impacts of local communities, with particular sensitivity for vulnerable or marginalized groups. We will avoid, where possible, the resettlement of local residents. Where unavoidable, we will follow international standards and best practices to ensure that compensation as well as the livelihoods, welfare, and socio-economic conditions of project-affected persons are respected and any adverse human rights impacts are mitigated by the development of our mining projects.

We will ensure we provide access to legitimate, fair, and transparent access to remedy for our employees, contractors and community members to bring human rights concerns to our

attention through our formal grievance mechanisms and to respond in a timely manner to stakeholder concerns.

Additionally, we believe our contribution to economic development through employment, training, procurement, community health & education, can further reinforce our respect for human rights and supports our overarching commitment to optimize benefits; to positively contribute towards the socio-economic situation of our host communities and country. While acknowledging local and national development priorities and action plans, we endeavour to respect human rights and sustainable development outcomes in our host communities through our community development projects and partnerships.

### **Security**

We will protect both our people and our assets in a responsible manner that ensures the rights of our host communities are respected. Our security procedures are aligned with, and we are committed to, the implementation of the Voluntary Principles on Security and Human Rights (VPs), which provide an operating framework to maintain the safety and security of our operations based on respect for human rights. We will train our on-site, private security contractors to understand and meet their responsibility to respect human rights, including risk assessments, incident reporting, and the responsible use of force.

### **Governance**

The mandate of our Sustainability Committee includes oversight of the adherence to our Human Rights Policy and addressing concerns raised through the Whistleblower Policy. The Executive Vice President, Sustainability leads the implementation of our Human Rights Policy and provides guidance to executive and subsidiary management.

### **Reporting**

We will publicly communicate/report on our Human Rights policies, procedures, training, and performance through our annual Sustainability Reports as well as continuous engagement with our stakeholders.

Approved and adopted by the Board of Directors of Galiano Gold on May 1, 2020.