



GOLD RESOURCE

C O R P O R A T I O N

COMMUNITIES POLICY

Gold Resource Corporation and its wholly-owned subsidiaries (collectively referred to as the “Company”) is committed to making a beneficial and sustainable impact in the host communities in which it operates. We believe the Company can positively impact the lives of the people living near our operations, and we can be a significant contributor to the social and economic development of the communities in these areas.

The Company pledges to:

- Hire and train locally when possible to contribute to the economic development of our host communities.
- Provide fair and competitive compensation.
- Treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias.
- Employ and promote employees on the basis of merit.
- Invest in local community initiatives in the areas of health, education, and in projects contributing to long-term socio-economic sustainability.
- Enforce a drug and alcohol-free workplace.
- Ensure no discriminatory conduct is tolerated in the workplace.
- Uphold fundamental human rights and respect of cultures, customs and values of the host communities impacted by our activities

A handwritten signature in black ink, appearing to read 'Allen Palmiere', with a horizontal line extending to the right.

Allen Palmiere
President & Chief Executive Officer
October 2021