



GOLD RESOURCE

C O R P O R A T I O N

SAFETY & HEALTH POLICY

Gold Resource Corporation and its wholly-owned subsidiaries (collectively referred to as the “Company”) believes every employee and contractor deserves to work in a safe and healthy work environment. The Company believes no job is worth performing in an unsafe way or in a dangerous environment, and all injuries and work-related illnesses are preventable. The Company pledges to promote a safe and healthy work environment in compliance with all applicable rules and regulations at its operations.

The Company pledges to uphold the following principles:

- Maintain a culture of zero harm where all employees, contractors, and visitors clearly understand the Company’s commitment to safety and health.
- If a task cannot be done safely, it will not be done.
- Working safely is a condition of employment. Failure to support a safe and healthy work environment may lead to termination of employment.
- Each employee, contractor, and visitor is accountable for consideration of his or her own safety, and the safety of those around them.
- Everyone is expected to identify hazards and minimize risk by following all safety procedures and protocols and maintaining the necessary skills to work safely.

To fulfill this policy, The Company commits to:

1. Maintain a clearly defined safety and health management system where all employees, contractors, and visitors support the Company’s core safety and health principles.
2. Maintain standards to minimize serious or fatal risks to employees, contractors and visitors by providing a framework to identify, assess and manage potential safety risks.
3. Maintain standards to minimize health risks to employees, contractors and visitors by anticipating, recognizing, evaluating and controlling potential occupational health hazards.
4. Maintain standards to promote wellness and healthy lifestyles for our employees and contractors, including access to healthcare clinics to raise awareness of the benefits of healthy lifestyle choices.

A handwritten signature in black ink, appearing to read 'Allen Palmiere', is positioned above the printed name.

Allen Palmiere
CEO & President
April 2021