

**NEW GOLD
ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES
EMPLOYMENT STANDARDS POLICY**

In Ontario, the *Accessibility for Ontarians with Disabilities Act, 2005* (the “AODA”) aims to create a more accessible Ontario by identifying and, to the extent possible, preventing and eliminating barriers experienced by people with disabilities.

The *Integrated Accessibility Standards* regulation (the “IASR”), enacted under the AODA, sets out obligations with respect to four accessibility standards in the areas of Information and Communications, Employment, Transportation and Design of Public Spaces, in addition to certain general requirements. New Gold has implemented the New Gold Accessibility for Ontarians with Disabilities Integrated Accessibility Standards and New Gold Accessibility for Ontarians Multi-Year Accessibility Plan, which set out New Gold’s commitment to meeting its obligations under the IASR.

New Gold is implementing the New Gold Accessibility for Ontarians with Disabilities Employment Standards Policy (the “Policy”) to ensure that all Applicants and current Employees of New Gold are aware of their rights under the Employment Standard, and to set out New Gold’s policies with respect to the individual accommodation of Applicants and Employees.

Who Does this Policy Apply to?

This Policy applies to New Gold’s operations in Ontario and to all Applicants and Employees of New Gold, in the Province of Ontario.

Terms

The following terms as used in this Policy have the following meanings.

“Applicant” means a person applying for paid employment with New Gold in Ontario, whether applying for a full-time, part-time, temporary or casual position.

“Barrier” means anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability. This includes a physical barrier, an architectural barrier, information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

“Disability” means:

- (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- (b) a condition of mental impairment or a developmental disability;
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- (d) a mental disorder; or

- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

“Employee” means a paid employee of New Gold in Ontario, whether engaged on a full-time, part-time, temporary, casual, or reduced work arrangement.

“New Gold” means New Gold Inc. operating in Ontario.

“We” and “Our” means New Gold.

Policy Background

The IASR standards enacted under the AODA were developed to identify, remove and prevent barriers and increase accessibility for persons with disabilities.

New Gold is governed by this Policy as well as the following policies in meeting the accessibility needs of persons with disabilities:

New Gold Accessible Customer Service Policy

New Gold Accessibility for Ontarians with Disabilities Integrated Accessibility Standards Policy

New Gold Accessibility for Ontarians with Disabilities Multi-Year Accessibility Plan

Policy Statements

New Gold is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of persons with disabilities in a timely manner, and will do so by identifying, removing and preventing barriers to accessibility and meeting accessibility standards in accordance with the AODA.

RECRUITMENT, ASSESSMENT & SELECTION OF APPLICANTS

New Gold is committed to ensuring that all Applicants are able to participate equally in New Gold’s recruitment, assessment and selection process. New Gold notifies Applicants, its employees and the general public about the availability of accommodation for Applicants with disabilities in its recruitment process by including such information in any job posting, whether such posting is made internally or externally. New Gold also communicates this information directly to Applicants when they are individually selected to participate further in the assessment or selection process.

New Gold encourages all Applicants with disabilities to contact New Gold if they require accommodation during the recruitment process. New Gold will consult with the Applicant and provide, or arrange for the provision of, suitable accommodation in a manner that takes into account the Applicant’s accessibility needs due to disability.

KEEPING EMPLOYEES INFORMED

When making offers of employment to successful Applicants, New Gold ensures that Applicants are aware of New Gold’s policies for accommodating employees in Ontario with disabilities by providing a copy of this Policy along with all offer letters and/or employment contracts.

Should any changes be made to the Policy, New Gold will ensure that a revised copy of the Policy is available to all Employees on New Gold's internal intranet website as soon as possible, but in any event no later than thirty (30) days after revisions to the Policy are made.

PROVIDING EMPLOYEES WITH ACCESSIBLE FORMATS AND COMMUNICATION SUPPORTS

An Employee with a disability may at any time request that information which the Employee needs in order to perform the Employee's job, or information that is generally available to other Employees, be provided to the Employee in an accessible format or with appropriate communication supports. New Gold is committed to providing, or arranging for the provision of, accessible formats and communication supports for its Employees.

New Gold will consult with every Employee with a disability who requests accessible formats or communication supports in the workplace to determine the most suitable solution to the barrier faced by the Employee.

INDIVIDUALIZED WORKPLACE EMERGENCY RESPONSE PLANS FOR EMPLOYEES

New Gold is committed to ensuring the safety of all of its Employees in the event of a workplace emergency. New Gold expects that where an Employee has a disability, including a temporary injury or medical condition, that could impact the Employee's ability to safely respond in the event of a workplace emergency, the Employee will alert New Gold to any possible barriers the Employee may face. New Gold requests that all Employees with disabilities complete the Identification of Potential Barriers during an Emergency Questionnaire, available through the Human Resources Department and on New Gold's internal intranet.

The information provided on the Questionnaire will assist New Gold to design an individualized workplace emergency response plan to help an Employee overcome any barriers they may face in the event of a workplace emergency.

All new Employees will be provided with a copy of the Questionnaire within thirty (30) days of their start date with New Gold.

All information provided by Employees in the Questionnaire will remain confidential, except to the extent disclosure is necessary in order to assist the Employee pursuant to their individualized workplace emergency response plan. Employees are not required to provide details regarding their medical condition or disability, only about the type of help or assistance the Employee may need in an emergency.

Individualized workplace emergency response plans will be reviewed whenever an Employee moves to a different location in the organization, when the Employee's overall accommodation needs or plans are reviewed and when New Gold reviews its general emergency response policies.

DEVELOPING DOCUMENTED INDIVIDUAL ACCOMMODATION PLANS FOR EMPLOYEES

New Gold will provide reasonable accommodation to all Employees with disabilities who require accommodation in the workplace, and will work with Employees to develop unique individual accommodation plans that best suit the needs of each individual Employee. The development of individual accommodation plans is the responsibility of the Human Resources Department.

When developing individual accommodation plans, New Gold will follow the process set out below:

1. New Gold will consult with an Employee who requires accommodation in the workplace before developing an individual accommodation plan for the Employee.
2. Employees who require accommodation in the workplace are required to cooperate with the accommodation process, including providing New Gold with medical information and documentation setting out the Employee's accommodation needs, restrictions and limitations. Employees are encouraged to openly discuss their accommodation needs, as well as any medical restrictions and limitations, with New Gold.
3. New Gold may request that an Employee undergo an evaluation by an independent medical or other expert to determine the Employee's individual accommodation needs, including any medical restrictions or limitations. The costs of any such evaluation by an independent medical or other expert will be paid for by New Gold. New Gold will refer to the results of any evaluation conducted by an independent medical or other expert to assist New Gold in determining whether and/or how the Employee can be best accommodated in the workplace.
4. New Gold will consider the Employee's individual accommodation needs, as communicated to New Gold by the Employee and as described in any medical information received by New Gold in regards to the Employee, and will develop an appropriate and reasonable individual accommodation plan which takes into account the Employee's medical restrictions and limitations.
5. New Gold will provide the Employee with an opportunity to provide comments and feedback on the individual accommodation plan before the individual accommodation plan is implemented. Where appropriate, New Gold may revise the individual accommodation plan based on the Employee's comments.
6. In advance of any meeting with New Gold to discuss the development of an individual accommodation plan, an Employee may submit a request in writing to the Human Resources Department to have a representative from New Gold participate in the development of the individual accommodation plan, including a member of the Joint Health and Safety Committee or a manager or supervisor. Where the representative proposed by the Employee is not appropriate, New Gold will suggest a substitute representative for the Employee. The Employee understands that the representative may be privy to personal information, including any medical information received, regarding the Employee as a result of the representative's participation in the development of the individual accommodation plan.
7. New Gold will implement the individual accommodation plan in the workplace. If, during the implementation of the individual accommodation plan, an Employee experiences difficulties or has concerns regarding the individual accommodation plan, New Gold encourages the Employee to raise these concerns immediately with Human Resources. Where appropriate, New Gold may make adjustments to the individual accommodation plan based on feedback received from the Employee. In some cases, an Employee may be required to provide updated medical information to New Gold prior to changes being made to the individual accommodation plan.
8. New Gold will take all necessary steps to ensure the protection and privacy of the employee's personal information, including any medical information received. An Employee's medical information shall be stored in a secure location separate and apart from the Employee's regular personnel file and will be accessible only by those Employees who are involved in the development and implementation of the Employee's individual accommodation plan. New Gold shall maintain the confidentiality of the Employee's personal information and shall not disclose the Employee's personal information to any third party without the consent of the

Employee, except as required by law. New Gold is required to outline the steps it will take to protect the privacy of the employee's personal information. Keeping sensitive medical information in a separate file and restricting access to that file is one example of how New Gold could protect the privacy of the employee's personal information. New Gold may customize this provision as it sees fit.

9. An individual accommodation plan shall be reviewed and may be updated as often as is necessary to ensure the safe and reasonable accommodation of the Employee. At a minimum, the individual accommodation plan shall be reviewed whenever:
 - a. an Employee's accessibility needs change;
 - b. an Employee moves to a different location or position within New Gold;
 - c. an Employee, or an Employee's manager or supervisor, communicates any concerns to New Gold in regards to the individual accommodation plan; or
 - d. New Gold receives new medical information in regards to the Employee.
10. New Gold will take all reasonable steps to provide an Employee with individual accommodation in the workplace. If, for any reason, New Gold is unable to provide an Employee with individual accommodation in the workplace, New Gold will meet with the Employee to explain the reasons why New Gold is unable to accommodate the Employee.
11. New Gold will consult with an Employee who requires an individual accommodation plan to ensure that the individual accommodation plan is provided to the Employee in a format that takes into account the Employee's accessibility needs due to disability.

Information regarding accessible formats and communications supports provided to an Employee, if any, will also be included in an individual accommodation plan.

In addition, an individual accommodation plan will include individualized workplace emergency response information (where required), and will identify any other accommodation that is to be provided to the Employee.

RETURN TO WORK PROCESS FOR EMPLOYEES

New Gold is committed to ensuring the safe and successful return to work of those Employees who have been absent from work due to a disability. The return to work process, including the development of individual accommodation plans, is the responsibility of the Human Resources Department.

Those Employees who have been absent from work as a result of a workplace injury and who received benefits pursuant to the *Workplace Safety and Insurance Act, 1997* (the "WSIA") shall return to work in accordance with the return to work process established by the WSIA.

For all other Employees who have been absent from work due to a disability, and who require disability-related accommodations in order to return to work, New Gold shall follow the return to work process established below:

1. In order to provide the greatest chance of a successful return to work, New Gold will require the Employee to provide New Gold with medical information from the Employee's treating physician or specialist stating that the Employee is fit to return to work, and setting out the Employee's accommodation needs, medical restrictions and limitations, if any.

2. Once an Employee's treating physician or specialist has approved the Employee to return to work, New Gold will consult with the Employee, either in person or over the phone, to discuss:
 - a. any concerns the Employee has in regards to returning to work;
 - b. the medical information received by New Gold in regards to the Employee's medical restrictions and limitations; and
 - c. the development and implementation of an individual accommodation plan to be put in place upon the Employee's return to work.
3. New Gold will consider the Employee's individual accommodation needs, as communicated to New Gold by the Employee and as described in any medical information received by New Gold in regards to the Employee, and will develop an appropriate and reasonable individual accommodation plan which takes into account the Employee's medical restrictions and limitations.
4. New Gold will follow the process described above for the development and implementation of an individual accommodation plan.
5. The individual accommodation plan shall be put in place immediately upon the Employee's return to work. Depending on the nature of the Employee's disability, the individual accommodation plan may serve as a transitional plan which assists the Employee to integrate back into their regular duties and responsibilities, or may provide long term, ongoing accommodation for the Employee.

PERFORMANCE MANAGEMENT, CAREER DEVELOPMENT AND ADVANCEMENT & REDEPLOYMENT

New Gold will consider the accessibility needs of Employees with disabilities, as well as any individual accommodation plans for Employees, when conducting performance management, providing career development and advancement to Employees, or when redeploying Employees.

Contact for Questions

For questions related to this Policy please contact: for Corporate Maria Ermakov, HR Advisor by telephone at +1 416 775 7555 or maria.ermakov@newgold.com or for the Rainy River project Christine Ruppenstein, Supervisor HR, by telephone at +1 807 482 2501 or christine.ruppenstein@newgold.com.