

Human Rights Policy

New Gold Inc. and its subsidiaries (together “**New Gold**”) are committed to integrating human rights best practices into our business operations and decision-making processes. New Gold is a signatory to the UN Global Compact and seeks to observe the UN Guiding Principles for Business and Human Rights and committed to reflecting its ten principles relating to human rights, labour, environment and anti-corruption in all of our business operations. This policy should be read in conjunction with New Gold’s Health, Safety, Environment and Corporate Social Responsibility Policy and Anti-Bribery and Anti-Corruption Policy, as well as New Gold’s Code of Business Conduct and Ethics and other policies and procedures.

Further to ongoing dialogues with our stakeholders concerning the effectiveness of our initiatives, New Gold makes the following commitments:

1. New Gold will support, uphold and respect the protection of internationally proclaimed human rights.
2. New Gold will not be complicit in human rights abuses and will continually aim to improve this policy and its human rights practices.
3. New Gold will commission human rights assessments in instances where, through a comprehensive risk assessment and/or due diligence process, New Gold identifies a significant risk of human rights abuses in the area where we operate or are considering operating.
4. New Gold’s human rights performance, as well as appropriate information regarding any human rights assessments, will be made available to the public through annual reporting initiatives.
5. New Gold will respect workers’ rights to freedom of association, equal opportunity, freedom from discrimination, peaceful protest and assembly and collective bargaining.
6. New Gold will respect the rights and dignity of employees and will not allow forced, compulsory or child labour.
7. New Gold observes the Voluntary Principles on Security and Human Rights. Where New Gold hires private security providers to protect employees, resources and company property, it will take steps to ensure such providers have not been involved in serious human rights abuses or breaches of international humanitarian law. Any private security providers will be required to comply strictly with local and international law. Where necessary, New Gold will provide human rights training to employees engaged in security functions and to any private security forces hired by us and will regularly consult with host governments and communities on the impact of our security arrangements to those communities. New Gold will not hire public security forces, except in extraordinary circumstances.
8. New Gold will respect the rights and traditions of indigenous peoples where it operates by proactively seeking, engaging and supporting meaningful dialogue regarding our operations.
9. New Gold will make every effort to avoid involuntary resettlement wherever possible. When relocation cannot be avoided, New Gold will establish a resettlement plan aligned with the International Finance Corporation Performance Standards and in consultation with the affected communities, to minimize adverse social and economic impacts of resettlement.
10. New Gold employees will be trained periodically on this Human Rights Policy.

Queries or concerns

Any person with a question or concern about this policy may contact New Gold's General Counsel at #3510 – 181 Bay Street, Toronto, ON, Canada, M5J 2T3.

Last reviewed and approved by the Board of Directors on December 7, 2018.