



GOLDEN STAR RESOURCES LTD.

POLICY ON HUMAN RIGHTS

Golden Star supports and respects the protection of international human rights within our sphere of influence. Golden Star will therefore:

- Support and respect the protection of internationally proclaimed human rights and ensure we are not complicit in human rights abuse;
- Ensure that our leaders and managers are committed to creating a culture that upholds the protection of human rights as an integral part of the way we do business;
- Support the United Nations Global Compact and its principles on human rights and labour;
- Implement programs on ethical conduct and human rights in support of the Voluntary Principles on Security and Human Rights;
- Support projects to advance the Sustainable Development Goals in our arenas of influence;
- Provide training to our employees and contractors so that they understand our role in human rights and the need to build and foster strong and respectful links with our community partners as a fundamental part of our business;
- Wherever appropriate and feasible, set operating standards that exceed relevant laws and regulations and international protocols of which we are a signatory;
- Respect the social, economic and cultural rights of indigenous people;
- Develop lasting relationships built on mutual trust and respect so as to reach agreed objectives and shared involvement;
- Regularly review and audit our performance, and that of our supply chain, on human rights matters relative to our policies and standards; and
- Publicly communicate our performance on human rights matters as an integral part of our Global Compact reporting.

A handwritten signature in blue ink, appearing to read "A. Wray", is positioned above the name and title of the signatory.

Andrew Wray
President and CEO

Revision No.	Effective Date	Next Revision Date
2.1	May 2019	November 2021