

GOLDEN STAR

HUMAN RIGHTS POLICY

1 INTRODUCTION

This Human Rights Policy (“Policy”) applies to Golden Star Resources Ltd. and its controlled subsidiaries (collectively “Golden Star”).

Golden Star recognizes that it has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. Golden Star ensures that human rights are upheld across our operations and our value chain by promoting our values of fairness, collaboration, caring, honesty, and respect. Through these principles we aim to be an aspiring business that all our stakeholders are proud to be associated with.

2 PURPOSE

The purpose of the Policy is to communicate to Golden Star stakeholders, including our employees, customers, suppliers, shareholders, and the communities we serve, the ethical and social values we respect and our commitment to uphold human rights.

3 SCOPE

The Policy applies to all of Golden Star activities and representatives, including without limitation:

- All Golden Star personnel of all levels and grades, members, directors, officers, employees, temporary workers, interns, trainees, agents or such other classes of persons acting on behalf of Golden Star, wherever located; and
- All agents and other third parties acting on behalf of Golden Star, such as consultants, non-employee agents, contractors, joint venture partners and any other persons associated with Golden Star, wherever located.

4 POLICY STATEMENT

Golden Star supports and respects the protection of human rights within our sphere of influence. Golden Star is committed to:

- Ensuring we are not complicit in human rights abuse;
- Ensuring our suppliers and business partners share this commitment and putting in place policies and processes that support respect for human rights;
- Ensuring 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;
- Supporting the United Nations Global Compact and its principles on human rights and labour;
- Implementing programs on ethical conduct and human rights aligned with the ILO Core Conventions, OECD Guidelines for Multinational Enterprises, UNHRC Guiding Principles on

Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council's Conflict-Free Gold Standard;

- Implementing mechanisms to ensure potential risks related to human rights of minorities, women, children, persons with disabilities, as well as migrant workers and their families are identified and managed;
- Supporting projects to advance the Sustainable Development Goals in our arenas of influence;
- Providing training to our employees and contractors so that they understand our role in the protection of 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, setting operating standards that exceed relevant laws and regulations and international protocols of which we are a signatory;
- Respecting the social, economic and cultural rights of indigenous people;
- Developing lasting relationships built on mutual trust and respect so as to reach agreed objectives and shared involvement;
- Regularly reviewing and auditing our performance, and that of our supply chain, on human rights matters relative to our policies and standards; and
- Publicly communicating our performance on human rights matters as an integral part of our United Nations Global Compact reporting.

Last Approved by the Board of Directors of Golden Star: February 24, 2021.