

GOLDEN STAR

GOLDEN STAR RESOURCES LTD.

POLICY ON INCLUSION AND DIVERSITY

Golden Star is committed to maintaining and building strong relationships based on mutual respect and recognition of each other's rights. We embrace diversity as it inherently provides different perspectives, evolution of talent as well as responsive and inclusive teamwork.

We recognise diversity as any dimension that can be used to differentiate people including but not limited to religion, race, ethnicity, language, gender, sexual orientation, physical ability, family status, age or political beliefs. Golden Star will therefore:

- Attract and retain a diverse and skilled workforce, for achievement of our goals;
- Ensure that our leaders are committed to creating an inclusive culture that values dignity, respect and the protection of human rights as an integral part of operations, performance and management systems;
- Require our teams to operate in an inclusive way that demonstrates dignity and respect for one another, stakeholders and community;
- Wherever appropriate and feasible, set operating standards that exceed relevant laws and regulations and international protocols of which we are a signatory;
- Set, monitor and review our performance and achievement of objectives and targets for inclusion, diversity, equality and affirmative action;
- Undertake specific actions to enhance the involvement of and equity for, women in our workforce;
- Undertake specific actions to enhance the participation of women and youth in community consultation and community development programs;
- Ensure that all members of the workforce are protected from discrimination, harassment, victimization, bullying, and other actions that diminish rights and limit the creation of a positive and supportive working environment for all;
- Maintain within the Golden Star Board a Corporate Responsibility Committee to provide oversight on the implementation of this policy and the Sustainability Charter;
- Regularly review and audit our performance on inclusion, diversity and affirmative action and that of our contractors, relative to our policies and standards; and
- Publicly report performance on diversity matters.

Andrew Wray
President and CEO



Revision No.	Effective Date	Next Revision Date
1.0	March 2020	March 2022