

Sustainable Development Policy



Our Commitment

Centerra Gold is committed to ensuring a safe and respectful workplace for our employees and contractors, protecting the natural environment, and creating a positive impact in the communities where we operate. We work proactively with key stakeholders, regulators and Indigenous groups to ensure meaningful collaboration in the regions where we explore and through all project phases. We are committed to engaging in a transparent, consistent and accessible manner to build strong and resilient relationships to earn and maintain our regulatory and social licences.

Paul Tomory
President and Chief Executive Officer

Paul Chawrun
Executive Vice President and Chief Operating Officer

This Sustainable Development Policy has been informed by the following international frameworks:

- › World Gold Council Responsible Gold Mining Principles
- › International Cyanide Management Code
- › United Nations Declaration on the Rights of Indigenous Peoples
- › International Labour Organization Declaration on Fundamental Principles and Rights at Work
- › United Nations Universal Declaration of Human Rights
- › Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises
- › United Nations Guiding Principles on Business and Human Rights
- › Voluntary Principles on Security and Human Rights
- › Global Diversity, Equity & Inclusion Benchmarks

This policy applies to all employees, contractors, suppliers and business partners of Centerra and its subsidiaries.



PEOPLE FIRST

We will put *People First* in every region we operate, by committing to nurture an inclusive culture, respecting, valuing and celebrating the global power of all perspectives. Centerra will achieve this by:

- › Maintaining a zero-tolerance approach to ensuring our workplace is safe, promotes equal opportunities, prohibits discriminatory practices and is free of all forms of harassment and violence.
- › Maintaining an effective, fair and transparent grievance mechanism for reporting and resolving workplace and community concerns.
- › Actively pursuing initiatives to attract, retain and develop greater representation of women, Indigenous peoples and cultural diversity within our workforce.

We will ensure that our activities do not directly cause or contribute to human rights violations and shall respect and comply with human rights covenants related to labour, economics, social, culture, health, safety and security, environment and land, modern slavery, cultural heritage, and Indigenous peoples. Centerra will achieve this by:

- › Complying with labour laws and regulations in the jurisdictions in which we operate, and where regulations are not defined, we will refer to international labour standards.
- › Respecting our employees' rights to fair wages, decent work hours, freedom to form trade unions and freedom from discrimination.
- › Regularly conduct due diligence to ensure that our business activities do not cause or contribute to adverse human rights impacts.
- › Seeking to prevent or mitigate adverse human rights impacts that are directly linked to our operations, including our supply chain.



WORK SAFE | HOME SAFE

We will conduct all activities in a responsible manner, integrating our safety leadership values into our processes and systems to ensure consistency in a team-based zero-harm culture. Centerra will achieve this by:

- › Ensuring that safe production is the only acceptable production so that everyone can work safe and go home safe each day.
- › Meeting or exceeding local, regional and national occupational health and safety legislation.
- › Striving to achieve best international industry practices in occupational health and safety.
- › Establishing and maintaining systems to support the identification, control or elimination of occupational health and safety risks and empower managers, employees and contractors to be safety leaders.
- › Ensuring managers, employees and contractors have the appropriate training, tools and personal protective equipment to safely perform their duties.
- › Conducting regular assessments to identify opportunities for continuous improvement and encourage the participation of our employees in the development and implementation of occupational health and safety programs, standards and procedures.
- › Ensuring robust procedures, training and availability of resources for emergency preparedness and response.
- › Aligning our security practices to the Voluntary Principles on Security and Human Rights.



ENVIRONMENTAL STEWARDSHIP

We will proactively collaborate with key stakeholders, regulators and local and Indigenous communities to ensure environmental stewardship throughout all activities. Centerra will achieve this by:

- › Ensuring that our activities are in compliance with legal requirements, permits and regulatory obligations to avoid, minimize, mitigate or compensate for potential impacts on the environment.
- › Reducing waste and use of natural resources by applying reduce, reuse and recycle concepts in our offices and mine sites.
- › Enhancing resiliency against climate change by developing and implementing a climate change strategy that also aims to improve our energy efficiency and reduce our GHG emissions.
- › Designing, building, managing and decommissioning our tailings storage facilities (TSFs) to maintain structural performance, protect the environment and ensure the health and safety of employees and the public.
- › Aligning with the International Cyanide Management Code for the transportation, storage and use of cyanide.
- › Enhancing water usage efficiency and safeguarding water quality while protecting the surrounding ecosystems.
- › Ensuring the protection of biodiversity by utilizing scientific and local knowledge during all project phases. Where possible, we strive to enhance biodiversity on the land we manage.
- › Planning for the closure of operations that considers social and economic factors at an early stage of mine development; including appropriate financial assurances are in place to sufficiently address closure and reclamation.



COMMUNITY

We will conduct meaningful, transparent and culturally sensitive engagement with communities, Indigenous groups and local stakeholders to gain perspectives and share information. Centerra will achieve this by:

- › Respecting the rights, lands, traditions, culturally sensitive areas, values, interests and aspirations of Indigenous groups and communities.
- › Communicating effective site-level grievance mechanisms to ensure community grievances are resolved in a timely manner.
- › Developing stakeholder engagement plans to help manage community expectations, address perceptions and create consistency and transparency in our information disclosure.
- › Seeking to comply with the intent of the United Nations Declaration on the Rights of Indigenous Peoples, and where there are potentially significant adverse impacts, work towards obtaining Free, Prior and Informed Consent (FPIC) of Indigenous peoples.

We aim to maximize socio-economic opportunities in the communities where we operate. Centerra will achieve this by:

- › Implementing strategic community investments and focus on self-sustaining benefits that reduce mine dependency.
- › Maximizing local hiring and procurement which supports the development of local skills and long-term capacity-building in regions where we operate.
- › Supporting initiatives that provide locally owned businesses with procurement opportunities.