



LAND ACCESS AND RESETTLEMENT POLICY (2020)

Statement of Principle

At SSR Mining, we believe that cases where land access and/or resettlement is required to facilitate our operations, the land access and resettlement processes should be created with sustainable development objectives in mind. We will conduct these processes in a manner that respects the major life event that land access and/or resettlement may represent for the affected persons and communities. We are committed to undertaking our activities in a manner that encourages the development of proactive stakeholder engagement.

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Commitments

SSR Mining commits to:

- Comply with applicable laws and regulations in the jurisdictions in which the Corporation operates and the requirements of International Finance Corporation (IFC) Performance Standard Five: Land Acquisition and Involuntary Resettlement
- Ensure that alternative solutions that are potentially economically and operationally viable have been assessed prior to proceeding in order to minimize and avoid displacement to the extent reasonably possible
- Make all reasonable effort to implement voluntary resettlement through an organized process of negotiation with the affected persons and communities
- Define clear channels and mechanisms for dialogue between the Managing Company or designate and the local community in a framework that is respectful of local culture, language, processes and procedures
- Take appropriate steps to ensure that land access and resettlement is planned and undertaken with enough information disclosure to enable adequate and informed stakeholder engagement and participation
- Define a grievance mechanism to ensure any issues will be addressed promptly and transparently in a culturally appropriate manner
- Considering applicable legal requirements, industry standards and the fair and reasonable expectations of the community, provide affected individuals with adequate compensation to enable them to replace what has been affected

- Develop land access and resettlement plans that are monitored, reported on and updated as required throughout the planning and implementation of land access and resettlement activities that address physical and economic displacement impacts related to land access and resettlement
- Take the reasonable steps necessary to restore and endeavor to improve the standards of living of people displaced by land access and/or resettlement

Scope, Application and Responsibility

This Policy is applicable to the entire workforce of SSRM Mining and its subsidiaries, including employees, senior executives, contractors and the SSR Mining Board of Directors.

SSR Mining's Executive Committee has direct accountability for the implementation of this Policy including establishing initiatives and objectives that promote and support this Policy.

Everyone is expected to report known or suspected violations of this Policy in a timely manner. Anonymous reporting can be done in accordance with the procedures outlined in the *Whistleblower Policy*.

Periodic Review

SSR Mining's Board of Directors will review and evaluate this Policy on a regular basis. This Policy will be available on SSR Mining's website and a copy of the policy will be posted in English and the local languages at sites operated by SSR Mining.