



HELLAS GOLD
SUSTAINABLE DEVELOPMENT REPORT 2016



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Hellas Gold at a Glance

Hellas Gold S.A. ("Hellas Gold" or "the Company") is a gold, silver, lead and zinc mining company headquartered in Athens, Greece.

ABOUT HELLAS GOLD

Since February 2012, Hellas Gold has operated as a subsidiary of Eldorado Gold Corporation (Eldorado Gold), one of Canada's leading mid-tier public gold companies, with shares trading on the Toronto (TSX: ELD) and New York (NYSE: EGO) stock exchanges.

Eldorado Gold and its subsidiaries operate responsibly and in accordance with the strictest environmental regulations and health and safety standards. In Greece, it owns 100% of Thrace Minerals S.A., 100% of Thracean Gold Mining S.A. and 95% of Hellas Gold S.A. The Ellaktor Group holds the remaining 5% interest in the Company. Eldorado Gold has more than 20 years of experience in the construction and operation of gold mines in Europe, Asia and South America, with total revenues of USD \$650.2 million in 2016.

Hellas Gold's operations in the Kassandra Mines and the broader Municipality of Aristotle span all stages of mining, including exploration, development, production and reclamation work. At each stage, we aim to create value for all our stakeholders while operating responsibly.

KEY FACTS IN 2016

OPERATIONS

1 operating mine
(Stratoni)

2 projects
in construction (Olympias and Skouries)

PRODUCTION

184,963 tonnes
of ore processed

48,394 tonnes
of concentrate produced

2,774 ounces
of gold produced from tailings
retreatment

7.86 million ounces
of proven and probable gold reserves

FINANCIALS

42,655 tonnes
of concentrate sold

€38.5 million
from concentrate revenues

€164.2 million
of development capital invested
in Olympias and Skouries

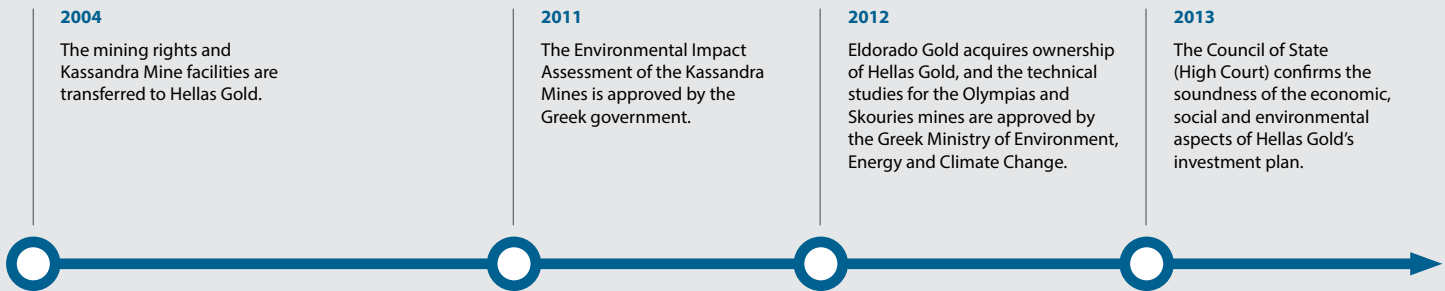
PEOPLE

2,393
employees and contractors

87% of employees
hired from the local community

Our Locations

Hellas Gold owns the rights to the Cassandra Mines, which are located in Greece's northeast Halkidiki region. The region has a long history of mining and is famous for its rich geology and extensive gold, copper, silver, lead and zinc deposits.



The Cassandra Mines include three key assets: the Stratoni operations, the Olympias project and the Skouries project.

All our products are currently sold to metallurgic facilities in China and the United States, which with further processing produce pure gold, silver, zinc and lead for a variety of end uses. In 2016, we continued to invest in the expansion of our activities towards the production of end-use metals; a goal which will move us beyond the stage of producing raw metal ore concentrates. This additional step in the metallurgical process will add value for Hellas Gold, the region and the Greek State by generating higher-value goods for export.

2016 Production of Concentrate	Weight (tn)	%	Location
Arsenopyrite	9,806	18%	Olympias
Zinc	33,073	59%	Stratoni
Lead- silver	12,921	23%	Stratoni
Total	55,800	100	

The Cassandra Mines



OLYMPIAS

Olympias is a pre-existing gold-silver-lead-zinc underground mine that is being refurbished in phases. Production is scheduled for mid-2017. A gold concentrate was produced at Olympias between 2012 and February 2016 from the retreatment and clean-up of old tailings left over from a previous mine owner.

STRATONI

Stratoni currently produces a lead-silver concentrate and a zinc concentrate from Mavres Petres, its underground orebody.

SKOURIES

Skouries is a gold-copper project currently in construction. Production is scheduled to commence in 2019.



Stratoni port facility.

STRATONI

The Stratoni mining area is composed of the Mavres Petres underground orebody, the Stratoni plant and the Stratoni port facilities. Ore from Mavres Petres is transported to the Stratoni plant, where material is processed into two concentrates: a lead-silver concentrate and a zinc concentrate. These are then shipped out of the Stratoni and Thessaloniki ports and sold to refineries overseas.

The broader area of Stratoni, which we generally refer to as the “Stratoni mine,” is also home to several other Hellas Gold facilities. These include a water treatment plant and various shared services such as the Administration, Environmental, and Health and Safety departments.

The Stratoni mine also includes a former orebody, Madem Lakos, which ceased operations in 2002. Hellas Gold is working towards full closure of Madem Lakos and is rehabilitating the area.



QUICK FACTS

Metals mined:

Silver, lead, zinc

Mine type:

Underground

Deposit type:

Silver-lead-zinc carbonate replacement

Expected mine life:

2 years (based on current proven and probable reserves)

MINERAL RESERVES

187,000 tonnes

Mineral	g/t	In-situ ounces (x1000)
Silver	160	960
	%	In-situ tonnes (x1000)
Lead	6.0	11
Zinc	8.8	17

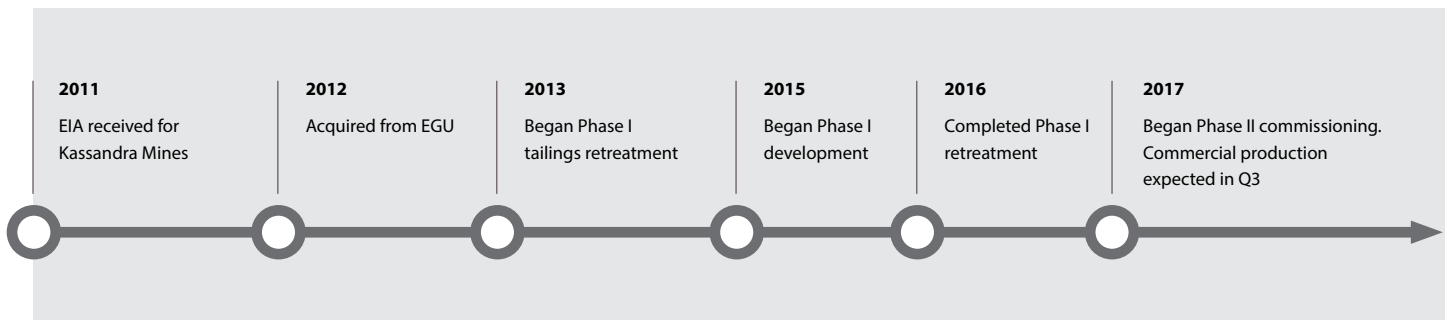


Olympias flotation plant.

OLYMPIAS

Olympias is a pre-existing mine that is being redeveloped in three phases. Phase I involves an environmental clean-up of previously mined tailings (mining waste) and the refurbishment of the original processing plant and underground mine. In 2016, the Olympias plant retreated 87,350 tonnes of tailings at a grade of 2.47 grams per tonne and produced 2,774 payable ounces of gold in concentrate.

Underground mine development and access rehabilitation continued in 2016 to prepare the mine for the commencement of underground production. A total of 3,680 metres of development and rehabilitation was completed during the year, together with 21,400 metres of orebody definition drilling. Phase II commissioning began in the first quarter of 2017 when the Olympias flotation plant commenced operations.



QUICK FACTS

Metals mined:

Gold, silver, lead, zinc

Mine type:

Underground

Deposit type:

Polymetallic carbonate replacement

Production target:

Mid-2017

Expected mine life:

**25 years
(based on current proven and probable reserves)**

MINERAL RESERVES

16,087,000 tonnes

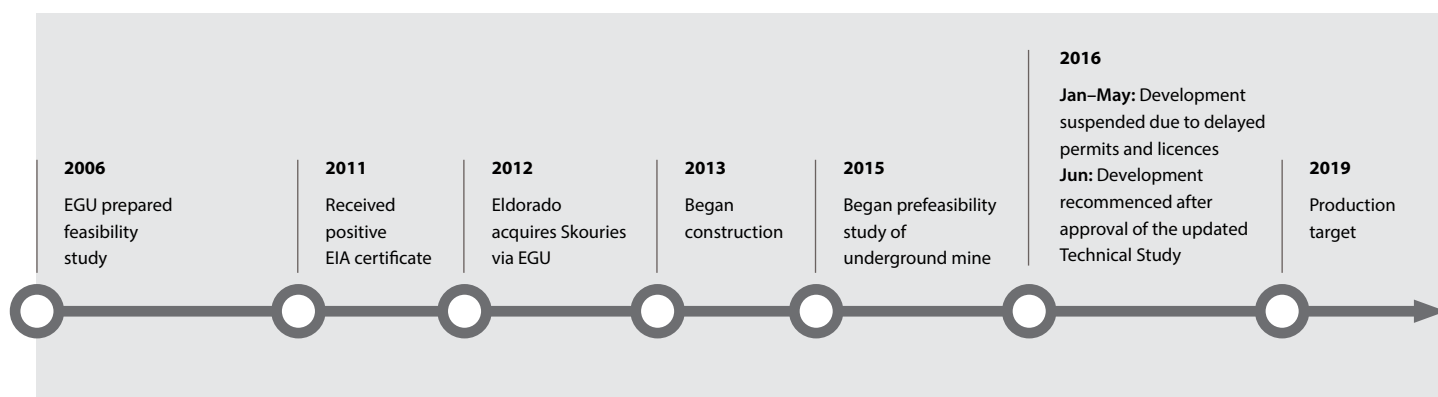
Mineral	g/t	In-situ ounces (x1000)
Gold	7.87	4,073
Silver	128	66,301
	%	In-situ tonnes (x1000)
Lead	4.3	693
Zinc	5.7	921



Plant construction at Skouries.

SKOURIES

Skouries is a high-grade orebody that is being developed in two phases. In Phase I, Skouries is planned to operate as an open-pit and underground mine for about nine years. This will be followed by Phase II, which will involve around 15 years of underground mining.



QUICK FACTS

Metals mined:

Gold, copper

Mine type:

Open-pit and underground

Deposit type:

Gold-copper porphyry

Production target:

2019

Expected mine life:

25 years (based on current proven and probable reserves)

MINERAL RESERVES

152,736,000 tonnes

Mineral	g/t	In-situ ounces (x1000)
Gold	0.77	3,791
	%	In-situ tonnes (x1000)
Copper	0.51	776

Sustainability Strategy

For Hellas Gold, sustainability means creating long-term economic and social value through our operations while also being environmentally responsible.

Hellas Gold aims to create value for all those invested in us, from our employees and contractors to our community and suppliers.

We do this by adopting responsible gold mining practices that create lasting social development and economic growth for all stakeholders throughout and beyond the life of our mines.

This approach underpins our vision to build a sustainable, high-quality business in the Greek mining sector.

Our business interacts with Greek society and the local community to generate positive impacts within and beyond our areas of operation. Hellas Gold has the potential to make Greece a leading European gold producer, and our ambition is to grow our mining projects while upholding our core commitment to sustainability.

Our sustainability strategy serves as a bedrock for responsible decision-making and aligns our actions with the best interests of all stakeholders of Hellas Gold. It is the foundation of our past success and future growth.

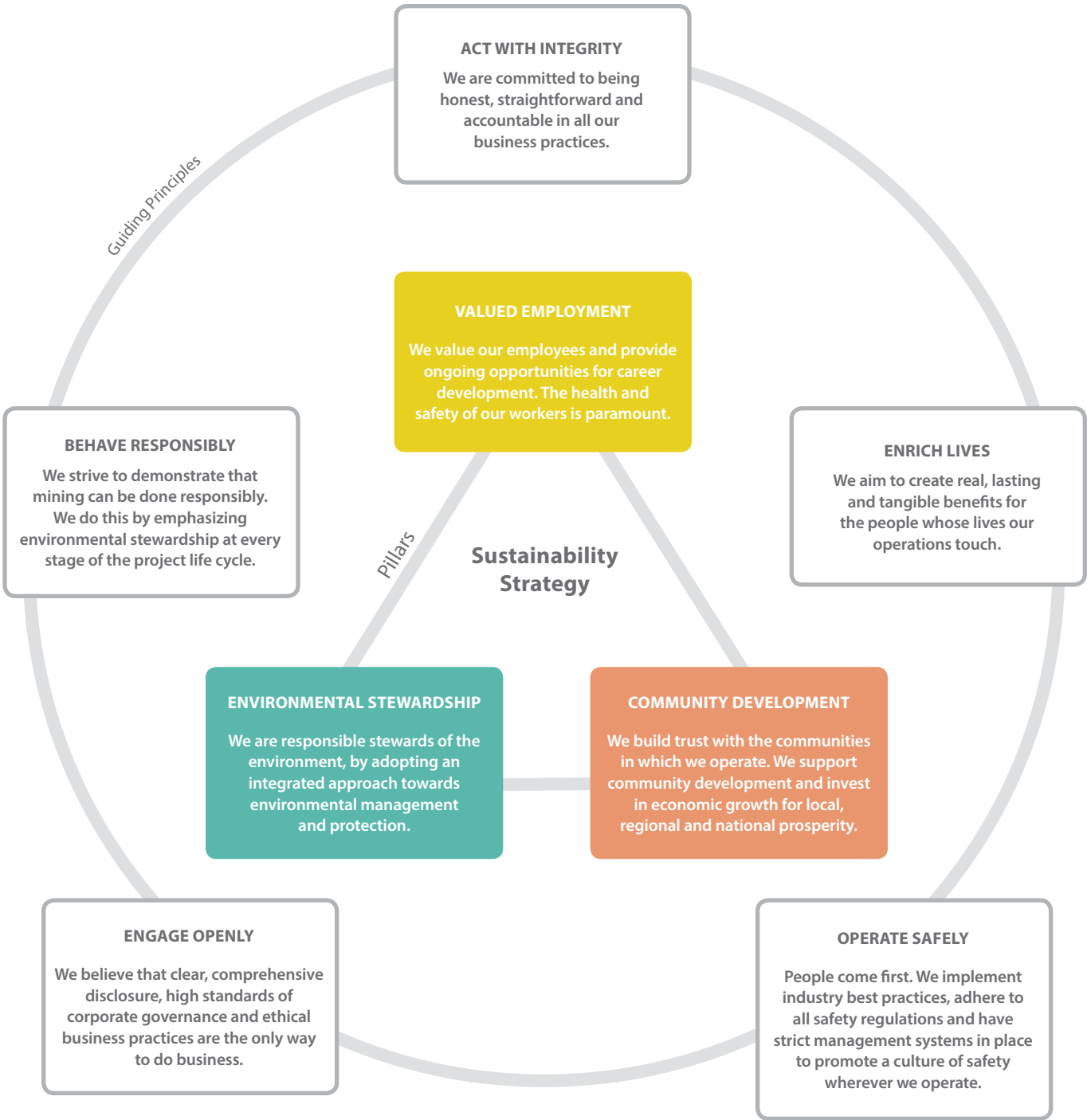
The strategy has been developed in accordance with the guiding principles of Eldorado Gold, which underpin all that we do.

To strengthen our approach, we have identified three strategic pillars that are of fundamental importance to Hellas Gold's operations. They represent the social and environmental factors that are most critical to our business and which we must actively and carefully manage at all times.



Rehabilitated land at Karakoli.

SUSTAINABILITY STRATEGY



ACT WITH INTEGRITY
We are committed to being honest, straightforward and accountable in all our business practices.

VALUED EMPLOYMENT
We value our employees and provide ongoing opportunities for career development. The health and safety of our workers is paramount.

BEHAVE RESPONSIBLY
We strive to demonstrate that mining can be done responsibly. We do this by emphasizing environmental stewardship at every stage of the project life cycle.

ENRICH LIVES
We aim to create real, lasting and tangible benefits for the people whose lives our operations touch.

ENVIRONMENTAL STEWARDSHIP
We are responsible stewards of the environment, by adopting an integrated approach towards environmental management and protection.

COMMUNITY DEVELOPMENT
We build trust with the communities in which we operate. We support community development and invest in economic growth for local, regional and national prosperity.

ENGAGE OPENLY
We believe that clear, comprehensive disclosure, high standards of corporate governance and ethical business practices are the only way to do business.

OPERATE SAFELY
People come first. We implement industry best practices, adhere to all safety regulations and have strict management systems in place to promote a culture of safety wherever we operate.

Message from the Managing Director

We are pleased to present to you Hellas Gold's 2016 Sustainable Development Report.

As you review our social, environmental and safety performance, we hope our commitment to operating responsibly and the steps we have taken to strengthen our sustainability program in 2016 will be apparent.

OUR APPROACH

At Hellas Gold, our approach to doing business is based on people. People are at the heart of all that we do. Through our operations, we aim to maximize value for our employees, contractors, investors, local communities and the greater region of Central Macedonia. We do this through our employment practices and shared investments in the area, where we focus on building prosperity for all stakeholders, providing economic and social advantages to those whose lives our operations touch. This approach has formed the foundation of our past success and is the foundation of our future growth.

However, we are always looking to raise the bar. We believe that our efforts to develop Greece's mineral potential is a realistic and practical way of generating wealth for all of Greece as it navigates its way out of the current economic crisis and towards a stronger, brighter future. Through job creation, tax payment and export revenues, our developments will help Greece become a leading European gold producer.

SUSTAINING LONG-TERM SUCCESS

There are three pillars to our sustainability strategy that are designed to support our long-term success:

- (1) **Valued Employment:** Our employees are central to everything we do. We provide ongoing opportunities for career development and personal growth, while continuously promoting health and safety practices to ensure everyone goes home safely every day.
- (2) **Community Development:** We support community development by being trusted and respectful neighbours and investing in initiatives that strengthen local, regional and national prosperity. We seek to enrich the lives of the people around us, creating real, tangible and lasting benefits for all.
- (3) **Environmental Stewardship:** We aim to act as responsible stewards of the environment, by adopting an integrated approach towards environmental management and protection. We strive to demonstrate that mining and environmental stewardship is achievable across every stage of the project life cycle.

We choose to engage openly with all our stakeholders, believing that clear and transparent disclosure, high standards of corporate governance and ethical business practices are the only way to do business. At Hellas Gold, we operate with integrity, which means being honest, open and accountable.

GROWING OUR BUSINESS

2016 was a successful year for Hellas Gold with many social, environmental and economic highlights. Of note, the Stratonis mine increased both production and revenue, and we continued to advance the Olympias and Skouries projects. We are proud to report a significant increase in the total number of training hours provided to our workforce as well as the percentage of managers from local communities now working at our sites. The release of our online Environmental Monitoring System was also a major accomplishment in 2016 and, with an investment of over €3 million in state-of-the-art equipment, represents one of the leading environmental monitoring programs in Europe.

Going forward, we must look for safer and more sustainable ways to operate. The fatality at Stratonis early in 2016 was of great sadness and concern to the Company and reinforces our resolve with respect to health and safety and improving our performance. We are fully dedicated to improving our safety performance each year and eliminating fatalities from the workplace.

A COMMITMENT TO SUSTAINABLE OPERATIONS

To advance our commitments under the three pillars of our sustainability strategy, we have set some ambitious goals for 2017 and beyond that we outline in this Report. We are committed to maintaining full compliance with all environmental laws and permitting requirements, and to improve our health and safety performance year-on-year. We also aim to achieve commercial production from the Olympias mill in 2017 and will enhance this by securing favourable commercial agreements for all concentrate sales. Finally, as we advance development of Skouries, with a view to begin operations in 2019, we will also expand and progress our rehabilitation programs to return former mining areas to their natural state.

As we work towards achieving the targets above, we will continue to lead the way and set new benchmarks for exceptional sustainability performance in Greece.

Thank you.



Yours sincerely,
Dimitris Dimitriadis, Managing Director

2016 Highlights



9,806 tonnes
of arsenopyrite
concentrate produced

33,073 tonnes
of zinc concentrate produced

12,921 tonnes
of lead-silver concentrate produced

VALUED EMPLOYMENT



1,072 employees

1,321 contractors

99%
of our employees
are Greek nationals

87%
of our employees
are hired locally

39%
of our senior executives are
from the local community

Hellas Gold pays a minimum
wage that is more than 50% higher
than the statutory minimum

COMMUNITY DEVELOPMENT



€153 million
paid to Greek suppliers
and contractors

13%
of domestic supplier spend was
within the Municipality of Aristotle

€38.6 million
of total economic
value generated

€94.9 million
of total economic value distributed

€2.2 million
invested in local community initiatives and projects

ENVIRONMENTAL STEWARDSHIP



A publicly available online
Environmental Monitoring
System was launched

31%
of our total water withdrawals
were recycled

Recycled
100%
of production water

39.6 hectares
of land reclaimed and
rehabilitated in 2016

9,900 hectares
of land covered by our
Environmental Monitoring System

100%
of inert waste rock
from Olympias and Stratonis reused
as construction material

Our Approach to Sustainability

For us, responsible mining means protecting the environment, keeping our people safe, being good neighbours and investing in opportunities for our people, and local communities.



Planting herbs near Stratoniki.

How We Create Value

The benefits of our mining projects go far beyond the value of the metals we produce. Hellas Gold's activities create direct, indirect and induced impacts that are beneficial to the local community and the Greek economy.

Our operations contribute to social and economic development at the local, regional and national level.

Our goal is to maximize the positive impacts that result from our operations. To this end, we have sought evidence from third-party research to help us understand and quantify our impacts. In 2016, we participated in a university research thesis that investigated the economic impact of Hellas Gold's investments in Greece and provided a measure of our contributions to the Greek economy. The results showed a very positive economic and social impact on the region where the mines are located. In 2016, we also commissioned a socio-economic impact study by development consultancy AMBIO. The preliminary results received in early 2017 confirm that Hellas Gold positively contributes to the local community. The findings of both pieces of research are presented throughout this Report and can be summarized as follows:

1. VALUED EMPLOYMENT

Our mining projects create significant employment opportunities in the Halkidiki region and beyond. This is important in the context of high unemployment rates in Greece. Based on 2016 findings, Hellas Gold directly employs 24% of the workforce in the Municipality of Aristotle. ⁽¹⁾ It is estimated that each additional employee creates three indirect or induced jobs in the wider economy. Additional jobs are created indirectly throughout the industry supply chain. Employment is induced in the wider economy due to an increase in demand for local services such as shops, restaurants and hotels. The Halkidiki region's specialization in the mining sector offers a comparative advantage that could serve as an engine for economic growth. Additionally, Hellas Gold's operations help to develop and retain talented human capital in Greece.

2. COMMUNITY DEVELOPMENT

Our activities promote socio-economic growth and stimulate community development. For example, the infrastructure we build for new mining projects, such as power lines, water wells and roads, also serves local needs. We contribute directly to the well being of the community by launching projects and partnerships with schools, universities, health care providers, enterprises and cultural associations. Hellas Gold invests in education, health, arts and culture, sports, infrastructure and public services, in order to generate value for the area and improve the quality of life for residents.



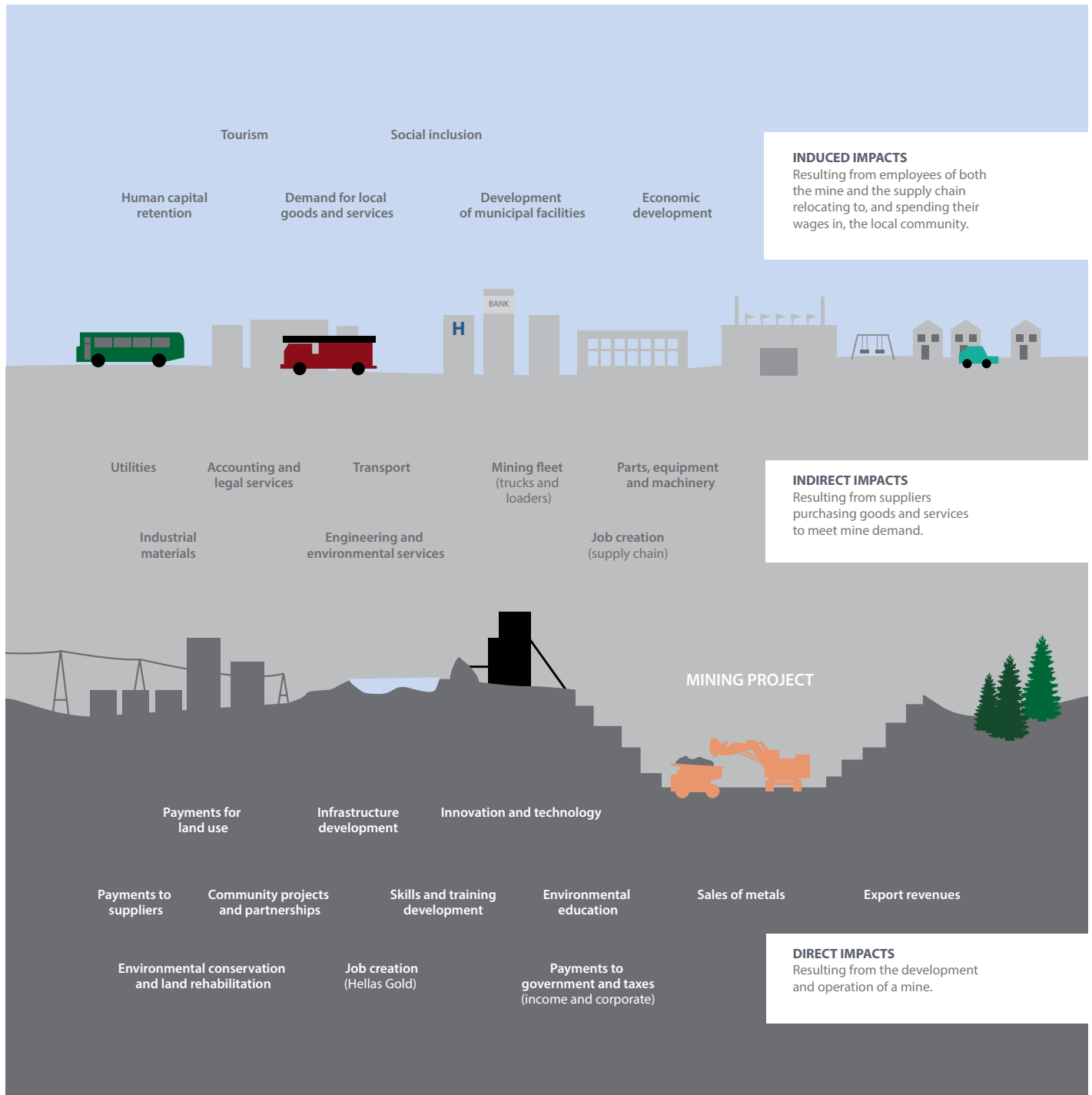
Members of the Women's Association of Varvara selling their handmade products.

3. ENVIRONMENTAL STEWARDSHIP

We depend on the environment for our operations, and it is our responsibility to promote environmental stewardship through the implementation of best practices. We adopt an integrated approach to environmental management and protection, and engage with a broad range of stakeholders on environmental issues, including local residents, the academic community and international mining experts. As part of our commitment to demonstrating that mining can be done in a responsible manner, we undertake environmental conservation activities and rehabilitate land, which has previously been used for mining. We employ innovative methods to enhance resource efficiency and develop state-of-the-art environmental monitoring technologies to monitor our impacts. Clean air, water and soil are important to all of us. Our goal is to demonstrate environmental responsibility in all that we do and to set a high standard for ourselves and our peers in Greece.

(1) AMBIO Socio-Economic Impact Assessment Study.

HOW MINING CREATES VALUE



Sustainability Performance and Targets

To further enhance our approach to sustainability reporting, this section outlines our 2016 performance against goals and targets for the year ahead. This provides stakeholders with additional clarity on Hellas Gold's successes, opportunities for improvement and future objectives. We review and establish targets to ensure that we monitor our performance and deliver results in line with our sustainability strategy.

2016 PERFORMANCE



VALUED EMPLOYMENT

Achieved ✓ Partially achieved ◆ Not achieved ✗

Goal	Why it is Important	Outcome	Explanation
Reduce the employee turnover rate	A low turnover rate provides an indication of employee satisfaction and can help reduce costs associated with hiring new employees.	✗	Employee turnover rate increased Due to the temporary suspension of the Skouries development project in Q1 2016, our turnover rate (excluding data relating to Hellas Gold summer internship programs) increased to 6.7% in 2016, up from 2.8% in 2015.
Increase investment in professional education and training for our workforce	The education and training we provide to our employees improves productivity and engagement, increases employee retention and generates positive socio-economic impacts.	✓	Increased education and training In 2016 we significantly increased workforce training and education, with employees receiving 41,576 hours of training versus 12,143 hours in 2015.
Increase the total number of hours invested in health and safety training	Health and safety training helps reduce workplace hazards and accidents while supporting the well being of our employees.	✓	Increased health and safety training In 2016 our contractors and employees completed 21,962 hours of health and safety training, up 298% from 5,522 hours in 2015.
Zero fatalities	The health and safety of our workforce is our highest priority, and we strive for a workplace free of hazards, risks and accidents.	✗	Fatalities: 1 In February 2016, we were sad to report the fatality of one of our underground team members at our Stratoni mine site.
Decrease lost working hours	Provides a measure of time lost due to work-related accidents, which directly affects our productivity.	✗	Lost working hours increased We experienced a significant increase in lost working hours following a fatality at our Stratoni mine in February 2016.



COMMUNITY DEVELOPMENT

Achieved ✓ Partially achieved ♦ Not achieved ✗

Goal	Why it is Important	Outcome	Explanation
Improve financial performance against budget	Implementation of Hellas Gold's projects in accordance with our allocated budget and resources is a key driver of our economic performance.	✓	Completed year within budget In 2016 we strengthened our capital controls and were able to successfully complete the year within our operating and development budget.
Hire 90% of employees from the local community	Hiring locally is key to maximizing our socio-economic impacts and helps to build a skilled workforce at our operations.	✗	87% of employees are local community members We continue to review and improve our hiring practices, and as our development projects move towards commercial production, we anticipate achieving our 90% local hire target.
Increase percentage of managers hired from the local community	Training and supporting our local employees to reach leadership positions at Hellas Gold strengthens our reputation as a local employer and fosters greater legitimacy for our activities.	✓	Increased number of local managers In 2016 we increased the proportion of managers hired from the local community from 29% to 40%.
Complete an independent Socio-Economic Impact Assessment	This assessment enables us to better understand the socio-economic impacts of the Company on the local region and beyond. The results will benchmark, guide and improve our capacity to manage our social impacts.	♦	Socio-Economic Impact Assessment in progress An independent Socio-Economic Impact Assessment began in 2016. Preliminary results were received in Q1 2017, and we anticipate final results in Q2 2017.
Continue operations and project development in full compliance with applicable laws, permits and licences	It is essential that we operate in accordance with all laws, regulations and permitting requirements in order to legally operate and maintain our social licence.	✓	Achieved compliance with all laws and permitting and licencing requirements There were no legal cases or fines raised against Hellas Gold in 2016 related to our permitting requirements.



ENVIRONMENTAL STEWARDSHIP

Achieved ✓ Partially achieved ♦ Not achieved ✗

Goal	Why it is Important	Outcome	Explanation
Conduct an audit under the ISO 50001 Energy Management Systems standard	Energy use and efficiency is a key focus for long-term sustainable development, and also represents a significant operating cost for the Company.	✓	Certified under ISO 50001 In Q3 2016, we completed an independent certification of our Energy Management System in accordance with ISO 50001.
Establish an online Environmental Monitoring System	Hellas Gold is committed to environmental transparency and accountability. Increasing the ways in which our stakeholders can monitor and measure our performance is an essential step towards building trust and mutual respect.	✓	Published an online Environmental Monitoring System In Q4 2016, we finalized and published a web portal to our Environmental Monitoring System.



ENVIRONMENTAL STEWARDSHIP (continued)

Achieved ✓ Partially achieved ◆ Not achieved ✗

Goal	Why it is Important	Outcome	Explanation
100% of water for production to be recycled and 100% of water treated prior to discharge	Water is a key input for mining operations. Our emphasis on treating and recycling water reduces our dependency on water sources, improves our water efficiency, and enables any discharges to fall well within the environmental parameters of our permits and licences.	✓	Recycled 100% of production water and treated 100% of discharged water at water treatment plants Excluding precipitation and groundwater that naturally enters the Stratoni mine, only recycled water was used for production processes, and all contact water was treated by Hellas Gold's water treatment plants prior to discharge.
Increase land reclamation and rehabilitation activities	Restoring land so it is compatible with the surrounding landscape is a priority for Hellas Gold and the community.	✓	Reclaimed and rehabilitated 39.6 hectares of land In 2016 we completed the reclamation and rehabilitation of 39.6 hectares of land, an increase of 33.4 hectares compared to 2015.
Have no reportable environmental incidents	We endeavour to maintain compliance with all legal, permitting and licensing requirements. The number of fines and penalties we receive is an indication of our success and adherence to these operating restrictions and requirements.	✓	No reportable environmental incidents Throughout 2016 we were pleased to continue our operations, construction and development activities with no reportable environmental incidents.

2017 PERFORMANCE TARGETS

Area	Target
Valued Employment 	<ul style="list-style-type: none"> Attract, hire and retain 90% of employees from the Municipality of Aristotle Reduce the Company's total employee turnover rate by 5% Increase the average number of safety training hours received for employees and contractors Zero fatalities Reduce the Company's Lost-Time Injury Frequency Rate and Lost Day Rate by 10%
Community Development 	<ul style="list-style-type: none"> Complete implementation of the Company's new grievance mechanism Identify and implement at least two new community investment initiatives focused on improving health care or education Increase the percentage allocation of Company expenditure on local suppliers within the Municipality of Aristotle Increase the percentage of new local suppliers from the Municipality of Aristotle working with the Company Increase the total number of meetings with the local community and stakeholders, including site tours and visits
Environmental Stewardship 	<ul style="list-style-type: none"> Establish an energy baseline and energy reduction targets for key plant and equipment across the Kassandra Mines Recycle and reuse 100% of industrial water Identify, allocate and reuse all inert waste rock generated at the Stratoni and Olympias mines Have no reportable fines or non-compliances with environmental licences, permits and regulations

Governance

At Hellas Gold, we understand that an integrated approach to managing our operations, risks and relationships can facilitate our long-term planning, decision-making and communications.

Ethical business practices and high standards of corporate governance are central to how we do business.

Mining is a heavily regulated industry and many of our activities are subject to strict rules and regulations. We aim to comply with all applicable laws and regulations, and wherever possible, strive to go beyond these requirements. We do this by following international best practices and standards, and by investing in developing our own management practices, policies and systems of governance. This approach, combined with our sustainability strategy and guiding principles, helps build trust with the local community and is integral to our aim of creating long-term value for all our stakeholders.

GOVERNANCE AND ACCOUNTABILITY

We are committed to being honest, straightforward and accountable in all our business practices.

From Our Guiding Principles: "Act with Integrity"

Our governance systems define the way we operate on a daily basis. To promote accountability for our social, environmental and economic performance, we have designed and implemented key policies and mechanisms to ensure we uphold our commitment to be a responsible operator and neighbour in Greece.

Corporate Oversight

Hellas Gold's activities in Halkidiki are overseen by our mine General Managers, who report to the Company's corporate office in Athens. Additional oversight is provided by our majority owners Eldorado Gold Corporation (95%) and Ellaktor Group (5%). Eldorado operates a decentralized yet coordinated business infrastructure, which means that the senior management team in Canada works closely with our management team in Greece.

At Eldorado, corporate governance is headed by the Board of Directors. The Board provides senior management with independent and objective advice. Governance policies explicitly require the Chairman of the Board and all members of the Board committees to be independent. Together, the Board works with senior management to set long-term goals, develop strategy and monitor the progress of Hellas Gold toward achieving its goals. The Board also regularly evaluates the principal business risks and monitors the effectiveness of the risk management process. The Board is composed of the following committees: Audit, Compensation, Corporate Governance and Nominating, and Sustainability.

Sustainability Committee

The Sustainability Committee oversees policies, programs and practices in the areas of environment, health, safety, community relations and security. The Committee seeks to be assured that Hellas Gold consistently promotes ethical, transparent and responsible behaviour, and meaningfully engages with stakeholders.

The Sustainability Committee receives detailed quarterly reports from Hellas Gold sites that provide an overview of safety, health, environment and community performance. The Committee receives a briefing within 24 hours if a fatality, serious lost-time injury, significant environmental incident or anything that is legally reportable occurs. The Committee periodically visits our sites for first-hand validation and interaction with our operations personnel.

Senior Management Accountability

Each of our operating teams in Stratoni, Olympias and Skouries report directly to their respective mine General Managers. Each site is supported by several departments that include Health and Safety, Environment, Security, Communications and Administration. These departments, together with our mine General Managers, all report to Hellas Gold's Head of Operations, who is centrally located in the Stratoni administration office.

Hellas Gold's Managing Director is located in the Athens corporate office and is responsible for day-to-day management and relations between site and Corporate as well as Hellas Gold's broader interactions with Eldorado Gold.

Hellas Gold's mine General Managers, Head of Operations and Managing Director are accountable for the sustainability performance of the Company, and each report on a weekly basis key matters concerning the Company's social and environmental performance. This information is provided directly to Eldorado's Chief Operating Officer who in turn reports to the Sustainability Committee of the Board.

Governance Policies

As part of its approach to governance, the following policies are applicable to Hellas Gold:

- Code of Business Conduct and Ethics
- Environmental Policy
- Health and Safety Policy
- Anti-Bribery and Anti-Corruption Policy
- Human Rights Policy
- Insider Trading Policy

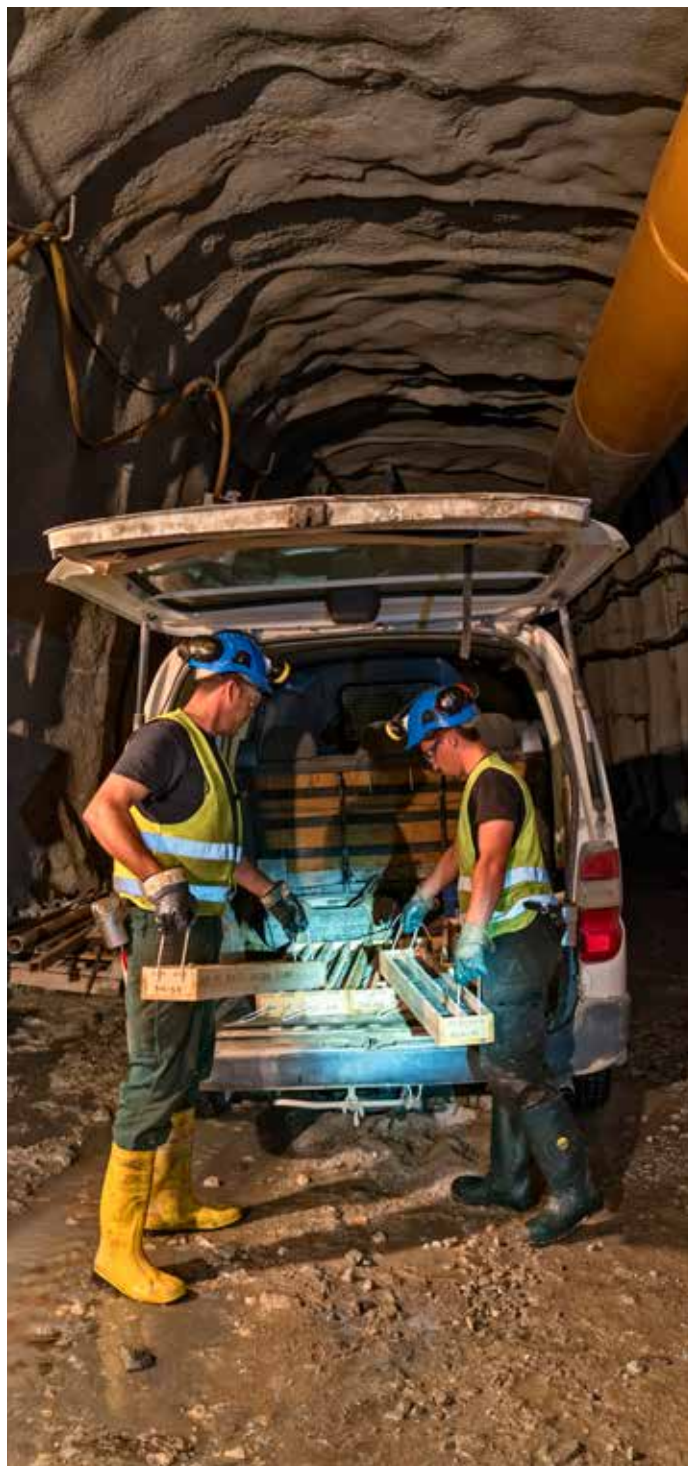
Code of Business Conduct and Ethics

Hellas Gold has adopted Eldorado's Code of Business Conduct and Ethics. The Code outlines our expectations for acting ethically in all situations and making choices that uphold the highest standards of integrity and business conduct.

The Code applies to every employee of Hellas Gold and all representatives of the Company. This includes anyone who conducts business on behalf of Hellas Gold, such as contractors and suppliers. New recruits are briefed on the key topics contained in the Code as part of induction training. All Hellas Gold employees are required to review and re-sign the Code on an annual basis. Any infringements to the Code can lead to disciplinary measures being taken, which could result in dismissal. As part of the code, we have a whistleblower policy so that anyone from Hellas Gold can confidentially report any concerns about our financial statements, accounting practices, internal controls, or any suspected or known illegal behaviour that violates laws, government regulations or our Code.

Internal Audit

Eldorado Gold's Internal Audit team provides independent assurance that Hellas Gold adheres to policies such as the Code of Business Conduct and Ethics, and ensures that the Company's risk management, governance and internal control processes are operating effectively. Internal Audit reports directly to Eldorado's Finance Department and Audit Committee; an independent committee of the Board whose goals are to ensure that the Company operates in a fully transparent manner and in the interests of Company stakeholders.



Collecting core samples at Olympias.

Anti-Bribery and Anti-Corruption

Our Anti-Bribery and Anti-Corruption Policy describes the mandatory requirements for all directors, officers and employees of Hellas Gold to comply strictly with anti-bribery and anti-corruption laws, and to be alert to potential violations by our personnel or representatives, distributors, consultants or agents.

The Policy applies to all employees and representatives of Hellas Gold, and outlines the key contacts to be notified in the instance of a violation. Requirements concerning improper payments, record keeping, resources, insider trading, penalties and consequences are described within the Policy, and all employees and agents are provided with the Policy upon commencement of employment or engagement. An Anti-Bribery and Anti-Corruption Compliance Certificate must also be signed when first joining or working with the Company, and annual training is provided to employees and agents.

Any claims of non-compliance to the Policy are investigated by Eldorado's Executive Vice President Administration and Global Internal Controls Manager. If an employee or agent fails to comply with the Policy, they may be subject to disciplinary action, including immediate termination and civil or legal penalties.



Visitors on a mine tour.

CORPORATE DISCLOSURE AND TRANSPARENCY

We believe that clear, comprehensive disclosure and open communication with our stakeholders will encourage confidence in the legitimacy and authenticity of our business practices.

Corporate Reporting

Hellas Gold has published an annual Sustainable Development Report since 2013. The purpose of sustainability reporting is to provide information about our economic, environmental, social and governance performance. It enables us to be transparent about the risks and opportunities we face, improves our decision-making process, and assists in building public trust in Hellas Gold.



Did you know?

Environmental Transparency

To further promote transparency, we have developed an online database where all of the environmental monitoring data from Stratoni, Skouries and Olympias is publicly available.

Read more on page 53.

Open Door Policy

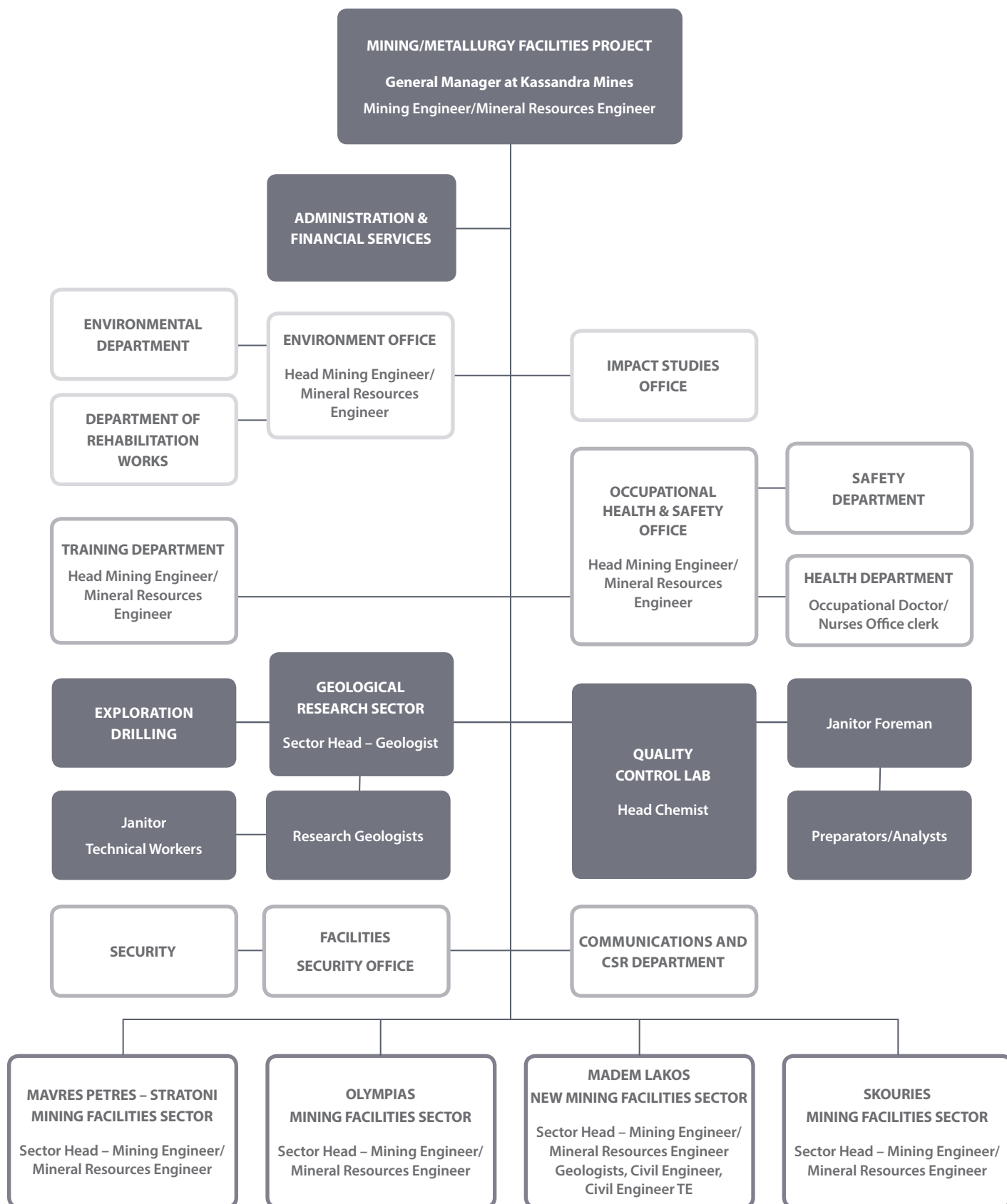
Good neighbours are open and transparent. That's why we have an open door policy with our local communities and stakeholders. Visitors can observe our mining operations first-hand, learn about our environmental commitments and engage with our managers.

Read more on pages 48–49.

Precautionary Approach

We take a precautionary approach to risk management throughout the life of our projects and mines. Before any activities commence, we assess the potential environmental and social impacts and evaluate how to avoid, control or mitigate these.

HELLAS GOLD ORGANIZATIONAL CHART



Memberships and Distinctions

INDUSTRY ASSOCIATIONS

We support and are members of several national and international industry associations including:



Greek Mining Enterprises Association



Hellenic Federation of Enterprises



Federations of Industries of Northern Greece



Greek International Business Association



Federation of Attica and Piraeus Industries



Athens Chamber of Commerce and Industry



American-Hellenic Chamber of Commerce



Canadian-Hellenic Chamber of Commerce



European Association of Mining Industries,
Metal Ores and Industrial Minerals



Mining Association of Canada



World Gold Council

SUSTAINABILITY ASSOCIATIONS

EU Responsible Mining Demonstrations (REMIND) Commitment

We are one of 20 partners from across 10 European countries that are helping to develop and implement an "EU Responsible Mining Charter." The objectives of this initiative are to enhance sustainable performance reporting, to identify best practices for a responsible mining industry, and to build public trust based on the principle of accountability.

CSR Hellas Network

Hellas Gold is a member of the Hellenic Network for Corporate Social Responsibility (CSR Hellas). The mission of CSR Hellas is to help businesses successfully combine sustainable development with social progress. Participating companies have agreed to integrate responsible social and environmental practices in their business activities.

Greek Sustainability Code

Hellas Gold adheres to the principles of the Greek Sustainability Code. The code serves as a practical tool for corporate transparency and commitment on issues of sustainable development and responsible business, which responds to the EU Directive on disclosure of non-financial data. The Code, which consists of four pillars and 20 criteria, has been developed as part of the Sustainable Greece 2020 Initiative. It is based on international standards such as the Global Reporting Initiative, the United Nations Global Compact, OECD Guidelines for multi-national companies, ISO, EFFAS and EMAS. This Sustainable Development Report is a key tool that allows us to demonstrate Hellas Gold's adherence to the Greek Sustainability Code.

AWARDS

In 2016, Hellas Gold was proud to receive several awards in recognition of our commitments to operating responsibly. The awards signal to our stakeholders that Hellas Gold's business practices meet the highest standards of excellence, as verified by external parties. The recognition we have received serves as motivation for us to continue enhancing our approach to sustainability.



Health and Safety Awards 2016

Hellas Gold won three awards:

- GOLD award in the Workers Involvement category, in recognition of high levels of employee engagement
- SILVER award in the Healthy Workplace category, in recognition of high workplace safety standards
- SILVER award in the Identification and Solutions for New Workplace Health and Safety Risks category, in recognition of our capability to identify potential occupational risks and mitigation activities



Hellenic Responsible Business Awards 2016

Hellas Gold won two awards:

- SILVER award in the Natural Resources Management category, for our commitment to the conservation and management of natural resources, and our aim to eliminate solid mine waste from total extracted materials
- BRONZE award in the Education/ Scholarships category, for our development of career opportunities for new scientists, and the enhancement of career prospects for new entrants to the labour market



Corporate Responsibility Index Awards 2016

Hellas Gold won two awards:

- GOLD distinction, for our overall sustainability performance for 2016
- SILVER distinction, in recognition of our social and environmental performance for 2015

Stakeholder Engagement

Hellas Gold defines its stakeholders as those who are influenced by its activities and those whose actions influence the Company's activities and long-term sustainable development.

We aim to build trust in Hellas Gold through ongoing engagement and collaboration with a broad range of stakeholders. Regular engagement allows us to listen and respond to the needs and concerns of our stakeholders. We strive to be a responsible and receptive neighbour, and we achieve this by drawing upon the outcomes of our engagements to inform our overall strategy and daily decision-making.

We define our core groups of stakeholders as employees and contractors, employee unions, suppliers and partners, trade unions, the local community and local associations, local government, broader society and media, the academic community, non-governmental organizations (NGOs), state and public administration, and customers.

The following table identifies our stakeholders, their key concerns, and our methods of engaging with them. Each stakeholder group has unique expectations, and we therefore tailor our engagement practices to best meet their needs. Every year we review our stakeholder engagement plans to define additional interactions with selected representatives from each stakeholder group, based on their expressed interests. Hence, in 2016, we strengthened our communication by interacting with selected representatives of trade unions, heads of the mining villages, mayors of neighbouring municipalities, cultural associations, church bishops, enterprise associations and universities.

STAKEHOLDER ENGAGEMENT

Stakeholders	Key Topics and Concerns	Methods of Engagement
Employees and Contractors	<ul style="list-style-type: none"> • Maintaining employment • Improving health and safety • Strengthening internal communication • Upholding permitting and regulatory compliance • Provision of training and education • Protecting human rights 	<ul style="list-style-type: none"> • Internal communication, staff meetings, emails, communication through unions, corporate website • Daily interaction
Employee Unions	<ul style="list-style-type: none"> • Maintaining employment • Improving health and safety • Strengthening internal communication • Minimizing impacts on land use and ongoing reclamation • Protecting human rights • Improving economic performance 	<ul style="list-style-type: none"> • Monthly meetings with management • Additional meetings whenever deemed necessary
Suppliers and Partners	<ul style="list-style-type: none"> • Preventing bribery and corruption • Improving economic performance • Minimizing solid and liquid waste • Hiring local suppliers • Increasing positive indirect economic and social impacts • Preventing damage to equipment/facilities • Upholding permitting and regulatory compliance • Improving health and safety 	<ul style="list-style-type: none"> • Personal meetings, telephone and emails • Engage several times a month

STAKEHOLDER ENGAGEMENT (continued)

Stakeholders	Key Topics and Concerns	Methods of Engagement
Trade Associations	<ul style="list-style-type: none"> • Improving health and safety • Maintaining employment • Upholding permitting and regulatory compliance • Provision of training and skills development • Protecting human rights • Strengthening product stewardship • Minimizing solid and liquid waste • Reducing noise and vibrations • Minimizing impacts on land use and ongoing reclamation 	<ul style="list-style-type: none"> • Personal meetings, telephone and emails • Additional meetings whenever deemed necessary
The Local Community and Local Associations	<ul style="list-style-type: none"> • Upholding permitting and regulatory compliance • Protecting human rights • Reducing impacts on water resources • Protecting and preserving biodiversity • Minimizing solid and liquid waste • Maintaining environmental compliance • Increasing positive indirect economic and social impacts • Reducing GHG emissions and preserving air quality 	<ul style="list-style-type: none"> • Personal meetings, telephone, opinion surveys, neighbourhood meetings, community newsletters • Interactions several times per month and whenever deemed necessary
Local Government	<ul style="list-style-type: none"> • Maintaining a social licence to operate • Maintaining employment • Hiring and prioritizing local suppliers • Engaging with our community • Upholding permitting and regulatory compliance • Reducing impacts on water resources • Minimizing impacts on land use and ongoing reclamation 	<ul style="list-style-type: none"> • Personal meetings and telephone • Engage when deemed necessary, usually more than twice a month
Broader Society and Media	<ul style="list-style-type: none"> • Protecting and preserving biodiversity • Reducing GHG emissions and preserving air quality • Minimizing solid and liquid waste • Maintaining environmental compliance • Reducing noise and vibrations • Minimizing impacts on land use and ongoing reclamation • Maintaining employment • Increasing positive indirect economic and social impacts • Upholding permitting and regulatory compliance • Emergency preparedness 	<ul style="list-style-type: none"> • Personal meetings, telephone, emails, site tours for residents, students and broader society • Engage when deemed necessary

STAKEHOLDER ENGAGEMENT (continued)

Stakeholders	Key Topics and Concerns	Methods of Engagement
Academic Community	<ul style="list-style-type: none"> • Improving health and safety • Protecting human rights • Preventing bribery and corruption • Emergency preparedness 	<ul style="list-style-type: none"> • Personal meetings, telephone and emails • Engage when deemed necessary
Non-Government Organizations (NGOs)	<ul style="list-style-type: none"> • Protecting and preserving biodiversity • Minimizing solid and liquid waste • Maintaining environmental compliance • Reducing noise and vibrations • Minimizing impacts on land use and ongoing reclamation 	<ul style="list-style-type: none"> • Personal meetings, telephone and emails • Engage when deemed necessary
State and Public Administration	<ul style="list-style-type: none"> • Permitting • Assessing Hellas Gold’s environmental controls • Reviewing the safety of Hellas Gold sites and projects • Protecting the environment • Protecting monuments and significant archaeological sites 	<ul style="list-style-type: none"> • Personal meetings, telephone and emails • Engage when deemed necessary, usually more than twice a month
Customers	<ul style="list-style-type: none"> • Resolving procedural problems • Discussing new supply and transportation contracts 	<ul style="list-style-type: none"> • Personal meetings, telephone and e-mails • Engage when deemed necessary



Employees gather at Neochori after finishing work for the day.

Material Issues

The “materiality” of information is central to sustainability reporting. Materiality refers to the relevance of information provided, often considered in two dimensions – the significance of an issue for a company and the significance of an issue for stakeholders.

A materiality analysis is an approach that identifies the most material issues for a company and its stakeholders. Material issues are those that significantly impact a company’s ability to operate or influence the assessments and decisions of its stakeholders.

The outcomes of our materiality analysis have been used to inform this Sustainable Development Report. Those aspects which have surpassed the threshold of significance for reporting are given attention in the following sections of this Report. More generally, the materiality analysis serves as an important tool for Hellas Gold to develop and enhance its overall sustainability strategy.

THE MATERIALITY ANALYSIS PROCESS

In May 2016, Hellas Gold worked with an independent consultant to conduct a materiality analysis, which involved three key steps:

1. Identification of the relevant issues,
2. Prioritization of the resulting material issues, and
3. Validation of the results. We intend to repeat the materiality process at least every two years.

1. Identification

Hellas Gold identified the most important topics relevant to the Company’s mining activities and stakeholders based on a review of the following:

- Internal documentation related to policies, procedures, strategies and existing stakeholder engagement feedback (e.g. opinion surveys)
- Media and press clippings concerning mining and Hellas Gold
- Eldorado Gold’s corporate reports and disclosures
- GRI publications concerning the mining sector
- Peer mining companies’ sustainability reports
- The United Nations’ Sustainable Development Goals, and
- Leading global frameworks and sustainability guidelines, both for the mining sector and broader industry

2. Prioritization

Hellas Gold considered and prioritized the topics identified in the first step, against two criteria:

- Significance of the issues to the long-term goals and strategy of the Company. We organized dedicated focus groups to prioritize the identified topics, with participation of Hellas Gold management in Athens and Halkidiki.
- Importance of the issues to Hellas Gold’s internal and external stakeholders. Three focus groups were organized with representatives from the local community, local government and employee unions. This involved the discussion and prioritization of the material issues. In addition, an electronic survey enabled the Company to engage with a larger sample of participants and identify the expectations and concerns of broader stakeholder groups. In total, more than 100 representatives from Hellas Gold’s stakeholder groups were involved in this process.

3. Validation









Hellas Gold reviewed and validated the results of the previous step with members of the Company’s senior management team.


HELLAS GOLD MATERIALITY MATRIX


The following materiality matrix outlines the 26 issues that were evaluated in our materiality analysis, grouped under our sustainability strategic pillars. Material issues are considered against two dimensions – the significance of impacts to Hellas Gold (x axis) and the influence on stakeholders' assessments and decisions (y axis). The line on the materiality map indicates the materiality threshold. Beyond this point, issues are deemed materially important for inclusion in the current Report. Therefore, the information presented in this Report is focused on the eight material issues that pass the threshold.




The identified material issues apply to all Hellas Gold's activities. The table below depicts the highest ranked topics as evaluated by each stakeholder group that participated in the materiality analysis. The issues that have been identified as material (i.e. scored overall above the materiality threshold) are highlighted below, both by a symbol and in bold. The most important topic for each group is presented in a darker colour of grey.

MATERIAL ISSUES		STAKEHOLDER GROUPS							
		Employees and Contractors	Employee Unions	Suppliers and Partners	Trade Associations	Local Communities and Local Associations	Local Government	Broader Society and Media	Academic Community
	1. Employment								
	2. Training and Education								
	3. Health and Safety								
	4. Human Rights								
	5. Internal Communication								
	6. Social Licence to Operate								
	7. Indirect Economic and Social Impacts								
	8. Engagement with Local Communities								
	9. Economic Performance								
	11. Hiring Local Suppliers								
	12. Bribery and Corruption								
	13. Permitting and Regulatory Compliance								
	14. Emergency Preparedness								
	16. Product Stewardship								
	20. Water								
	21. Biodiversity								
	22. GHG Emissions and Air Quality								
	23. Solid and Liquid Waste								
	24. Environmental Compliance								
	25. Noise and Vibrations								
	26. Land Use and Reclamation								

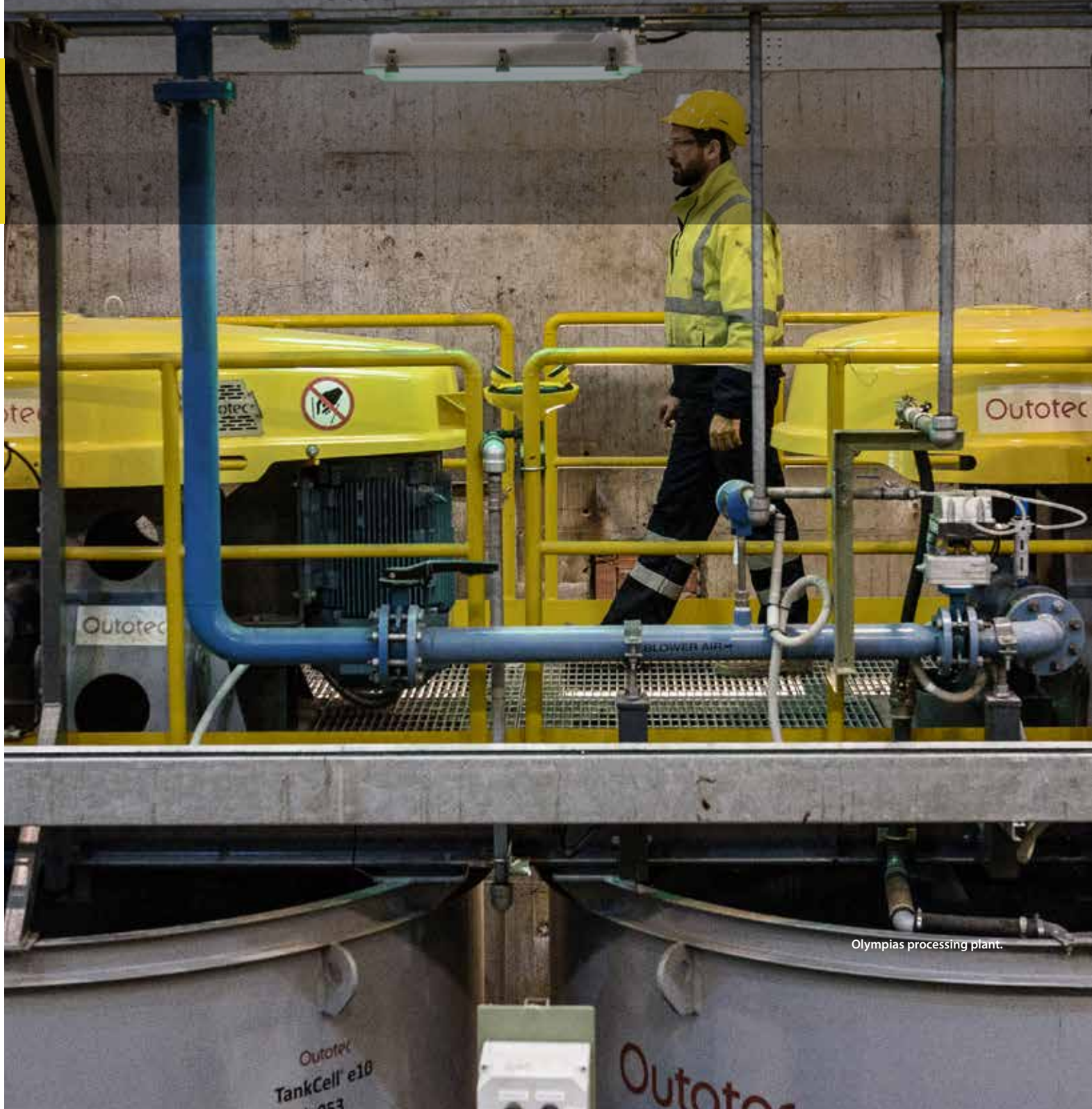
Material employment issue 

Material community issue 

Material environment issue 

Valued Employment

We value our employees and provide ongoing opportunities for career development. The health and safety of our workers is paramount.



Olympias processing plant.

Outotec
TankCell e10
053

Outotec

Our People

Our employees are our greatest resource and key contributors to our achievements in the mining industry. Hellas Gold invests in recruitment, staff retention and employment practices to ensure a positive working environment and a culture of operational excellence rooted in sustainability. We continually improve our personnel management methods and aim to maintain the best possible relations with our employees.



EMPLOYMENT – MATERIAL ISSUE

Why This Matters

Our success as a business relies on the success of our people. Hellas Gold's ability to attract and retain a talented and diverse workforce is fundamental to reaching our economic, social and environmental goals. By investing in our employment practices, we aim to gain a number of business advantages including increased productivity, employee satisfaction, engagement and retention. In the long term, upholding the interests of our employees and supporting their development is central to how we create value.



A member of Hellas Gold's survey team measures underground progress at Skouries.

OUR EMPLOYEES ⁽¹⁾

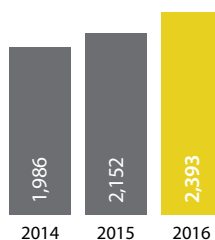
2016 Highlights

2,393
employees and
contractors

100%
of our employees are
full-time employees

97%
of our employees are
based in Halkidiki

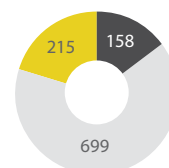
Total Employees and Contractors Employed



Hellas Gold Employees	Male	Female
Total number of permanent employees	926	86
Total number of fixed-term employees	50	10
Total number of full-time employees		1,072
Total number of part-time employees		0

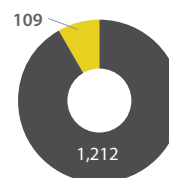
Employees by Age Group

- <30
- 30–50
- >50



Total Number of Contractors

- Male
- Female

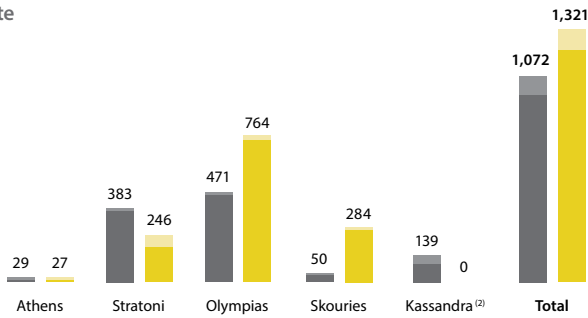


(1) All employee data as of December 31, 2016.

OUR WORKFORCE ⁽¹⁾

Employees and Contractors by Site

- Male employees
- Female employees
- Male contractors
- Female contractors



Site	Category	Male	Female
Athens	Employees	14	15
	Contractors	15	12
Stratoni	Employees	370	13
	Contractors	186	60
Olympias	Employees	456	15
	Contractors	739	25
Skouries	Employees	40	10
	Contractors	272	12
Kassandra*	Employees	96	43
	Contractors	-	-
Total	Employees	976	96
	Contractors	1,212	109



Toolbox talk at Stratoni.

New Employee Hires and Employee Turnover ⁽³⁾

2016		Number of Employee Hires	Employee Turnover
Age Group	<30	316	292
	30–50	84	36
	>50	16	20
Gender	Men	245	181
	Women	171	167
Site	Athens	1	7
	Stratoni	333	309
	Olympias	74	14
	Skouries	8	18
Total		416	348
Rates		38.8%	32.5%

(1) All employee data as of December 31, 2016.

(2) Management team, administration and geologists working at multiple locations at Cassandra Mines in Halkidiki.

(3) Employee turnover numbers include data relating to Hellas Gold's summer internship programs. For this reason, the employee turnover percentage is relatively high in the <30 age range, which summer interns belong to.

Human Resources Strategy

Our Human Resources strategy helps shape the Hellas Gold culture. Our aim is to maintain a culture of high performance and leadership in sustainability.

Halkidiki has a longstanding history and culture that was established through mining. The Cassandra Mines have existed since the start of the 20th Century, and only in 2004 were the mining rights for the Cassandra facilities acquired by Hellas Gold. Today, our vision is to combine history and tradition with new technologies and expertise and to develop our operational capabilities in line with leading international practices. To achieve this, it is vital that we share a common purpose and collective goals, based on a definition of success that includes operational excellence and sustainability. Our culture and values are underpinned by our guiding principles, our sustainability strategy, and the Code of Business Conduct and Ethics that governs the behaviour of everyone at Hellas Gold.

Hellas Gold's Managing Director and Human Resources (HR) Department, along with its parent company in Vancouver, Canada, is responsible for HR issues and approval of all policies in line with Greek and European labour laws.

As part of our approach to HR management, we have adopted a Human Resources Strategy, which is aligned with the Company's corporate and sustainability goals.



HR POLICIES

Employee Diversity

Gender diversity

We believe in equal opportunities. All recruitment decisions are based on the candidates' skills and experience, and we provide equal pay for male and female employees in equivalent positions. Due to the nature of the mining sector and the relatively limited availability of experienced female mine workers in Greece, the percentage of female employees at the Company is relatively low. However, we are taking actions to improve the diversity of our workforce and in 2016, 41% of new employees hired were female. Through internships, summer-term positions and scholarships, we continue to support women who are interested in pursuing a career in the mining industry.

Eliminating all forms of discrimination

Our Code of Business Conduct and Ethics states that all Hellas Gold employees are responsible for ensuring a workplace free of discrimination of any type, including discrimination on grounds of race, religion, gender, age, nationality, disability or sexual orientation.

Human Rights

Our workforce – employees and contractors – is required to comply with the Company's Human Rights Policy. The Policy was published in January 2016, and outlines our requirements for upholding and respecting the human rights of our employees, contractors, workers in our supply chain, local community members, and other stakeholders who may be impacted by our activities.

We strongly oppose all forms of violent protest or demonstration. Our Security team is trained to immediately respond to any potentially violent event by contacting and cooperating with local police services. If the police are contacted, we require that our employees remain safe and avoid the area, and that any actions on site are managed by the police. Hellas Gold does not condone violence and does not support any activities that jeopardize the safety and security of our employees, the local community or property.

REMUNERATION

We understand that a strong working culture is founded upon employees feeling valued for the work that they do. We therefore provide a competitive compensation and benefits package to our employees. Health, safety and environmental key performance indicators, as well as social performance measures, are embedded into performance reviews for senior management. In addition to meeting statutory requirements with respect to compensation and benefits, we also provide additional discretionary benefits to employees, such as life and accident insurance, and medical and hospital coverage through a group insurance policy.

Despite Greece's economic situation, Hellas Gold has maintained the same salaries. All employees are also offered additional paid days off work.

Hellas Gold pays a minimum wage that is over 50% higher than the statutory minimum wage. This can be seen in the areas around our projects that have the highest reported income levels in Halkidiki. Preliminary results of a recent socio-economic impact assessment show that from 2011 to 2013, incomes in the Municipality of Aristotle were more resilient to the impact of the economic crisis. ⁽¹⁾



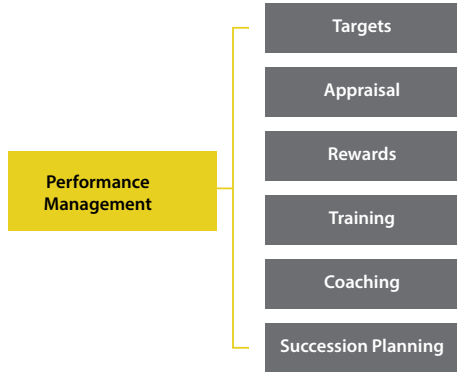
Did you know?

Our employee compensation structures are linked to goals around health, safety and environmental issues.

(1) AMBIO Socio-Economic Impact Assessment Study.

HR MANAGEMENT TOOLS

Several management tools help to strengthen our working culture and environment. Of particular importance is Hellas Gold’s Performance Management System that was developed and implemented in 2014 with the input of all Hellas Gold executives.



Performance Management System

Our Performance Management System establishes criteria to measure employee performance within a competencies framework based on “golden behaviours.” Employees are provided with clear targets and performance-based incentives, while managers have a framework to assess employee skills and competencies. This provides an open and transparent process for assessing workforce performance, while helping to align team goals with corporate targets.

2016 was the second year that Hellas Gold’s Performance Management System was deployed. We aim to strengthen our Performance Management System over time, leading to tangible business results. A high-performance culture, attracting the best talent, retaining our employees, and management excellence are some of the key outcomes we anticipate by investing in our employees’ performance. In 2016, we focused our efforts on supporting and empowering employees who needed the most development. In 2017, we will review the Performance Management System to improve its usability and, ultimately, enhance its user-friendliness and function.

TRAINING AND DEVELOPMENT

We invest in skills and training to promote life-long learning.

We are dedicated to continuously training and educating our personnel. Although the majority of our workforce are experienced mining professionals, we recognize that investing in our people contributes to improved productivity, employee engagement and safer workplaces.

We nurture our talent by offering regular training sessions in partnership with some of the top training companies in Greece. Training sessions cover technical skills and soft skills, and involve internal and external trainers. In 2016 we spent €117,240 on training, covering a variety of topics designed to strengthen our employees’ safety, health, technical, managerial and environmental performance.



Employees working underground.

2016 Highlights

41,576

training hours for employees and contractors

34.40

training hours per employees (on average)

3.55

training hours per contractor (on average)

2016 Training Hours	Male	Female
Total number of hours of training received by employees in executive positions	1,468	152
Total number of hours of training received by employees in supervisory positions	5,335	142
Total number of hours of training received by employees in non-supervisory positions	26,391	3,392
Total number of hours of training received by employees	33,194	3,686
Average hours of training received by employees	34.01	38.40
Total number of hours of training received by contractors	4,521	175

2016 Training Programs

Technical: Software (AutoCAD, Datamine, Microsoft Office, SAP), Analytical Methods, Preparation of Environmental Samples, Maintenance and General Machinery Operation, Supply Chain Management, Technical Field Training

Management: Leadership Skills Development, Successful Team Building, Business Management

Environment: Coaching on ISO 14064-1 GHG, Verification, Solid Waste Management – Solid Waste Characterization, Environmental Licensing Project – Environmental Inspections: Legislation, Interpretation and Applications

Health: Ambulance Driving Training, First Aid Training for Fieldwork, CPR – AED, Training on Dust Sampling, Snake and Insect Bites, Noise, and Measurements

Safety: Safety Orientation and Underground Safety Orientation; Hand Injuries and Use of Diphtherine; CRS: Working at Heights, Train the Trainer, 5 Point Safety System, Mine Rescue, Safe and Eco Driving, and Basic Principles of Fire and Fire Fighting

TRADE UNIONS

67% of Hellas Gold employees were covered under collective labour agreements in 2016.

It is important to us that our employees enjoy an environment where everyone knows their rights and obligations. That's why all work standards are set out in Hellas Gold's Work Rules and given to all employees. The Rules regulate labour relations at Hellas Gold, setting out the principles and types of behaviour required to effectively participate in collective decision-making, and establish values that promote personal and social responsibility. The Work Rules are signed by our trade unions and distributed to all new recruits when they first receive their employment contract. Our employees are notified of any change in the terms of their employment contracts one month before those changes take effect.

Trade unions are central to how Hellas Gold listens and responds to the needs of employees. Our Company has three active trade unions, which ensure that employees maintain adequate contact with management. These trade unions are:

- Agia Varvara Labourers and Employees Union
- Association of Underground Miners – Cassandra Mines Halkidiki
- Stoa 59 of Underground Miners in Olympias

An indicator of our performance with respect to fostering good working relationships with our employees is the fact that in 2016, zero labour strikes occurred.



Case Study

A New Bargaining Agreement Signed between Hellas Gold and Trade Unions

In the first quarter of 2016, we renewed a collective bargaining agreement with two of our labour unions. The agreement provides for existing remuneration levels to continue, including automatic salary increases due to promotions and discretionary bonuses. Upon signing the agreement, Hellas Gold's Vice President and Managing Director commented, "This is a very important step for strengthening our relationships with Hellas Gold employees. The new agreement is the result of mutual trust and cooperation with our labour unions. Moreover, it takes place in the context of a particularly difficult economic environment, where most companies are forced to take wage cuts."

Health and Safety

People are at the core of our business. Protecting the health and safety of our employees, contractors and community members is therefore our biggest priority and a cornerstone of our operating philosophy. From planning to operations, we strive to reduce risk through elimination, substitution, engineering controls, procedures, training and protective equipment. We continuously monitor our performance on health and safety and pursue innovative and effective control systems. Our managers are expected to lead by example and to prioritize and implement safe attitudes and initiatives to promote a culture of safety.



HEALTH AND SAFETY – MATERIAL ISSUE

For everyone at Hellas Gold, health and safety is not a system but a way of thinking, a way of life. It's an integral part of our policy, our philosophy, our work and our day-to-day life.



Worker inspecting his personal protective equipment (PPE).

Why this matters

All employees should return home safely every single day. This is paramount to our business success.

Health and safety is the highest material issue for both our stakeholders and Hellas Gold. Beyond our moral and legal obligation to provide a safe and healthy work environment, a poor health and safety record could adversely impact our business. Costs could include fines, litigation, injuries or fatal accidents. Furthermore, poor performance in health and safety can result in low employee morale, high staff turnover and a negative reputation for Hellas Gold. By aiming for the highest health and safety standards, we can create value for all – supporting the well being of our employees and the local community, strengthening our reputation as a responsible operator and delivering business results with consistent positive outcomes.

Key Risks in the Mining Industry

Mining involves numerous safety-sensitive activities, such as working at heights, use of explosives, exposure to hazardous chemicals, working in confined spaces, use of heavy or mobile equipment and vehicle operation. Health and safety also comprises industrial hygiene, which may include disease or injury resulting from prolonged employee exposure to certain physical elements like heat, noise or dust.

Hellas Gold is fully aware of its responsibility to protect the lives and health of workers involved in production activities, where the risks are inherent across all our sites.

HEALTH AND SAFETY STRATEGY

We aim to create and sustain an injury-free, healthy environment for our employees, contractors, the community and everyone who enters our workplaces. We focus on reducing health and safety risks across the life of our mines by considering a broad range of criteria, from detailed engineering designs to operations and closure.



Construction at Skouries.

Health and Safety Policy

Hellas Gold's Health and Safety Policy sets out our values and commitments in establishing and maintaining a safe and healthy workplace. Our Health and Safety Policy encourages action beyond regulatory compliance or fulfilling the conditions of the Mining and Quarrying Operations Regulations. The Policy has been informed by European safety standards and is annually reviewed and revised as necessary.

Health and Safety Committees and Teams

In compliance with the relevant Greek legislation (Law 3850/2010), Hellas Gold has a Health and Safety Committee in place. The Committee convenes every quarter to review the Company's safety performance, analyze issues, identify their causes and suggest solutions. The Health and Safety Committee consists of representatives from all Hellas Gold's trade unions, the Occupational Health Doctor, the Safety Engineer and Cassandra's Mine Management, in accordance with Law 1568/85, Article 2.

Health and Safety teams located at each of our sites are responsible for the day-to-day oversight, implementation and management of our Health and Safety policies, programs and activities. Each team reports directly to their mine General Manager, who in turn reports to Hellas Gold's Managing Director and Eldorado's Chief Operating Officer (COO). The COO annually sets safety objectives and targets for Hellas Gold and reviews safety performance on a week-to-week basis.

Health and Safety Management Systems

We have developed and implemented management systems in accordance with leading international standards, in order to establish formal processes and procedures to identify, plan, manage, monitor, review and improve our health and safety performance

Health and Safety in Action

- Modernization of existing infrastructure, processes and tools. This may entail buying new or more advanced tools.
- Prevention of accidents through continuous monitoring and assessment of risks, and immediate adoption of appropriate measures.
- Education and participation of all workers in health and safety.

OHSAS 18001 Occupational Health and Safety Management System

All Hellas Gold mines have been certified to the OHSAS 18001 Occupational Health and Safety Management System Standard since 2011. OHSAS 18001 sets out the minimum requirements for occupational health and safety management best practice.

ISO 39001: 2012 Road Traffic Safety Management System

In December 2016, Hellas Gold's Road Traffic Safety (RTS) Management System was independently certified in accordance with ISO 39001 as part of our collective commitment to improve health and safety performance. The RTS System introduces policy and procedures for road safety, aiming to prevent and eliminate all types of road accidents involving Company staff or other users of the public road network where we operate.

This new RTS System will enable us to:

- Demonstrate our commitment for responsible management of the corporate vehicle fleet
- Identify all risks connected to operational activities and road safety.
- Monitor road safety indicators, set specific targets and implement programs to achieve better results
- Ensure compliance with road safety legislation
- Achieve our employees' commitment to road safety, through continuous education and awareness programs
- Efficiently manage emergencies, incidents and accidents, investigate them, and implement preventive measures for the future.
- Reduce the risk of accidents
- Reduce vehicle maintenance costs and lost-work hours and increase productivity

CONTRACTOR SAFETY RULES

We include our Contractor Safety Rules in all tender notices and project assignments with our contractors. These Rules aim to ensure that contractors operate safely, prevent accidents among their employees, our employees or third parties, and avoid causing damage to facilities and equipment.

In any instance where a contractor does not implement our Rules, they are obliged to cease work until remedial actions have been taken, such as:

- Writing procedures for high-risk tasks within the contractor's scope
- Documenting training provided to personnel
- Conducting fit-for-purpose audits of machinery, materials, personal protective equipment, and emergency equipment used
- Re-inducting their employees to Hellas Gold's site safety requirements

OUR PERFORMANCE

We monitor our performance and prepare health and safety incident reports on a weekly basis for each site outlining weekly, month-to-date and year-to-date statistics.



Construction at Skouries.

Hellas Gold Safety Performance⁽¹⁾ (total employees and contractors)

	2014	2015	2016
Fatalities	–	–	1
Lost-time Incidents	10	7	8
Total Recordable Incidents	39	27	31
Lost-time incident Frequency Rate	2.61	1.95	2.07
Total Recordable Incident Frequency Rate	10.17	7.51	8.02

Hellas Gold Employees

2016	Stratoni (mine and mill)	Olympias (mine and mill)	Skouries
Fatalities	1	–	–
Lost-time Incidents	1	2	–
Total Recordable Incidents	11	8	1
Lost-time Incident Frequency Rate	1.58	2.17	–
Total Recordable Incident Frequency Rate	17.37	8.68	11.74

Contractors

2016	Stratoni (mine and mill)	Olympias (mine and mill)	Skouries
Fatalities	–	–	–
Lost-time Incidents	2	1	1
Total Recordable Incidents	5	3	2
Lost-time Incident Frequency Rate	7.86	0.88	2.11
Total Recordable Incident Frequency Rate	19.65	2.64	4.23

Unfortunately, in February 2016 we were sad to experience a death at the Mavres Petres mine in Stratoni. A mines inspector examined the scene immediately following the fatal accident and found no substandard operating conditions. We are waiting on the inspector's final report; however, we do not rest on that and are ensuring we do everything we can to prevent further incidents. Our internal investigation has resulted in findings that we have acted upon immediately, in order to reduce the likelihood of a similar accident occurring again.

To enhance safety awareness and performance, we have implemented a long-term health and safety training schedule. In 2016, our employees and contractors attended 21,814 hours of training on health and safety issues. More information on **2016 health and safety training programs** is presented in the *Our People* section of this Report on page 33.

(1) Notes on data reported:

(a) Lost-time incidents include fatalities.

(b) Total recordable incidents includes the sum of lost-time incidents, restricted work incidents and medical treatment incidents.

(c) Frequency rates are calculated per million man-hours worked.

We define a hazard as anything in the work environment that has the potential to harm our people or equipment.

Case Study

Hazard Identification Initiative

Throughout 2016, the Olympias Phase II and Skouries construction projects led to a 29% increase in the number of contractors working on site. Unfortunately, this also resulted in a corresponding increase of safety incidents and injuries affecting our workforce. To improve our performance, the Health and Safety team increased the number of site safety inspections to help identify potential safety hazards in advance of an injury occurring. During daily inspections, the team flagged any hazards which were recorded and reported back to employees and contractors to raise their safety awareness. Good practices were also identified to highlight and commend strong safety processes, reinforce the safety culture of the workforce and to drive continuous improvement.

This initiative and hard work by our teams paid off. In February 2017, the Olympias Phase 2 team celebrated one million man hours worked without a lost-time incident.

Case Study

Zero Asbestos Hazards

During development of the Skouries mine, we heard concerns from some stakeholders about potential asbestos in the ground at the site. We listened to this feedback and partnered with academic and independent consultants to conduct several detailed studies around the site, including in the underground mining area. We found no asbestos hazards at the Skouries mine. Laboratory analysis during the studies showed fibres from air samples to be non-asbestos material. Fibre concentrations were also below the legislated exposure limit. Even though we identified no asbestos hazard at Skouries, we are required by law to monitor for asbestos fibres in the air at work fronts, using a continuous recording instrument. Skouries will use an advanced, real-time fibre monitor that automatically detects and counts airborne fibres. The monitor has a visible and audible alarm that indicates when fibre concentrations exceed regulation levels. As a further precaution, we are also training employees on asbestos hazard awareness.



Olympias Phase II team celebrates one million man-hours worked with no LTIs.

Community Development

We aim to build trust with the communities in which we operate. We support community development and invest in economic growth for local, regional and national prosperity.

Arnaia village, Municipality of Aristoteles.



Investing in the Local Economy

Our approach to creating sustained economic value for the local community goes beyond the economic impact of our core mining operations. Hellas Gold continues to make significant investments in education, health care, sports, civil services, infrastructure and public services. These investments generate value for the community and improve the quality of life for residents.

ECONOMIC PERFORMANCE – MATERIAL ISSUE

Through our mining operations and further investments in the local economy, we are a catalyst for growth in North East Halkidiki and beyond.

Hellas Gold aims to achieve strong economic performance through solid operations combined with capital discipline. We generate economic value primarily through the investments we make and the sale of gold, silver, lead and zinc produced by our mines. Economic value is distributed primarily through our payments to employees, contractors and suppliers as well as through the taxes we pay to government. We receive no financial support from the government.

2016 Highlights

- Over €750 million was invested in Greece by year end, across our three projects
- Over €150 million was paid to Greek suppliers including over €20 million spent on local goods, services and contractors around our sites

Why this matters

Hellas Gold's economic performance is directly linked to the long-term sustainability of the Company and the socio-economic development of the area. By generating economic value for all our stakeholders, we can continue to support our community and the economy. Our impact on local development is particularly important given the challenging social, political and economic context currently being experienced in Greece. The people living nearby our projects rely heavily on our mining operations for employment, income generation, and consumption of goods and services. Moreover, our approach to creating economic value as part of a comprehensive sustainability strategy helps to align economic growth with broader improvements in the quality of life for our community.

"The flow of capital that is initiated by our operations feeds into almost every aspect of the local economy – including education, healthcare, tourism and culture."

Kostas Georgantzis, PR and CSR Manager at Hellas Gold



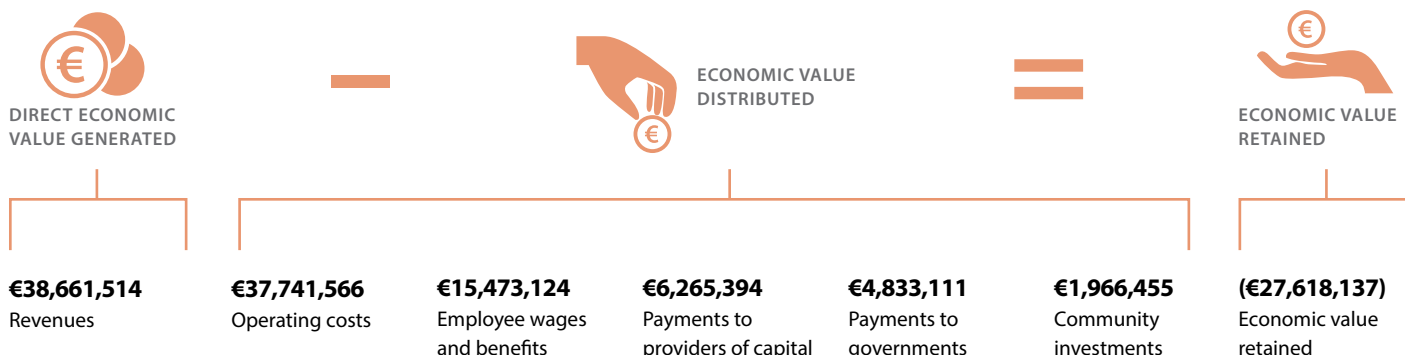
Local market at Arnaia.

Through the wages and benefits we provide to employees, our collective support to local, regional and national suppliers of goods and services, and our regular contributions to upgrade local infrastructure, Hellas Gold's mining activities are building a social and economic legacy for present and future generations.

2016 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED ⁽¹⁾

The Stratoni mine is Hellas Gold's only operating asset. Both the Olympias and Skouries construction projects were under development throughout 2016, with production targeted in 2017 and 2019, respectively. Developing mines is a capital-intensive process and as such Hellas Gold's costs at Olympias and Skouries outweighed revenues generated from Stratoni's metal sales in 2016. Once Olympias and Skouries move towards commercial production, we anticipate a significant increase in economic value generated through additional metal sales of gold, silver, lead, zinc and copper.

2016 (€)



PERFORMANCE AGAINST BUDGET

Responsibility for our economic performance lies with Hellas Gold's senior management team, through our Finance Department and department heads. The Finance Department is responsible for preparing our operating budget in collaboration with our majority owner Eldorado Gold, and is accountable for ensuring that the budget is strictly adhered to by all departments. Department heads are required to manage financial resources in accordance with the budget. We regularly evaluate our performance and progress against our budget in order to identify potential concerns and respond accordingly.

Hellas Gold's Finance Department completed the 2016 fiscal year within budget.



The Olympias mine offices.

PAYMENTS TO GOVERNMENT

30% of our revenue is paid to government in direct and indirect taxes.

The taxes we pay to government and our approach to managing tax affairs are of considerable interest to some stakeholders. In line with the transparency requirements of the Company, being able to quantify the contributions we make to Greece and our local community is critical for building trust with stakeholders and for maintaining our social licence to operate.

Payments to Government ⁽²⁾

(€)	2016
Taxes	€1,011,835
Royalties	€758,876
Fees	€1,752,643
Production entitlements	-
Bonuses	-
Dividends	-
Infrastructure improvement payments	€659,500
Total	€4,182,853

We do not make donations to political parties or politicians.

(1) Amounts are calculated on an accrued basis and translated to euros using the 2016 average EURO/USD rate.

(2) Payments to government have been calculated on a cash basis and in accordance with the Extractive Sector Transparency Measures Act (ESTMA). Final values are presented in Eldorado Gold's 2016 ESTMA Report in USD, published on May 30, 2017.

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

€0 of financial assistance received from the Greek government.

In 2016, Hellas Gold did not receive any form of financial assistance from the Greek government. We did not receive any tax relief or tax credits; subsidies; investment grants, R&D grants, or any other relevant types of grants; awards; royalty holidays; financial assistance from export credit agencies; financial incentives; or other financial benefits received or receivable from any government for any operation.

OUR INVESTMENTS IN THE LOCAL ECONOMY

Hellas Gold’s investments in the Kassandra Mines represent one of the largest economic developments for Greece today. By the end of 2016, over €750 million had been invested in Greece towards the three projects Stratonis, Olympias and Skouries, including over €153 million on national, regional and local suppliers in 2016 alone.

COMMUNITY PROJECTS

Hellas Gold supports a diverse range of community projects aimed at promoting long-term development.

Hellas Gold’s expenditure on community development is one of the highest in Greece. In 2016, we invested approximately €2 million in community development projects largely focused in the Municipality of Aristotle. Benefits to the local community include support for athletic and cultural institutions, educational programs and field trips, the renovation of important buildings, and development of social infrastructure.

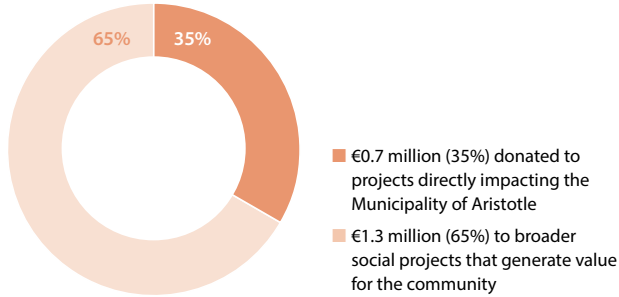


Did you know?

Hellas Gold runs programs in partnership with the Geology Department of Aristotle University of Thessaloniki. For more information, please see the case study on page 43.

2016 DONATIONS TO COMMUNITY PROJECTS

In 2016, Hellas Gold donated a total of approximately €2 million to community projects.



The €2 million expenditure on community projects included:



Over €300,000 spent on promoting innovative tourism products in Halkidiki. We support tourism primarily by collaborating with Mount Athos Organization, which is featured in a case study on page 42.



Over €700,000 to support local infrastructure, public services and healthcare in the area. This expenditure is crucial due to the current Greek context that requires an urgent response to social needs. For example, Hellas Gold funded the Stratonis-Olympias road maintenance.



Over €140,000 in support of local cultural associations and sports clubs, with the aim of improving the quality of life for community members of all ages through participation in a range of leisure activities.



Athletes from the Hellenic Weightlifting Federation.



Seaside at Olympias village.

Hellas Gold Helps to Increase Tourism in the Region

Tourism is an important part of the local economy in Halkidiki. Hellas Gold believes that tourism and mining can co-exist and both be industries of importance to the local area. Hellas Gold has invested in ensuring the success of the local economy.

Partnership with Mount Athos Association

Hellas Gold is proud to collaborate with the Mount Athos Association to promote Halkidiki and attract tourists to the area. The Association aims to develop new tourism products in Halkidiki and to increase local tourism by promoting attractions at tourism events in Greece and abroad, including beaches, diving locations, hikes and walks, and religious and historical sites. Eighteen new tourist attractions and activities have already been developed, increasing the visibility of Halkidiki and promoting both the coastal and mountainous zones. Hellas Gold's participation in the Association has helped achieve tangible results for the community. The tourist season has been extended from 40 days to almost three months, with local business revenues also rising. Our mining activities are recognized as complementary to some tourism sectors; for example, hoteliers in the community have expressed their support for the co-existence of mining and tourism.

Recognition of northeast Halkidiki as a tourist destination is increasing. Hellas Gold's mining activities co-exist with tourism.

Shipwrecks

Hellas Gold is helping to increase diving tourism in Halkidiki by supporting studies and research into shipwrecks in the area. In 2014, a survey commenced to identify historically important shipwrecks off the Halkidiki coast, such as the British steamship "The Ermine," which sank in 1917. The Hellenic Navy has expressed interest in the findings and the National History Museum intends to promote the research findings. We are developing partnerships with a leading diving company from the UK that is interested in opportunities to train divers and take visitors to explore the wrecks. Finally, a diving park is intended to create new jobs, increase the number of tourists in the area, and generate new sources of income for the local community.

A shipwreck museum has already attracted significant interest internationally.

Hellas Gold Is a Proud Sponsor of the Greek Paralympic team

Hellas Gold collaborates with the Pyrros Dimas International Institute of Sport to support Greek sporting events and to train athletes. In 2016 we assisted athletes from the Hellenic Weightlifting Federation to accomplish their national and international goals. Hellas Gold covered travel expenses for a group of weightlifters to attend the European Games, in an effort to increase their chances of qualifying for the 2016 Olympic Games in Rio de Janeiro.

Hellas Gold helped to prepare the national bench-press team for the Rio de Janeiro Olympics, by finding suitable training facilities in northeast Halkidiki, running training camps, and covering the athletes' travel and living expenses. We also built public awareness and support for their efforts both during training and after they returned from Rio de Janeiro. In November 2016, an award ceremony for Paralympian winners from Rio 2016 took place in Polygyros, and the athletes enjoyed a tour of Hellas Gold's facilities.

"If it had not been for Hellas Gold, I don't believe we would have achieved the same results."

Pavlos Mamalos, 2016 Gold Medalist in Powerlifting, 2016 Summer Paralympics in Rio de Janeiro

Partnerships with Universities

Hellas Gold runs several partnerships with the Aristotle University of Thessaloniki and the National Technical University of Athens. The partnerships are mutually beneficial because Hellas Gold gains access to advanced research and new technologies, and students and professors gain valuable operational knowledge which can be applied to their studies. In this way both research and operational practices are improved.

Geology Department of Aristotle University of Thessaloniki

Hellas Gold has a long history working with the Geology Department of the Aristotle University of Thessaloniki and the Society of Economic Geologists (SEG). We jointly research and discuss many geological topics relevant to Hellas Gold's operations and of importance to the wider field of geology. Together, we have developed an innovative 3D design and modelling technique which enables a better understanding of the exploration and extraction stages of mining. This new technique has already been applied at Hellas Gold's operations. Furthermore, we arrange regular field trips for geology students to visit Hellas Gold's premises.

Department of Mining of the National Technical University of Athens

In 2016, third-year students from the National Technical University of Athens toured Hellas Gold's sites to gain practical insights on the mining sector. In late June, the engineers arrived in Halkidiki to visit the Olympias mine and Skouries development project. They gained knowledge about the Company's mining activities, including a detailed understanding of ore deposits in the region, project design, work methods and extraction techniques as well as environmental management.

Hellas Gold Cares for People's Health and Well Being

Since 2014, Hellas Gold has been working with the Democritus University of Thrace to design and manage a program that improves the quality of life for our employees. The program covers physical and mental health, including components on nutrition and exercise. A quit-smoking campaign assists with the aims of the initiative. Hellas Gold is the first mining company in Greece to develop a comprehensive program of this sort.

Partnership with Oasis

Hellas Gold works in collaboration with the non-profit organization Oasis to organize seminars and presentations for employees and the local community to raise awareness around mental health and provide relevant support to prevent and eliminate addictions. The work is important due to the psychological impacts of the recent economic climate in Greece, which has led to heightened levels of addiction (alcohol, drugs, gambling, etc.) in the country. Our objectives include providing information to the public about addictions and dependencies, engaging in scientific research about the factors leading to addictions, and formulating views and proposals for policymakers to take action. During 2016, we facilitated more than 20 visits from psychology and health experts to the Halkidiki region to educate the community about addiction problems. We run training workshops for recovering addicts to enable them to develop professional skills, and we organize sporting, cultural, and leisure activities for individuals to participate in. Our work facilitates the social reintegration of recovering addicts, encourages volunteerism, and ultimately creates the conditions for an addiction-free life.

Prevention and Detection of Wildfires

The Thessaloniki-Halkidiki area is susceptible to wildfires that can cause vast damage to local ecosystems. To detect wildfires early and prevent them from spreading, Hellas Gold initiated a project in partnership with Thessaloniki Aeroclub. We help maintain the Aeroclub's aircraft and supply fuel for the aircraft in summer months for the pilots to be able to carry out daily surveillance flights during high-risk hours. Over 2015 and 2016, we helped prevent the spread of at least 40 fires that were identified in their early stages. In 2016, we began surveying air pollution levels in Thessaloniki and Halkidiki and we will continue to advance these activities for potential application at the national level.



Hiring Locally

Hellas Gold prioritizes hiring locally. In 2016, 87% of our employees came from the villages around our sites. We purposefully select employees from northeast Halkidiki and provide training to equip the local workforce with the skills and experience required to work with us. We speak with our community and local entrepreneurs to identify gaps in skills or education, and search for effective ways to increase their capacity to conduct business.

SOCIAL LICENCE TO OPERATE – MATERIAL ISSUE

Hellas Gold is an active member and supporter of the local community.

We have set the goal of increasing the number of employees in leadership positions coming from the local area. We are proud that a growing number of Hellas Gold's managers originate from the Municipality of Aristotle, which demonstrates our commitment to empowering employees and integrating community values within our business.

Beyond our existing workforce, we continue to invest in employment opportunities for students across Halkidiki. Each year we run a summer internship program for local students to gain valuable work experience with Hellas Gold and to learn more about the mining sector and our practices. In 2016, there were 276 students who participated in the program, spending one month working with our teams at the Cassandra Mines.

Year	Summer Internships	Other Internships	Total
2015	264	8	272
2016	274	2	276



Construction workers at Skouries.

(1) AMBIO Socio-Economic Impact Assessment Study.

(2) International Council on Mining and Metals. 2014. *The Role of Mining in National Economies (2nd Edition)*. [Online]. Available from: www.icmm.com/romine/index

Why this matters

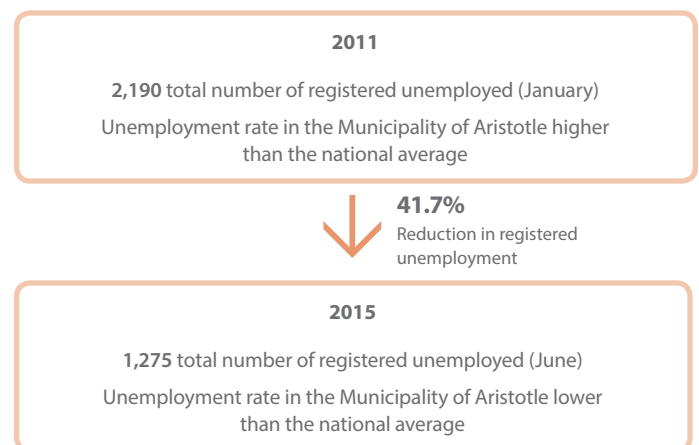
We are the largest employer in the Municipality of Aristotle.

Our presence in Halkidiki stimulates the socio-economic development of the region by providing the opportunity for meaningful long-term employment and stable income generation. At the national level, our recruitment and retention of staff has positive impacts – boosting employment rates, reducing the number of educated and qualified young people leaving the country, and bolstering the economy through payment of taxes (income and corporate).

For Hellas Gold, providing valued employment builds trust with our community and demonstrates our desire to be a welcome neighbour. Investing in the professional development of our employees allows us to build talented human capital that is crucial for our success in the long term.

As the largest employer in the Municipality of Aristotle, Hellas Gold plays an integral role in improving employment prospects in the region. Based on 2016 findings, we directly employ 24% of the local workforce. This is defined as the total workforce of the Municipality of Aristotle and calculated using data from the local labour department. ⁽¹⁾ Furthermore, recent studies suggest that in industrialized economies \$1 of economic activity in the mining sector can generate \$3 or more of economic activity elsewhere. ⁽²⁾ This is of particular importance given the unprecedented levels of unemployment that currently exist in Greece.

The Unemployment Trend in the Municipality of Aristotle⁽¹⁾



LOCAL EMPLOYMENT TARGETS

The Human Resources Department has a target of hiring 90% of Hellas Gold employees from the local community. In 2016, we achieved an 87% local hire rate. This percentage was unchanged from our 2015 performance.

We continue to review our recruiting practices to strengthen local employment. The following areas have been identified for further action:

Leadership

Our goal is to help more community members reach positions of leadership within Hellas Gold.

We aim to increase the percentage of Hellas Gold managers that come from the Municipality of Aristotle.

Female Hires

A concern raised during community consultations was the lack of non-manual-labour roles available for women. We are adjusting our recruitment practices to identify suitable roles and to focus on recruitment and training of local women. For example, we have had recent success working with our contractor security team to hire female security staff across our sites.

Future Talent

We continue to invest in educating and training local students. In 2016, Hellas Gold hosted 276 student internships and summer-term positions, which provide valuable work experience for those interested in a career in mining. They are also great initiatives for us to identify potential future candidates.

Location	Description	Percentage Nationals (%)	Percentage from Local Community (%)	Percentage of Senior Executives ⁽¹⁾ from Local Community (%)
Stratoni and Mavres Petres	Operating mine	100	93	37
Olympias	Construction project	100	86	39
Skouries	Construction project	96	74	57

(1) Senior executives are defined as personnel at the level of engineer or above.

Local Procurement

Hellas Gold's procurement practices are focused on maximizing purchases from local suppliers. We define "local" as procurement from contractors and suppliers that are based in and operate within the Municipality of Aristotle.

SOCIAL LICENCE TO OPERATE – MATERIAL ISSUE

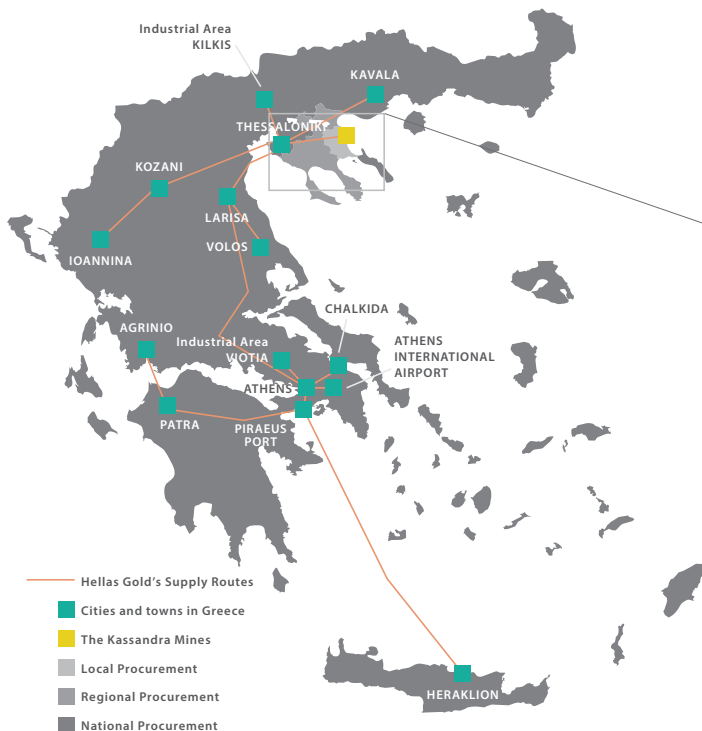
Our preferred approach is to source goods and services locally.

Our supply chain management empowers local suppliers, and we have implemented a Contractor Management System for evaluating contractors in a systematic way. Hellas Gold provides support for local suppliers to improve their capacity and ability to work with us, and training for local contractors to ensure that they carry out work safely. Our approach creates an effective network of suppliers and contractors in close proximity to our projects that helps to improve our operational efficiency.

2016 Highlights

- €153,256,415 was spent on domestic suppliers and contractors
- €20,419,969 was spent across 280 local suppliers and contractors
- 70% of local purchases were distributed to contractors

Hellas Gold's Supply Routes and Procurement Area



Why this matters

Mining operations can have significant positive impacts on local and national economies. The purchase of goods and services typically make up 50%–60% of the production cost of mining. Through targeting local procurement, we aim to maximize our contribution to the Halkidiki economy by developing strong working relationships with the community and nearby industries and directing income to local suppliers and contractors.

The support we provide to suppliers in Halkidiki has helped grow their businesses and increase their capacity to provide the goods and services we need. Local suppliers are increasingly capable of providing a larger proportion of our procurement needs, and every year we aim to increase the percentage of materials we purchase from neighbouring companies.

The support we provide to local contractors, including education and training, also strengthens the productivity of the mining industry and related sectors, including construction, environmental rehabilitation and road works.

Local procurement provides numerous benefits to Hellas Gold, including:

- Improved operational efficiency (by creating an efficient network of local suppliers and contractors)
- Reduced lead times (the time it takes to deliver the good or service)
- Supply chain security
- Customized and dedicated supply
- Opportunities for more favourable terms when procuring goods and services
- Enhanced public perception, reputation and social licence



SUPPLY CHAIN MANAGEMENT

Our supply chain is managed by Hellas Gold's Purchasing Department located in Stratoni. Supply chain management is integrated across all business units and extends throughout our mine lifecycles – across planning, construction, mining and reclamation activities. We gain efficiencies by focusing on local supplier and contractor management, leveraging existing transport networks, resourcefully shipping supplies and our concentrates, and effectively using transit stations around our projects to reduce the need to maintain high stock in our warehouses.

The geographical location of our mines and our proximity to commercial business centres in northern Greece significantly influences our supply network.

The map on the previous page provides an overview of Hellas Gold's supply network, depicting the main local, regional and national routes.

HUMAN RIGHTS IN THE SUPPLY CHAIN

We are committed to protecting human rights in our supply chain, which is why we seek to implement international best practices in our business activities. Our suppliers and contractors must adhere to the Human Rights Policy developed by Eldorado Gold and implemented by Hellas Gold in Greece. The Policy explicitly outlines our support for the elimination of child and forced labour and the elimination of workplace discrimination on the basis of race, sex, religion, age, social status, sexual orientation or any other arbitrary characteristic unrelated to an individual's job performance.

“We expect our business partners, including contractors and suppliers, to share this commitment to rights, including those in regard to working conditions, freedom of association, collective bargaining, maximum working hours, minimum wages, equal opportunity and freedom from discrimination.”

Dimitris Dimitriadis, Managing Director of Hellas Gold

CONTRACTOR MANAGEMENT SYSTEM

In 2015, we implemented a Contractor Management System to formalize our approach to evaluating contractors. Contractor evaluation begins at the earliest stages of soliciting a contract, when a project quote is given or a tender is submitted. The contractors who can demonstrate that they will complete the work under the safest conditions will be prioritized. Our Contractor Safety Rules are included in all tender notices and form a core part of any contract. As a prerequisite to working with us, all contractors are also required to comply with our Health and Safety Policy.

Contractors that work with Hellas Gold receive the same support and training that our employees do. Health and safety training takes place before any project commences and at regular intervals. More information on the training provided to contractors is discussed in the chapter on Valued Employment.

PAYMENTS TO SUPPLIERS AND CONTRACTORS

€153,256,415 was spent on national, regional and local suppliers and contractors in 2016.

13% of domestic supplier spend was within the Municipality of Aristotle.

We use domestic and international suppliers. Domestic suppliers include local, regional and national suppliers. If the money is spent within the country (even if the company is a multinational), we categorize it as an in-country or domestic spend. In 2016, 84% of our total supplier expenditure was distributed to domestic suppliers. We collaborated with 280 local suppliers and contractors throughout 2016.

We maintain business with local suppliers and contractors as long as they meet our standards for safety and quality work, and remain active as taxable entities. Our aim is to increase work with existing suppliers and contractors from Halkidiki and empower more local suppliers and contractors to do business with Hellas Gold.

Domestic suppliers and contractors are categorized as:

- **Local** – those that are based and operate in the Municipality of Aristotle
- **Regional** – those that are based and operate in the Halkidiki Prefecture (excluding the Municipality of Aristotle) or in the area of the Municipality of Volvi (neighbouring the Municipality of Aristotle, administratively in the Prefecture of Thessaloniki)
- **National** – those businesses that are based and operate in Greece (excluding the Halkidiki Prefecture and the Municipality of Volvi)

Distribution of Local Suppliers and Contractors per Purchase Category

Goods	€2.9 million
Services	€3.2 million
Contracts	€14.2 million

Community Engagement

Hellas Gold seeks to strengthen its social licence to operate every day. This refers to social acceptance and approval that must be earned by Hellas Gold from the community and society where we operate.

SOCIAL LICENCE TO OPERATE – MATERIAL ISSUE

Located in an area with a long mining history and culture, the villages close to our mining operations are closely involved in determining our approach to business.

To strengthen our social licence to operate, we must continuously engage with the local community and build long-term relationships based on trust. Our approach is to foster open communication and frequently engage with local residents, holding regular consultations to understand community concerns and how we can respond to them. Trust is enhanced by being transparent around our business practices, especially with regard to how we manage and mitigate the environmental impacts of our operations. Environmental transparency is discussed in more detail in the Environmental Stewardship chapter of this Report.

Why this matters

Our success is contingent on the trust and support of the local community. It is essential that we understand community expectations and needs and respond in a timely manner to key concerns. In this way, we aim to ensure that Hellas Gold's activities correspond with meaningful contributions towards broader socio-economic growth and development. By integrating our business with the local community, we have an opportunity to enhance our reputation as a responsible mining company and strengthen our social licence to operate.

UNDERSTANDING OUR COMMUNITY IMPACTS

To continue building trust, it is critical that we understand the potential impacts of our business on the local community. All of Hellas Gold's business activities are covered by assessments and stakeholder engagement activities. In 2016, we worked on the following:

Assessment type	Commentary
Socio-Economic Impact Assessment (SIA)	We appointed an independent consulting company to conduct a comprehensive socio-economic impact assessment. The final results are pending.
Environmental Impact Assessment (EIA) and ongoing monitoring	We installed both manual and automated systems to monitor and measure environmental parameters around our projects and surrounding areas. Our Environmental Monitoring System was developed in accordance with Hellas Gold's approved EIA.
Public disclosure of EIA	The comprehensive EIA and the Joint Ministerial Decision are accessible through Hellas Gold's website.
Stakeholder mapping, engagement, consultation	Our stakeholder mapping process is detailed in the Stakeholder Engagement section of this Report.

RESPONDING TO SOCIETAL CONCERNS

Hellas Gold responds to local community issues as they are raised. Feedback is mostly received via email, community meetings, and our website, which is forwarded to the responsible departments and investigated. We invite feedback, both positive and negative, from all stakeholders, including groups which are opposed to mining.

In 2016, we had 15 grievances filed by the local community, all from people that wanted to be employed by Hellas Gold but were not at the time. The issues were forwarded to the Human Resources Department for further action.

We recognize that we do not currently have a formal system for responding to complaints from the local community. In 2016, Eldorado Gold finalized the Global Grievance Mechanism Directive and we are taking steps to align our sites with these guidelines.

Open Door Policy

More than 6,000 residents, students and other stakeholders have visited Hellas Gold's projects between 2012 and 2016.

As part of our commitment to building trust with the local community, we established an open door policy so that anyone interested in visiting our facilities is welcome. Since 2014, local residents can visit our sites, ask questions on any topics of interest and receive detailed answers from Hellas Gold managers and engineers. We continued an open door policy in 2016, attracting almost 600 visitors over the course of the year. Visitors included local community members, students from the Universities of Athens, Thessaloniki, and Thrace, members of government, athletes, scientists and other stakeholders.

An Open Door for Local Students

In 2016, our open door policy provided opportunities for students in the region to learn about mining and engineering, directly from our experts. In March 2016, 30 middle-school students visited the Cassandra Mines. The students, whose visit formed part of their class on technology, attended a tailored lesson about how a mining company like Hellas Gold operates. Students were able to ask questions and receive advice on their studies and potential career prospects in the mining sector. One student commented "It is impressive to see the mining industry from an internal point of view. I learned a lot, and I now understand how minerals are extracted."

Permitting at Skouries

Due to delays in the issuance of routine permits and licences, Hellas Gold announced the decision to suspend development at Skouries in January 2016. The majority of construction work was on hold for the first half of the year while environmental protection work and care and maintenance activities continued. On May 9, 2016, the Company received approval of the revised Technical Study and the construction team began to remobilize in late May.

BEYOND COMPLIANCE



Permitting and Regulatory Compliance – MATERIAL ISSUE

Hellas Gold aims to build trust by operating in strict compliance with relevant rules and regulations and responding immediately to any changes in the law or any identified regulatory compliance issue. Our approach to financial management and business transparency extends beyond the requirements of Greek law, as we undertake additional internal audits and quarterly reviews not prescribed by national regulations. Additionally, we share our experience of operating in Greece with local regulators, in order to support further legislative development for the mining industry.

We aim to work in collaboration with national authorities to facilitate further licensing of our projects. To this end, the executives of Hellas Gold hold an open dialogue with all elected and regulatory authorities of local and national government.

Why this matters

Permitting (obtaining licences for our projects based on approvals from the Ministry of the Environment and Energy) is essential for our business – without these licences, our projects could not continue. Despite fulfilling the requirements to obtain licences, we continue to face delays in being issued with routine licences. These delays are costly for both Hellas Gold and our employees, who depend on our operations for a stable income.

REGULATORY COMPLIANCE

Hellas Gold complies with:

- *The Sarbanes-Oxley (SOX) Act* – The Act was created to deter and prevent fraudulent accounting practices by corporations. Hellas Gold is certified under SOX by independent auditors and fully reviewed by our internal audit teams at least twice a year. Across the financial management function, we have established precautionary controls to avoid any mismanagement practices, with regular reviews taking place. In this regard, our commitments in financial management and economic transparency go well beyond our compliance to Greek legislation.
- The Canadian government's *Extractive Sector Transparency Measures Act (ESTMA)* – The Act seeks to increase financial transparency and deter corruption in the extractive industry. It requires Eldorado Gold and its subsidiaries, including Hellas Gold, to disclose on an annual basis, specific payments made to all governments in Canada and abroad.
- *EU Directives on Transparency* – In July 2016, the Greek government passed law 4403/2016, implementing the provisions of the EU Directives 2013/34/EU and 2014/95/EU. The EU Directives outline requirements for disclosures within company financial statements and related reports, including supplementary disclosures on payments to government and non-financial performance.

Fines and Non-monetary Sanctions for Non-compliance with Laws and Regulations

Amounts (€)	2013	2014	2015	2016
Total monetary value of significant fines	15,895	5,917,348	24,142,167	100,213 ⁽¹⁾
Total number of non-monetary sanctions	0	0	0	0
Cases brought through dispute resolution mechanisms	0	1	1	2

(1) Due to the sensitive nature of cases raised in 2016 via the dispute resolution mechanism, we are unable to provide further details to the public. Each case is currently being investigated and reviewed by the Company. Prior year fines are described in Hellas Gold's 2015 Sustainable Development Report.



Environmental Stewardship

We act as responsible stewards of the environment by adopting an integrated approach towards environmental management and protection.

The road from Varvara to Olympias.

Environmental Management

We are committed to protecting the environment around our sites, including air, water and soil – resources that we all share. For this reason, we carefully plan, design and build our operations to limit our environmental footprint to the absolute minimum. Our approach is to integrate environmental responsibility into our everyday business activities by implementing best-in-class environmental management practices.

We adopt an integrated approach to environmental management and protection.

Throughout the life cycle of our operations, we maintain systems to identify, manage, monitor and mitigate our potential impacts. Our environmental commitments are demonstrated by activities such as the reclamation of historic disposal sites and land no longer needed for mining use, the application of best available technologies to increase resource efficiency, and establishing a strong culture of environmental stewardship. In 2016, Hellas Gold launched one of the most integrated and comprehensive environmental monitoring systems in Europe, and we continue to search for ways to improve our environmental performance while maintaining high levels of corporate transparency. Our performance is assessed through several mechanisms including internal audits and controls, regular monitoring and assessments, annual performance reviews, and external certifications of management systems and equipment.

Why this matters

The environment is a key concern for the local community in Halkidiki. The region offers a rich ecosystem that supports numerous industries and sectors, including forestry, farming, tourism and recreation. Mining by its very nature has impacts on the natural environment. It is important to us and our stakeholders that we avoid or manage the environmental impacts of our operations at all times. An awareness of the potential impacts of our operations allows us to proactively manage environmental considerations so that we continue operating legally, responsibly and with the trust and support of our stakeholders and the local community.

We believe that good environmental management practices are core to our long-term success. Our environmental performance is a key indicator of our ability to create value for all stakeholders and to implement our sustainability strategy. The environment is also an area where we have identified an opportunity to generate a competitive advantage – by implementing best practices and driving innovation, for example, to maximize resource efficiency.

RESPONSIBILITY FOR ENVIRONMENTAL STEWARDSHIP

At Hellas Gold, we are all encouraged to be responsible stewards of the environment.

We promote a culture of environmental stewardship among our employees and contractors. Our teams are required to adhere to environmental rules and regulations, and are encouraged to be proactive stewards of the environment. For this reason every newly recruited employee, including suppliers and contractors, must complete environmental training, and all existing employees are provided with regular environmental training to keep their environmental awareness and knowledge up to date. Key training topics include:

- Recycling
- Waste management
- Energy efficiency
- Resource efficiency

In addition, we have developed compensation structures that incentivize employee performance on environmental goals. Further details on compensation structures and training provided are available in the Report chapter on Valued Employment.

Oversight

Hellas Gold's Environmental Department is responsible for developing and implementing our environmental management practices as well as identifying new opportunities to improve the rigour and effectiveness of our systems. A team of 20 scientists and 15 contractors are permanently dedicated to environmental issues at our sites.

All Environmental Department projects and proposals are reviewed by senior management, including mine General Managers and our Managing Director, prior to approval and implementation. Hellas Gold's senior management team is actively involved in supporting our environmental stewardship commitments, and are responsible for ensuring teams are equipped with the necessary resources, tools and infrastructure to ensure our continued environmental compliance and strong performance.

OUR ENVIRONMENTAL POLICY

Hellas Gold has developed and implemented an Environmental Policy, which is focused on the following:

- **Engagement and training** for the entire workforce on environmental issues
- Using effective **environmental management and monitoring systems** both within our business infrastructure as well as the broader area of our operations
- Enabling **research into new technologies** that improve resource efficiency, facilitate recycling and reuse of waste, and enhance environmental restoration activities
- **Transparency and open access** for all our stakeholders to comprehensive data regarding our environmental performance

In addition, we adopt a precautionary approach to risk management, which involves conducting thorough assessments to identify how to avoid, control, or mitigate environmental impacts before we commence any activity. The **Precautionary Approach** is a key feature of *Our Approach to Sustainability*, as outlined on page 18.

ENVIRONMENTAL MANAGEMENT

To uphold our commitment to environmental stewardship, we have developed comprehensive management systems in accordance with leading international standards, such as those developed by the *International Standards Organization (ISO)*, which cover all activities of the Cassandra Mines. Our systems include:

- Objectives for achieving our Environmental Policy commitments
- Site-specific procedures and practices
- Taking action as needed to continuously improve performance
- Demonstrating our performance through regular audits and reporting

We conduct monthly, semi-annual and annual reviews of our management systems, which can identify early warning signs and lead to the prevention and mitigation of environmental hazards. Our review procedures include updates to senior management on any environmental compliance issues.

ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM

Our framework and approach to environmental stewardship is set by Hellas Gold's rigorous Environmental Management System, designed in accordance with our mining licences and independently certified in accordance with the ISO 14001 Environmental Management System standard (ISO 14001). The overall aim of ISO 14001 is to support environmental protection and prevent pollution. It provides a stringent guideline to help organizations achieve environmental goals, using a structured approach that enables consistent

environmental performance over time. The scope of ISO 14001 encompasses all stages of our projects' life cycles, including exploration for new deposits, construction of new mining facilities, operation of our mines and processing facilities, transportation of materials, and rehabilitation of our sites.

ISO 50001 ENERGY MANAGEMENT SYSTEM

The Cassandra Mines are the first mining operations in Greece to obtain the ISO 50001 standard for energy management, which sets requirements for establishing, implementing, maintaining and improving an energy management system. Our Energy Management System (EnMS) makes use of the ISO 50001 standard as a foundation and incorporates best practices from a number of industries. The EnMS is focused on four key principles:

1. Establishing a systematic approach to continuous improvement of energy performance
2. Proactively managing energy costs
3. Achieving sustainable improvements in energy efficiency
4. Ensuring operations have energy security throughout their anticipated mine life

Our commitment to continually enhancing our environmental management systems is underscored by our ongoing efforts to become certified under the following:

- **ISO 14064 Greenhouse Gas (GHG) Emissions standard:** The ISO 14064 standard is the most comprehensive, accurate and widely recognized GHG accounting standard globally, and provides a framework for GHG accounting and verification. ISO 14064 provides a benchmark for reporting GHG emissions and reductions going forward.
- **EU Eco-Management and Audit Scheme (EMAS):** EMAS was developed by the European Commission for companies to evaluate, report and improve their environmental performance. We intend to apply for EMAS when all of our facilities are in operation, which we anticipate will be in 2019.

TOWARDS SUSTAINABLE MINING

As our parent company Eldorado Gold is a member of the Mining Association of Canada (MAC), we are committed to aligning our management practices with the **Towards Sustainable Mining (TSM) protocols and frameworks**, which form a comprehensive benchmark for the industry. TSM is designed to improve the industry's performance and practices in key environmental and social areas, and is founded on a self-regulating set of guiding principles that encompass all stages of the mining life cycle.

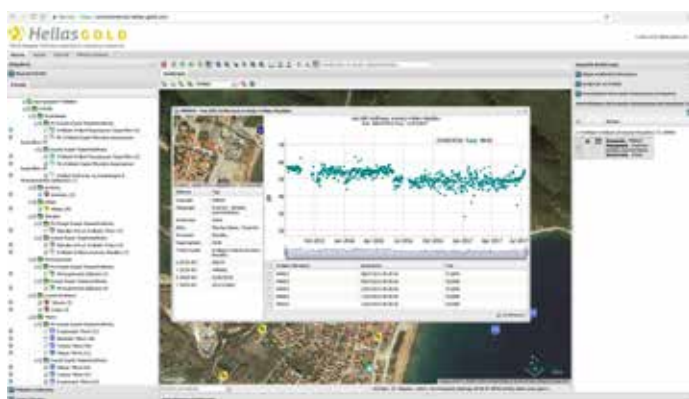
ENVIRONMENTAL MONITORING

*Hellas Gold's environmental performance is highly transparent. We invite our stakeholders to learn more about our operations by accessing our online **Environmental Monitoring System** – an online tool for monitoring our environmental performance.*

In 2016, a key success for Hellas Gold was the launch of an integrated Environmental Monitoring System. This online platform provides the general public with direct access to environmental data for our operations and the wider area around our sites. Data includes air, water and soil quality, noise and acoustic measurements, seismicity and ecology (flora and fauna). All data is available online using measurements provided by special instruments and measuring stations installed in the wider area of our operations. It is one of the most integrated and comprehensive environmental monitoring systems in Europe.

How does it work?

Access to our environmental data is available online. Users can view our monitoring data, which provides a picture about the state of the environment in and around our operations. Here is an example:



Going forward, we intend to further enhance the Environmental Monitoring System to improve its user-friendliness. Our objective is to improve public understanding of the wealth of environmental data available.

EXTERNAL MONITORING

Hellas Gold's environmental monitoring program is overseen by an Independent Environmental Committee. The Committee was established by the State and comprises members from various local and regulatory bodies. Hellas Gold responds to feedback from the Committee, which has a specific mandate to review Hellas Gold's compliance to the sites' Environmental Terms. The Committee is responsible for reviewing samples collected by third-party laboratories for quality control, independence and accuracy. This approach helps validate our performance to our stakeholders by using independent experts and sources they can trust. Additionally, Hellas Gold considers findings from assessments by regulators, agencies and auditors that oversee our performance as well as reports and feedback from our employees and local community members.

EXTERNAL COLLABORATIONS

Hellas Gold works in collaboration with several universities in Greece to identify new ways to improve our environmental performance. Our research partners include the following institutions:

- The Forestry Faculty of the Aristotle University of Thessaloniki
- The School of Geology of the Aristotle University of Thessaloniki
- The School of Mining and Metallurgical Engineering of the National Technical University of Athens

Advancing research and practice

By collaborating with local academic institutions, we gain insights into new research, innovations and emerging technologies. Furthermore, we offer our partners mining expertise and operational knowledge that help students and professors develop expertise and practical applications for their research.

Case studies of our **Partnerships with Universities** are presented under the *Investing in the Local Economy* section on page 43.



Air quality monitoring station, part of Hellas Gold's Environmental Monitoring System.

Energy Use and GHG Emissions

Hellas Gold has developed a comprehensive management system to incorporate energy use into our broader decision-making and improve our energy efficiency. Closely related to energy use, we also continuously monitor our greenhouse gas (GHG) emissions.

Hellas Gold's Energy Management System is independently certified in accordance with ISO 50001.

Why this matters

Energy plays a fundamental role in our lives and represents a key concern for global sustainable development. Although energy use has not been identified as a material topic, it represents a significant operating cost and related air emissions are a significant concern to some of our stakeholders. Therefore, as an indication of the strength of our corporate transparency and disclosure practices, this year we are providing additional information about our energy use per site as well as the corresponding greenhouse gas emissions.⁽¹⁾

ENERGY USE

In 2016, we used 255,263 GJ of energy.

Our energy is sourced primarily from fossil fuels (diesel) and electricity. Diesel is consumed by our mines' heavy-vehicle fleet, portable light towers, and emergency back-up generators, while electricity is primarily used by our mining and milling operations.

In 2017, Hellas Gold will install diesel and energy monitoring systems in our main production areas to monitor consumption, establish baselines for energy use, and assign responsibilities and accountabilities to identify ways we can improve our efficiency.

2016 Energy Use

Site	Diesel (GJ) (mobile equipment)	Diesel (GJ) (stationary generators)	Purchased Electricity (GJ)
Stratoni	34,783	–	92,137
Olympias	35,358	–	66,315
Skouries	–	26,670	–
Total	70,141	26,670	158,452

GHG EMISSIONS

Hellas Gold aims to identify and implement energy-efficient practices that reduce our GHG emissions.

At Hellas Gold, we recognize a global emphasis on regulation that penalizes heavy energy users and greenhouse gas emitters. Consistently improving the energy efficiency of our operations is an important step towards reducing risks associated with rising energy costs and the potential for our operating jurisdictions to impose GHG emission levies.

Our calculated GHG emissions are attributable to our Stratoni mine and the Olympias and Skouries construction projects. Scope 1 (direct) GHG emissions relate to the combustion of diesel. Scope 2 (indirect) GHG emissions are from the consumption of purchased electricity. As Olympias and Skouries move towards production in 2017 and 2019 respectively, we can anticipate significant changes in each site's carbon footprint as they move from construction to operation.

2016 Greenhouse Gas Emissions⁽²⁾

Site	SCOPE 1 (tCO ₂ -e)	SCOPE 2 (tCO ₂ -e)
Stratoni	2,430	24,826
Olympias	2,470	17,868
Skouries	1,863	–
Total	6,763	42,694

(1) Operating mines and development projects are included in this Report. Corporate offices and exploration activities are excluded.

(2) Emissions have been calculated in accordance with the Greenhouse Gas Protocol developed by the World Resources Institute and the World Business Council on Sustainable Development. Conversion factors were obtained from the Canadian National Energy Board's Energy Conversion Tables, while emission factors were obtained using studies conducted by the Greek Ministry of Environment and Energy. As a result, Scope 2 emission factors used here differ from sources used by Eldorado Gold Corporation (Defra) in their annual Year in Review 2016 Report, resulting in higher attributable emissions.

Water Use

Our water management practices enable us to reduce, reuse and recycle water, thereby minimizing our reliance on fresh water sources. At all our sites, we strictly control water to ensure that discharges fall within the parameters of our permits and licences.



SOLID AND LIQUID WASTE – MATERIAL ISSUE

Why this matters

Water is a vital shared resource. It must be actively managed to ensure the quality and availability of supply for our business, the community and the region as a whole.

We recognize there are many economic, environmental and social benefits to improving our water efficiency. Access and availability to water is critical for our mining operations. The responsible management of water is therefore essential to our long-term sustainable development.

WATER MANAGEMENT

As part of our environmental management systems, our mines have stringent mechanisms in place to control water use in accordance with our operating permits and regulations and to ensure the quantity and quality of fresh water in the local area is maintained.

Our processing plants are designed as closed-loop systems that recycle and recirculate water, minimizing fresh water consumption. Any contact water that falls within our sites is collected, treated and reused for industrial water requirements or discharged once water quality standards are met. We use water diversion channels to redirect surface water-flows away from our operations to ensure the quality and safety of water downstream.

Hellas Gold compiles comprehensive data on water for reporting purposes, using the framework and definitions developed by the Carbon Disclosure Project (CDP). Water data is recorded at a granular level per site location, which helps us to identify opportunities for increased efficiency at every stage of our operations.

Water Input by Source

At our mine sites, water is obtained from various sources including groundwater and rainwater. The only effluent at both Stratoni and Olympias is mine water, which is discharged to the natural waterways after proper treatment. The Skouries mine site is designed for zero discharge, which will be achieved by the time that operations commence.

Water Withdrawal, Discharge and Consumption (m³ thousands)

We measure our water withdrawals under the following categories:

- **Groundwater:** Water in soil beneath the soil's surface. Renewable groundwater sources can be replenished relatively quickly and are usually located at shallow depths.
- **Municipal supply:** Water provided by municipal water utilities.
- **Surface water:** Naturally occurring water on the Earth's surface (e.g. bogs, ponds, lakes, rivers and streams). Water is suitable for irrigation.
- **Seawater:** Water where the concentration of salts is relatively high (over 10,000 mg/l). Water is suitable for swimming.

Site	Water Withdrawal <i>Water drawn into the boundaries of the organization for any use</i>			Water Discharge <i>Water effluents discharged</i>	Water Consumption <i>The amount of water that is used but not returned to its original source</i>
	Groundwater (renewable)	Municipal supply	Surface water	Seawater	
Stratoni	3,909	8	2,678	871	351
Olympias	4,228	–	4,122	–	104
Skouries	458	–	203	–	–
Total	8,595	8	7,004	871	455

Our projects are designed to maximize the volume of water that is recycled and reused. In 2016, we recycled and reused a total of 2,733 thousands m³ of water.

In 2016, 100% of water used by our processing plants at Stratoni and Olympias was recycled.

Water Recycled and Reused (m³ thousands)

Site	Water processed by Company's water treatment plants	Water recycled and reused	Water recycled and reused (as % of water withdrawals)
Stratoni	3,900	1,325	34%
Olympias	4,226	951	22%
Skouries	–	457	98%
Total	8,126	2,733	32%

WATER MONITORING

We constantly monitor the quality and flow of water in and around our operations. Our extensive water monitoring program involves measuring data and compiling reports on each of our operations. We regularly test mine water (before and after treatment) and local water bodies (surface, ground, drinking, coastal, and river) in the surrounding area. Water quality (pH, conductivity and mineral content) is continuously monitored to ensure water quality exceeds the standard required by our operating licences, both upon release from our treatment facilities and at the point of final discharge.

Seawater Samples

Our seawater sampling program has shown that water quality at all sampling sites around our mines is well within the set environmental limits for swimming. Our monitoring program in 2016 revealed that seawater was normal and consistent with concentration levels in the Aegean Sea. There have been no signs of pollution identified to date.



Did you know?

- Water sampling conducted by our Environmental Department has proven that the water in and around the Cassandra Mines is of the same quality as samples taken elsewhere in Halkidiki
- There is evidence of improved water quality as a result of Hellas Gold's ongoing clean-up and restoration of historic mining projects
- We continually monitor the volume of fresh water in local aquifers to ensure they remain unchanged by our operations



Water monitoring.

Waste Management

Hellas Gold considers responsible waste management as an essential part of our operations. Different types of waste are generated through our mining activities, and it is our duty to implement stringent management practices to minimize our environmental footprint.



SOLID AND LIQUID WASTE – MATERIAL ISSUE

We monitor, measure and manage all waste generated at our sites.

We strive to go beyond mandatory rules and regulations, to develop responsible and innovative waste management practices that focus on both the reduction of waste as well as the reuse and recycling of waste products. Our Environmental Department works with each of our sites to ensure that accountability for waste management and performance is always upheld.

Why this matters

Mining generates various types of waste, including overburden, waste rock, tailings and mine water. The challenges we face mainly relate to the removal, cleaning and rehabilitation of old mining tailings as well as the dewatering and filtration of waste rock for use in construction and backfill. If waste cannot be reused for other purposes, we dispose of it in an environmentally safe manner.

Our commitment to the natural environment through our waste management practices is a core part of how Hellas Gold can contribute to sustainable development and maintain the long-term viability of our operations.

WASTE MANAGEMENT

Waste management activities are a core part of Hellas Gold's ISO 14001 Environmental Management System. Within this system we have established processes which relate specifically to mine waste and industrial waste management. All disposed waste types and quantities are recorded in legal disposal documents and submitted to the government.

All mine waste generated by our operating mines is sorted and classified as inert, non-hazardous or hazardous waste. Waste is handled, stored and managed responsibly in accordance with the waste characteristics and how it has been classified. In 2016, we increased the total amount of mine waste that was reused and recycled.

Total Weight of Mine Waste by Type and Method of Disposal

Site	Inert Mine Waste (tn)	Non-Hazardous Mine Waste (tn)	Hazardous Mine Waste (tn)
Reuse	500,868 ⁽¹⁾	–	–
Recycling	–	75,778 ⁽²⁾	–
Disposal	–	289,957 ⁽³⁾	106,831 ⁽⁴⁾
Total	70,141	26,670	158,452
		973,434	

The method of waste disposal is defined based on Hellas Gold's approved Environmental Terms.

- (1) Waste rock from Olympias and Stratoni.
- (2) Coarse tailings from Stratoni used for backfill after mixing with cement.
- (3) Including 248,835 tn of retreated old Olympias tailings to be reused for backfilling.
- (4) Stratoni fine tailings and mine water treatment sludge.

Reuse of Solid Mine Waste

59% of material forms a byproduct that we use for backfilling and construction works.

Waste rock, which is material that has been extracted from mining areas in order to access ore, is the primary type of waste generated by our mines and has no economic value.

In 2016, we reused 100% of inert waste rock from Olympias and Stratonis as construction material (dams and roads).

We reuse mine tailings to backfill mined-out areas of our sites, combining the material with cement. In addition, all our mines sites use waste rock as construction material for new projects and development. For example, waste rock has been used to build dams at the Kokkinolakkas Tailings Management Facility and to pave roads. These practices help reduce surface waste facilities and create useful byproducts from waste materials.

Industrial Waste

In addition to solid mining waste, we generate solid industrial waste which mainly consists of plastic, wood and metal. We collect, recycle and sell these materials to generate additional income. The management of industrial solid waste is performed by licensed contractors, who are responsible for handling any hazardous and non-hazardous materials. The environmental practices of contractors are regularly reviewed and include:

- **Hazardous waste:** Identification forms (with data including collection site, ECHA (European Waste Catalogue) number and waste volumes), shipping notes from the company's warehouse, and certificates of final disposal or destruction.
- **Non-hazardous waste:** Shipping notes from the company's warehouse and certificates of recycling.

Separate waste management programs have been implemented at our sites that consider the special characteristics of waste being generated at each location.

Total Weight of Industrial Waste by Type and Method of Disposal ⁽¹⁾

	Non-Hazardous Waste (tn)	Hazardous Waste (tn)
Reuse	612	–
Recycling	895 ⁽²⁾	92
Landfill	204	–
On-site temporary storage	–	–
Total	1,711	92

(1) The selected method for waste disposal is defined by Hellas Gold's approved Environmental Terms. All reported information is provided by our waste disposal contractor using identification sheets and invoices that accompany each waste transfer.

(2) Including 25 tn of paper and 717 tn of metal scrap.



Backfilling areas at Olympias underground.

According to studies on the benefits of waste management (www.ecorec.gr):

- For every ton of paper recycled, 17 trees and 48,380 litres of water are saved. Therefore, by recycling 25 tons of paper in 2016, we have contributed to the conservation of an estimated 425 trees and 1.2 million litres of water.
- For every kilogram of scrap metal recycled, four kilograms of chemical reagents and 14 kWh of energy are saved. Therefore, by recycling 717 tons of metal scrap in 2016, we contributed to an estimated 2,868 ton reduction in chemical usage and a savings of 10.038 MWh of energy.

Biodiversity

Hellas Gold supports and protects biodiversity in the Halkidiki region by integrating knowledge of local ecosystems into project design, development, operation and reclamation.

Why this matters

Biodiversity refers to the variety of species and ecosystems in an area as well as the ecological processes they support. High levels of biodiversity are important and desirable. Due to the potential for mining activities to affect habitats through land disturbance, land-use change and pollution, biodiversity management is a key requirement of Hellas Gold's Environmental Management System.

The areas in and around our mines is characterized by diverse natural ecosystems that support a variety of flora and fauna including some which are rare, endemic or protected by national and European legislation. Among these species are plants, birds, mammals, invertebrates, reptiles and amphibians.

BIODIVERSITY MANAGEMENT

Hellas Gold has developed an extensive knowledge of local biodiversity that helps us take measures to limit our impacts and ensure that sustainable ecosystems are maintained. We incorporate biodiversity considerations mainly through our Environmental Impact Assessment (EIA). This includes assessing any risks that our impact on biodiversity may have on the local community. Our approach is focused on designing projects in a manner that safeguards biodiversity and implementing measures to mitigate our impacts on the natural environment. If significant biodiversity impacts cannot be avoided or mitigated, offsetting measures are applied.



Local marine life.

According to our EIA, Hellas Gold's direct impacts are mostly related to our development of land affecting flora and fauna, occupying habitats and influencing the behaviour of some animals to avoid the areas where we operate. Indirect impacts are mostly related to environmental pollution or changes in ecological processes. Where impacts on the environment are reversible, we undertake the necessary steps to restore biodiversity.

Hellas Gold's Biodiversity Management Plan guides the Company to avoid, minimize, mitigate and restore any potential impacts as much as possible, taking into account:

- The approved Environmental Terms of our licences and permits
- The results of our analytical ecological monitoring program, which takes place every three years
- Measurements from our Environmental Monitoring System
- Independent research, monitoring and studies conducted by third parties, such as the Aristotle University of Thessaloniki
- Feedback from authorities and other stakeholders based on the results of our ecological monitoring program

Hellas Gold does not operate in any territories categorized as a "special conservation area," and we fully comply with all legal requirements for environmental conservation.

ECOLOGICAL MONITORING

9,900 hectares of land is covered by our Ecological Monitoring System.

In accordance with Hellas Gold's approved Environmental Terms, we conduct ecological studies every three years to monitor our impact on biodiversity. The first ecological study was performed over 2014–2015 by an independent environmental consulting company, ENVECO S.A. The study covered 9,900 hectares of land and included an analysis of the presence and distribution of flora and fauna, the identification of habitat types, an estimate of impacts on flora and fauna species due to mine development, and the status of land occupation, protection and restoration.

The next ecological monitoring study will take place over 2017–2018 and will integrate the fieldwork, methodologies and protocols that have been used in recent studies by the Ministry of the Environment and Energy.

Reclamation and Mine Closure

Restoring the land so it is compatible with the surrounding landscape is a priority for Hellas Gold and our community. Since the very beginning of our presence in Halkidiki, we have demonstrated respect for the environment and we continue to act as responsible stewards in our daily activities.



LAND USE AND RECLAMATION – MATERIAL ISSUE

Hellas Gold's determination to protect natural landscapes and minimize our environmental footprint is evidenced by our actions to prioritize the clean-up and rehabilitation of old stockpiles and tailings disposal sites that were acquired when we purchased the properties. Our mine plans have been designed so that land reclamation occurs in parallel with mine development. We strive to demonstrate that mining can leave behind a positive legacy of clean water, diverse landscapes and healthy ecosystems.

Why this matters

Project development, operation and closure must be closely managed to minimize environmental impacts and safeguard the natural environment. By integrating land use and reclamation considerations from the earliest stages of every project, we help to:

- Protect public health and safety
- Minimize environmental damage
- Protect ecosystems and habitats
- Restore land and biodiversity to its original condition, or an acceptable and productive alternative, and
- Provide long-term social and economic benefits

The natural environment and land use are key concerns for our community. We seek to provide reassurance of our commitment to protect local land through a transparent and evidence-based approach.

In 2016, an independent socio-economic impact assessment was conducted of our operations. It found that mining in Olympias, Stratoni and Skouries is compatible with planning guidelines and policies in force, including regional development policies and local land use planning. Furthermore, Hellas Gold has provided the Greek government with a €50 million letter of guarantee as security of our planned actions for environmental rehabilitation at each of our projects in Halkidiki.

Hellas Gold takes action to protect and preserve the natural environment for the local community.



Hydro-seeding at the Kokkinolakkas Tailings Management Facility.

OUR CLOSURE STRATEGY

Closure is a key stage of the mining life cycle and part of industry's efforts to minimize mining's long-term environmental impacts. It requires careful site design, significant operational planning, and regular reviews of closure costs. Across our three sites, we conduct and plan comprehensively for closure. Our objective is to ensure the long-term environmental sustainability of our activities and safeguard the land for the future.

The criteria we follow to allow for successful mine reclamation and rehabilitation is as follows:

1. **Protecting public health and safety:** The project site must be handed back in a safe and stable state, which will not give rise to risks affecting the health and safety of people and the environment.
2. Geotechnical stability of all remaining structures and mined areas in the project site
3. Chemical stability of all remaining materials in the project site
4. **Biological stability:** Environmental rehabilitation must contribute to a self-sustaining ecosystem consistent with the former natural landscape. The rehabilitation program must be designed to meet future land needs in the area and rehabilitation must seek safe and stable biological conditions to encourage natural regeneration and biodiversity.

Land Use at the Cassandra Mines

Our development plans are designed to minimize our environmental footprint while applying best available practices for mine reclamation as described in our Environmental Impact Assessment.



Tailings reclamation at Olympias.

Stratoni

In the next few years, the Stratoni mill and surrounding infrastructure, currently in operation for the treatment of Mavres Petres ore, will be decommissioned and the land made available to the local community. While the exact timeframe for decommissioning depends on further minerals being found to add to the orebody, we have already started translating our commitments into action. In 2016, we completed the remediation of an old tailings stockpile, encompassing approximately 2 hectares of land.

Olympias

Hellas Gold is currently cleaning up several disposal sites that were generated by a previous mine owner. Through these efforts, nearly 2.5 million tons of material will be treated and remediated.

By 2018, approximately 40 hectares of the Olympias valley will be returned to a greenfield state and given back to the local community.

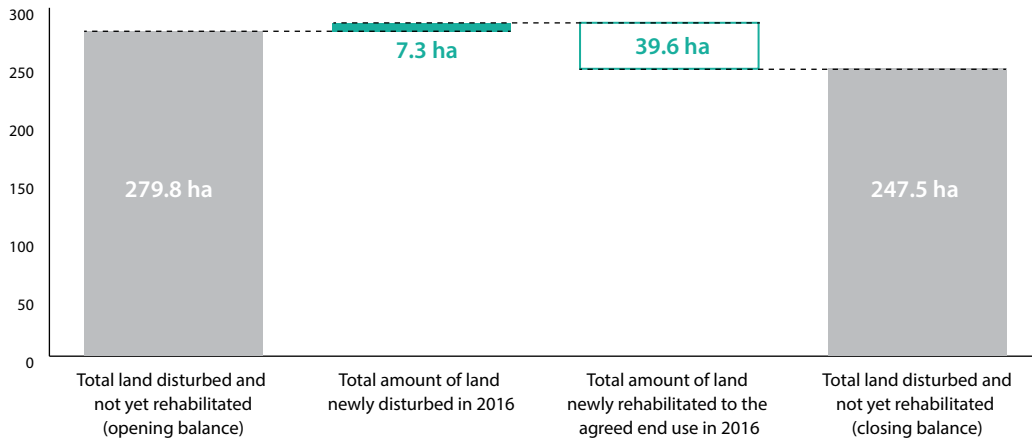
More than €10 million will be invested by the end of 2018 on reclamation and rehabilitation projects at the Olympias mine.

Skouries

During all phases of operation at Skouries, the principle of parallel rehabilitation will be applied. When areas are no longer needed for mining, they will be rehabilitated in parallel with other work being carried out elsewhere. All empty tunnels in the mine will be filled in using backfill, which mixes the residues of processed ore with cement. When the project is over, the entire area will be handed back fully rehabilitated to the local municipality.

Across all three sites: As far as possible, remediation and reclamation will begin during the mine's operation. When areas are no longer needed for mining, they are reclaimed in parallel with other work being carried out elsewhere. Topsoil removed from mining and construction areas is stored for later use in all reclamation activities. We also investigate different plants, shrubs and tree species suitable for local propagation in studies that are typically done at our Olympias nursery and greenhouse.

Land Disturbed vs Land Rehabilitated to Date



Olympus Nursery

In 2008, Hellas Gold and Ellaktor founded Greek Nurseries S.A. and constructed the Olympus plant nursery near the site of our Olympus mine. The nursery produces plants for use by Hellas Gold and Ellaktor during rehabilitation as well as for supplying to other nurseries and landscape construction companies across Greece. Today, this is one of largest plant nurseries in the country. The 15-hectare nursery grows approximately 2.5 million plants across 500 different species and employs 16 people full time.

The nursery was built on land that was formerly a mine tailings area, now reclaimed and rehabilitated by Hellas Gold. It represents an excellent case study of how Hellas Gold has demonstrated environmental responsibility beyond the life of a mine. Plants grown at the nursery are species native to the Halkidiki area, which ensures that they are well-suited to local soil and weather conditions and grow quickly during mine rehabilitation. This includes approximately 500,000 trees, plant and grass species indigenous to the local area that will be used for the rehabilitation of the Olympus valley and Kassandra Mines. Finally, the plants are watered exclusively with mine water from the nearby Olympus mine, preventing the need to use fresh water.

The Olympus nursery.

Environmental Compliance

We integrate responsible environmental practices in all of our activities to ensure that we operate in full compliance with environmental legislation and permitting requirements.



ENVIRONMENTAL COMPLIANCE – MATERIAL ISSUE

Respect for the environment is more than a legal duty. It forms part of our everyday approach to responsible mining.

We regularly evaluate our compliance procedures by internal verification as well as during reviews by senior management. Results and reports of our environmental monitoring activities are regularly submitted to the relevant environmental authorities, the regulated and independent Scientific Auditing Committee, and the municipality for review. Further, all results and reports are publicly available on the Company's website. We make sure that sufficient financial resources and staff are available to support the implementation of our commitments and to operate in full compliance with national and European legislation.

We aim to demonstrate to all stakeholders that mining can take place responsibly, benefiting the community and local businesses.

Why this matters

A consistent track record of environmental compliance demonstrates the strength of our commitment to operate safely and responsibly. The Environmental Terms of our mining licences set the legal operating requirements against which our performance is measured, and it is therefore critical to our operations that we strictly uphold these. While compliance is an important part of our commitment to environmental stewardship, we recognize that more must be done in order to protect and preserve the natural environment in Halkidiki. Our overarching sustainability strategy reflects our goal to create economic value for our stakeholders while acting as responsible stewards of the environment.

COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

No fines, penalties or non-monetary sanctions were incurred in 2016 for non-compliance with environmental laws and regulations.



Dust emissions monitoring station.

Dust Controls Ensure Hellas Gold Meets Air Quality Standards

We proactively manage our mining activities to ensure air quality is maintained and that we are operating well within our permit and licence requirements. Dust controls in place include automated wheel-washing systems in the exits of the work sites, road wetting, covering truck beds and conveyor belts, and installing dust filters on drills, crushing stations, milling stations and cement silos. At both Stratoni and Olympias, ore is extracted underground, which limits the amount of dust generated on site. At Skouries, where there is a combination of open-pit and underground mining, the opportunity for dust is naturally low due to the orebody holding a high moisture content. Mills used to process the ore at Olympias and Stratoni (and in construction at Skouries) are located inside buildings to further prevent the likelihood of dust being generated in and around our sites.

Sustainability Reporting

Hellas Gold's disclosure of social and environmental performance is an important step towards improving our relationship and trust with the local community, while meeting stakeholders' demands for transparency and accountability.



Seaside at Stratoni village.

About This Report

The 2016 Sustainable Development Report (the “Report”) marks the fourth year that Hellas Gold has produced an annual detailed account of its operational, economic, environmental and social performance in Greece.

The objective of this Report is to provide accurate and complete information to our stakeholders on Hellas Gold’s approach to sustainability and the Company’s impacts at the local, regional and national level. It is intended to give our stakeholders a better understanding of how we manage the opportunities and challenges associated with our sustainability strategy.

Data represents the reporting period from January 1 to December 31, 2016.

This Report is prepared in accordance with the “Core” requirements of the Global Reporting Initiative’s (GRI) fourth-generation (G4) Sustainability Reporting Guidelines, including mining industry-specific indicators of the Mining and Metals Sector Supplement. The Report also adheres to the Greek Sustainability Code. More information on our GRI G4 disclosures and adherence to the Greek Sustainability Code is presented in the following pages.

This Report has been developed in collaboration with **KKS Advisors**, an advisory services firm. Various Company departments participated by providing information and data on their performance throughout 2016. We do not externally verify our Report, but data and content have been reviewed internally.

Where applicable, restatements have occurred as a result of updated or more accurate data becoming available after our previous 2015 Sustainable Development Report publication date.

We welcome any feedback from our stakeholders that can help us in our efforts to continuously improve our sustainability approach and reporting practices. Any feedback about this Report can be submitted by phone (+30-23760-25000) or by email at press@gr.eldoradogold.com.

GRI G4 “CORE” CONTENT INDEX

GRI General Standard Disclosures

Index	Description	Reference
STRATEGY AND ANALYSIS		
G4-1	Statement from the most senior decision-maker of the organization	Page 8
ORGANIZATIONAL PROFILE		
G4-3	Name of the organization	Page 1
G4-4	Primary brands, products and services	Page 1
G4-5	Location of the organization's headquarters	Page 1
G4-6	Number of countries where the organization operates	Page 1
G4-7	Nature of ownership and legal form	Page 1
G4-8	Markets served	Page 2
G4-9	Scale of the organization	Pages 1–5, 40
G4-10	Workforce by employment type, contract, region and gender	Pages 29–30
G4-11	Percentage of total employees covered by collective bargaining agreements	Page 33
G4-12	The organization's supply chain	Pages 46–47
G4-13	Significant changes during the reporting period	Pages 2–5, 8
G4-14	Precautionary approach or principle	Pages 18, 35, 49, 52
G4-15	Economic, environmental and social charters, principles or other initiatives	Page 20
G4-16	Memberships of associations and national or international advocacy organizations	Page 20
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents	Page 1
G4-18	Process for defining the report content and the Aspect Boundaries	Page 25
G4-19	Material Aspects identified in the process for defining report content	Pages 26–27
G4-20	Aspect Boundary within the organization	Pages 26–27
G4-21	Aspect Boundary outside the organization	Pages 26–27
G4-22	Effect of any restatements of information	Page 65
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No significant changes have been made.

GRI General Standard Disclosures

Index	Description	Reference
STAKEHOLDER ENGAGEMENT		
G4-24	List of stakeholder groups engaged by the organization	Pages 22–24
G4-25	Basis for identification and selection of stakeholders with whom to engage	Pages 22–24
G4-26	Approach to stakeholder engagement	Pages 22–24, 48–49
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Pages 22–24
REPORT PROFILE		
G4-28	Reporting period	Page 65
G4-29	Date of most recent previous report	The previous report was published in November 2016.
G4-30	Reporting cycle	Page 65
G4-31	Contact point for questions regarding the report or its contents	Page 65
G4-32	In accordance option, GRI Content Index and reference to external assurance	Pages 65–70
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	Page 65
GOVERNANCE		
G4-34	Governance structure of the organization	Pages 16–19
ETHICS AND INTEGRITY		
G4-56	Values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Pages 6–7, 16–18

GRI G4 “CORE” CONTENT INDEX

GRI Specific Standard Disclosures

DMA and Indicators	Description	Reference
ECONOMIC		
ECONOMIC PERFORMANCE (Material Issue: ECONOMIC PERFORMANCE)		
G4-DMA	Disclosures on Management Approach	Pages 39–41
G4-EC1	Direct economic value generated and distributed	Page 40
G4-EC4	Financial assistance received from government	Page 41
MARKET PRESENCE (Material Issue: SOCIAL LICENCE TO OPERATE)		
G4-DMA	Disclosures on Management Approach	Pages 44–45
G4-EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation	Page 31
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Page 45
PROCUREMENT PRACTICES (Material Issue: SOCIAL LICENCE TO OPERATE)		
G4-DMA	Disclosures on Management Approach	Pages 46–47
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Pages 46–47
ENVIRONMENTAL		
WATER		
G4-EN8	Total water withdrawal by source	Page 55
G4-EN10	Percentage and total volume of water recycled and reused	Page 56
BIODIVERSITY		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 59
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Page 59
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Page 62
EFFLUENTS AND WASTE (Material Issue: SOLID AND LIQUID WASTE)		
G4-DMA	Disclosures on Management Approach	Pages 57–58
G4-EN22	Total water discharge by quality and destination	Page 55
G4-EN23	Total weight of waste by type and disposal method	Pages 57–58
G4-EN24	Total number and volume of significant spills	No spills of hazardous materials were reported during 2016.

GRI Specific Standard Disclosures

DMA and Indicators	Description	Reference
ENVIRONMENTAL		
COMPLIANCE (Material Issue: ENVIRONMENTAL COMPLIANCE)		
G4-DMA	Disclosures on Management Approach	Page 63
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Page 63
CLOSURE PLANNING (Material Issue: LAND USE AND RECLAMATION)		
G4-DMA	Disclosures on Management Approach	Pages 60–61
MM10	Number and percentage of operations with closure plans	Page 61
SOCIAL: LABOUR PRACTICES AND DECENT WORK		
EMPLOYMENT (Material Issue: EMPLOYMENT)		
G4-DMA	Disclosures on Management Approach	Pages 29–33
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Page 30
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Page 31
OCCUPATIONAL HEALTH AND SAFETY (Material Issue: HEALTH AND SAFETY)		
G4-DMA	Disclosures on Management Approach	Pages 34–37
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs	Page 35
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Page 36 In 2015, Hellas Gold reported rates of occupational disease, lost days and absenteeism among employees and contractors in accordance with this performance indicator. As these figures are not standard indicators used by Hellas Gold to measure the Company's safety performance, this data is not available for reporting in 2016.
SOCIETY		
LOCAL COMMUNITIES (Material Issue: SOCIAL LICENCE TO OPERATE)		
G4-DMA	Disclosures on Management Approach	Pages 48–49
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Pages 48–49
COMPLIANCE (Material Issue: PERMITTING AND REGULATORY COMPLIANCE)		
G4-DMA	Disclosures on Management Approach	Pages 48–49
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Page 49

GREEK SUSTAINABILITY CODE COMPLIANCE TABLE

THEMES	CRITERIA	REFERENCE
STRATEGY	1. Strategic analysis and action	Pages 6–7
	2. Materiality	Pages 25–27
	3. Objectives	Pages 13–15
	4. Management of value chain	Pages 11–12, 46–47
PROCESS MANAGEMENT	5. Responsibility	Pages 16–18
	6. Rules and processes	Pages 6–7, 16–18, 52–53
	7. Monitoring	Pages 13–15, 65
	8. Incentive and reward systems for sustainable development	Pages 31–32
	9. Stakeholder engagement	Pages 22–24, 48–49
	10. Product responsibility and innovation	Pages 11–12, 54
ENVIRONMENT	11. Usage of natural resources	Pages 54, 57
	12. Resource management	Pages 54, 57
	13. Climate relevant emissions	Page 54
SOCIETY	14. Employment rights	Pages 29–33
	15. Equal opportunities	Pages 31, 36
	16. Qualifications	Pages 32–33
	17. Human rights in the supply chain	Pages 31, 47
	18. Corporate citizenship	Pages 39–41
	19. Initiatives and political influence	Page 40
	20. Corruption prevention and alleviation	Page 18

MINERAL RESERVES

as of December 31, 2016	Proven Mineral Reserves			Probable Mineral Reserves			Total Proven & Probable		
	Tonnes (x1,000)	g/t	In-situ oz (x1,000)	Tonnes (x1,000)	g/t	In-situ oz (x1,000)	Tonnes (x1,000)	g/t	In-situ oz (x1,000)
GOLD (Au)									
Olympias	4,851	8.65	1,349	11,236	7.54	2,724	16,087	7.87	4,073
Skouries	73,474	0.91	2,148	79,262	0.64	1,643	152,736	0.77	3,791
Total gold	78,325	1.39	3,497	90,498	1.50	4,367	168,823	1.45	7,864
SILVER (Ag)									
Olympias	4,851	124	19,339	11,236	130	46,962	16,087	128	66,301
Stratoni	118	169	641	69	144	319	187	160	960
Total silver	4,969	125	19,980	11,305	130	47,281	16,274	129	67,261
COPPER (Cu)									
Skouries	73,474	0.54	394	79,262	0.48	382	152,736	0.51	776
Total copper	73,474	0.54	394	79,262	0.48	382	152,736	0.51	776
LEAD (Pb)									
Olympias	4,851	4.1	199	11,236	4.4	494	16,087	4.3	693
Stratoni	118	6.3	7	69	5.5	4	187	6.0	11
Total lead	4,969	4.1	206	11,305	4.4	498	16,274	4.3	704
ZINC (Zn)									
Olympias	4,851	5.1	247	11,236	6.0	674	16,087	5.7	921
Stratoni	118	9.2	11	69	8.2	6	187	8.8	17
Total zinc	4,969	5.2	258	11,305	6.0	680	16,274	5.8	938

Notes on Mineral Resources and Reserves

1. Mineral reserves and mineral resources are as of December 31, 2016.
2. Mineral reserves are included in the mineral resources.
3. Mineral reserves and mineral resources are disclosed on a total project basis.

Mineral Reserve Notes

1. Long-term metal price assumptions:
Gold = \$1,200/oz; Silver = \$16.00/oz (for Stratoni it was \$7.74/oz Ag as governed by a streaming agreement with Silver Wheaton (Caymans Ltd.)); Copper = \$2.75/lb; Lead = \$1,800/t and Zinc = \$2,000/t.
2. Skouries:
The current open-pit and underground designs used a Cu price of \$3.00/lb. Because the open-pit is governed by permit limits, its reserves remain unchanged at the lower reserve price of \$2.75/lb. In the underground portion, the change in metal price has no impact on mine design and extraction philosophy, and placement of long-term underground infrastructure. Furthermore, the lower price does not affect the first half of the planned underground mine life due to starting in higher grade Au and Cu sections of the orebody. The latter part of the project's long mine life does contain stopes with mineral reserve tonnes and metal at risk at the lower Cu price. These are in the lowermost parts of the planned mine and along its peripheries, and comprise 7% tonnes, 4% gold metal and 6% copper metal of the stated mineral reserves.
3. Cut-off grades:
Skouries: \$12.00 NSR (open-pit); \$33.33 NSR (underground); Olympias: \$62.00 NSR; Stratoni: 15.54% Zn Equivalent grade (=Zn%+Pb%*1.20+Ag%*165).
4. Qualified persons:
 - John Nilsson, P. Eng., of Nilsson Mine Services, is responsible for the Skouries open-pit reserves.
 - Doug Jones (Registered Member – SME), consultant for Eldorado, is responsible for the Olympias and Stratoni reserves.
 - Colm Keogh, P. Eng, Principal Mining Engineer, AMC Mining Consultants (Canada) Ltd., is responsible for the Skouries underground reserves.

MINERAL RESOURCES

as of December 31, 2016	Measured Resources			Indicated Resources			Total Measured & Indicated			Inferred Resources		
	Tonnes (x1,000)	g/t	In-situ oz (x1,000)	Tonnes (x1,000)	g/t	In-situ oz (x1,000)	Tonnes (x1,000)	g/t	In-situ oz (x1,000)	Tonnes (x1,000)	g/t	In-situ oz (x1,000)
GOLD (Au)												
Olympias	4,464	9.97	1,431	10,644	8.55	2,926	15,108	8.97	4,357	3,955	8.34	1,060
Piavitsa ⁽¹⁾				-	-	-	-	-	-	10,542	5.70	1,932
Skouries	100,018	0.79	2,534	189,263	0.47	2,867	289,281	0.58	5,401	170,136	0.31	1,680
Total gold	104,482	1.18	3,965	199,907	0.90	5,793	304,389	1.00	9,758	184,633	0.79	4,672
SILVER (Ag)												
Olympias	4,464	142	20,380	10,644	147	50,305	15,108	146	70,685	3,955	118	15,050
Piavitsa ⁽¹⁾				-	-	-	-	-	-	10,542	57	19,156
Stratoni	480	218	3,364	70	169	380	550	212	3,744	-	-	-
Total silver	4,944	149	23,744	10,714	147	50,685	15,658	148	74,429	14,497	73	34,206
COPPER (Cu)												
Skouries	100,018	0.48	484	189,263	0.40	758	289,281	0.43	1,242	170,136	0.34	578
Total copper	100,018	0.48	484	189,263	0.40	758	289,281	0.43	1,242	170,136	0.34	578
LEAD (Pb)												
Olympias	4,464	4.7	210	10,644	5.0	532	15,108	4.9	742	3,955	3.9	153
Stratoni	480	8.3	40	70	7.0	5	550	8.1	45	-	-	-
Total lead	4,944	5.1	250	10,714	5.0	537	15,658	5.0	787	3,955	3.9	153
ZINC (Zn)												
Olympias	4,464	5.8	259	10,644	6.8	724	15,108	6.5	983	3,955	4.3	171
Stratoni	480	11.1	53	70	10.6	7	550	11.0	60	-	-	-
Total zinc	4,944	6.3	312	10,714	6.8	731	15,658	6.7	1,043	3,955	4.3	171

Mineral Resource Notes

- Cut-off grades:
 - Skouries: 0.20 g/t Au Equivalent grade (open-pit), 0.60 g/t Au Equivalent grade (underground) (=Au g/t + 1.6%Cu%); Piavitsa: 3.5 g/t Au. Resource cut-offs for Olympias and Stratoni are geological based due to the sharpness of the mineralized contacts and the high-grade nature of the mineralization.
- Qualified persons:
 - Stephen Juras, Ph.D., P. Geo., Director, Technical Services for Eldorado, is responsible for all of the Company's mineral resources.

(1) Piavitsa is an exploration site located within the Kassandra Mines area. Hellas Gold is continuing to explore this resource in advance of conducting a feasibility study.

CAUTIONARY NOTE ABOUT FORWARD-LOOKING STATEMENTS AND INFORMATION

Certain statements and information in this Year in Review Report, including all statements that are not historical facts, are forward-looking statements and forward-looking information within the meaning of applicable U.S. and Canadian securities laws. Such forward-looking statements or information include, but are not limited to, statements or information with respect to our strategy, plans, goals, outlook, financial disclosure; our future financial and operating performance, price of gold and other commodities, cash flow, cash costs, targets, production and expenditures; our mineral reserve and resource estimates; and our proposed mine development (including permitting), exploration, acquisitions, dispositions, our expectation as to future performance at our mines and other events and developments that have not yet happened. Often, these statements include words such as “plans”, “expects”, “is expected”, “budget”, “continue”, “projected”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates” or “believes”, or negatives thereof or variations of such words and phrases or statements that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved.

In particular, this Report includes forward-looking statements or information with respect to:

- our strategic priorities and principles, including commitments or targets in respect of economic/operations; health, safety, environmental, governance and community matters and adherence to or proposed adherence to certain global ethical, environmental and social responsibility guiding frameworks;
- our guidance and outlook, including targeted 2017 production and cash cost, planned capital and exploration expenditures for 2017 and mineral reserve and mineral resource estimates;
- future financial and operating performance, including mineral reserve targets, debt to capital ratio target, future cash flow, estimated cash costs and gold price outlook; and
- our plans and goals, including our proposed exploration, development, construction, permitting, and operating plans and priorities, and related timelines.

Forward-looking statements and forward-looking information by their nature are based on assumptions and involve known and unknown risks, uncertainties and other factors which may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements or information.

We have made numerous assumptions, estimates and opinions that may prove to be incorrect, including among other things, assumptions about the geopolitical, economic, permitting and legal climate in which we operate; the price of gold and other commodities; exchange rates; anticipated costs and expenditures; production, mineral reserves and resources and metallurgical recoveries; the impact of acquisitions, dispositions, suspensions or delays on our business; and the ability to achieve our goals. Even though our management believes that the assumptions made and the expectations represented by such statements or information are reasonable, there is no assurance that the forward-looking statements or information will prove to be accurate. Many assumptions may be difficult to predict and are beyond our control.

Forward-looking statements and information contained in this Report are subject to risks, uncertainties and other factors including, among other things, the following:

- volatility of global and local economic climate and geopolitical risk;
- title, permitting and licensing risks, including the risks of obtaining and maintaining the validity and enforceability of necessary permits and licences, the timing of obtaining and renewing such permits and licences, and risks of defective title to mineral property;
- gold and other metal price volatility and the impact of any related hedging activities;
- development, mining and operational risk, including timing, hazards and losses that are uninsured or uninsurable;
- risks of operating in foreign countries in which we currently or may in the future conduct business, including controls, laws, regulations, changes in mining regimes or governments and political or economic developments;
- regulatory restrictions, including environmental regulatory restrictions and liability, including actual costs of reclamation;
- changes in law and regulatory requirements or policies, including permitting, foreign investment, environmental, tax and health and safety laws and regulations;
- competition for mineral properties and merger and acquisition targets;
- environmental risks, including use and transport of regulated substances;
- infrastructure, water, energy, equipment and other input availability and durability, and their cost and impact on capital and operating costs, exploration, development and production schedules;
- community and non-governmental actions and regulatory risks, including the possibility of a shutdown at any of our operations;
- ability to maintain positive relationships with the communities in which we operate in and potential loss of reputation;
- perception of local people about foreign companies operating their lands;
- subjectivity of estimating mineral reserves and resources and the reliance on available data and assumptions and judgements used in interpretation of such data and depletion of grades or quantities of mineral reserves;
- discrepancies between actual and estimated production, mineral reserves and resources and metallurgical recoveries;
- speculative and uncertain nature of gold and other mineral exploration;
- risks of not meeting production and cost targets or estimates;
- the loss of key employees and our ability to attract and retain qualified personnel;
- employee health and safety laws and human rights;
- labour disputes, labour shortages and risks associated with unionized labour;
- prices for energy inputs, labour, material costs, supplies and services (including shipping) remaining consistent with expectations;
- risk associated with co-ownership (including joint ventures);
- impact on operations of compliance with anti-corruption, anti-bribery and sanction laws;
- increased capital requirements and the ability to obtain financing;
- currency exchange fluctuations and the impact of any related hedging activities;

- risks associated with maintaining substantial levels of indebtedness, including potential financial constraints on operations, interest rate risk and credit rating risk;
- the risks that the integration of acquired businesses may take longer than expected, the anticipated benefits of the integration may be less than estimated or the costs of acquisition may be higher than anticipated;
- the impact of acquisitions, dispositions, monetization, mergers and other business combinations or transactions, including effect of changes in our portfolio of projects on our current and future operations, capital requirements, and financial condition and ability to complete such transactions;
- litigation risks, including the uncertainties inherent in current and future legal challenges we are, or may become, a party to;
- share capital dilution and share price volatility;
- taxation, including change in tax laws and interpretations of tax laws;
- financial reporting risks;
- failure, security breaches or disruption of our information technology systems; and
- risks related to natural disasters and climate change.

The reader is directed to our most recent Annual Information Form and our quarterly and annual MD&A, each filed on SEDAR under our Company name, for a detailed discussion of these and other risks, uncertainties and other factors relating to the forward-looking statements and information. The discussion under “Risk factors in our business” in our most recent Annual Information Form is incorporated by reference in this Report.

Although we have attempted to identify factors that would cause actual actions, events or results to differ materially from those disclosed in the forward-looking statements or information, there may be other factors that cause actual results, performances, achievements or events not to be anticipated, estimated or intended. Also, many of the factors are beyond our control.

Should one or more of the risks, uncertainties or other factors materialize, or should the underlying assumptions prove incorrect, actual results may vary materially from those described in forward-looking statements or information. Accordingly, readers should not place undue reliance on forward-looking statements or information.

We undertake no obligation to reissue or update forward-looking statements or information as a result of new information or events after the date of this Report except as may be required by law.

All forward-looking statements and information made in this document are qualified by this cautionary statement.

Cautionary Note about Production Outlook, Guidance and Estimates

Readers are cautioned that production outlook, guidance and estimates are subject to a variety of factors that are likely to cause actual results to vary from our estimates, and such variations may be material. Forward-looking information generally involves risks and uncertainties as described above which are, in many instances, beyond our control, including: (i) global and local economic and political conditions; (ii) pricing and cost factors; (iii) unanticipated events, changes or delays in current development plans, execution of development plans, future operating results, financial conditions or other aspects of our business over time; and (iv) unfavourable legal, regulatory or policy developments, that could cause actual events and results to vary significantly from those included in or contemplated by such statements. The production outlook, guidance and estimates reflect certain assumptions by us, which assumptions may differ with respect to future events, political, economic, competitive and regulatory conditions, geopolitical climate, financial market conditions and future business decisions, including, without limitation, a continuation of existing business operations on substantially the same basis as currently exists all of which assumptions are difficult to predict and many of which are beyond our control. Accordingly, there is no assurance that the outlook, guidance and estimates are indicative of our future performance or that actual results would not differ materially from those in the outlook, guidance and estimates.

Cautionary Note to U.S. Investors Concerning Estimates of Measured, Indicated and Inferred Resources

The terms “mineral resource”, “measured mineral resource”, “indicated mineral resource”, “inferred mineral resource” used herein are Canadian mining terms used in accordance with National Instrument 43-101 – Standards of Disclosure for Mineral Projects (“NI 43-101”) under the guidelines set out in the Canadian Institute of Mining and Metallurgy and Petroleum (the “CIM”) Standards on Mineral Resources and Mineral Reserves, adopted by the CIM Council, as may be amended from time to time. These definitions differ from the definitions in the United States Securities & Exchange Commission (“SEC”) Industry Guide 7. In the United States, a mineral reserve is defined as a part of a mineral deposit which could be economically and legally extracted or produced at the time the mineral reserve determination is made.

While the terms “mineral resource”, “measured mineral resource”, “indicated mineral resource”, and “inferred mineral resource” are recognized and required by Canadian regulations, they are not defined terms under standards in the United States and normally are not permitted to be used in reports and registration statements filed with the SEC. As such, information contained herein concerning descriptions of mineralization and resources under Canadian standards may not be comparable to similar information made public by U.S. companies in SEC filings.

Mineral resources which are not mineral reserves do not have demonstrated economic viability. With respect to “indicated mineral resource” and “inferred mineral resource”, there is a great amount of uncertainty as to their existence and a great uncertainty as to their economic and legal feasibility. It cannot be assumed that all or any part of a “measured mineral resource”, “indicated mineral resource” or “inferred mineral resource” will ever be upgraded to a higher category.

Accordingly, information herein containing descriptions of our mineral deposits may not be comparable to similar information made public by U.S. companies subject to the reporting and disclosure requirements under U.S. federal securities laws and the rules and regulations thereunder.

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