

2020 Sustainability Report

# BEYOND THE MINE



newgold™

Beyond the Mine – the theme of New Gold’s 2020 Sustainability Report – reflects the expansive perspective we hold as a company, the extended duties that we have as environmental stewards and neighbours, and our ongoing commitment to improving lives through responsible mining. It is an expression of our drive to create positive impact and value for everyone connected with our business.



#### **ABOUT OUR SUSTAINABILITY ICON**

Our new Sustainability Icon is a symbol based on the three Anchor areas of New Gold’s Sustainability Strategy: Environment, Indigenous Rights and Community Engagement. The leaf represents our commitment to environmental stewardship – the feather, our promise to honour Indigenous culture and traditions. The globe represents our accountability to the local and global communities, and the arrow represents New Gold’s dedication to progress.

Together, these elements represent our holistic approach to sustainability as a means to achieve our Mission and express our Core Values.

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# MESSAGE

from the President and Chief Executive Officer

Despite the challenges of the lingering COVID-19 pandemic, 2021 is a year of great promise for New Gold.

Just as we did over the last two years of our turnaround as a company, we demonstrated in 2020 that we can adapt to new ways of working, finding responsible ways to operate while keeping our employees and our communities safe.

And while the concerns of the pandemic are not over yet, it is time for us to return to our focus of making New Gold the company we want it to be.

When we say that our vision is to be “the leading Canadian-focused, diversified, multi-asset gold mining company,” what does that goal look like? How do we execute on that vision? What does that mean in terms of our culture and our systems? What is the DNA of that successful organization we are working so hard to create?

As an organization, we are focused firmly on the four Strategic Pillars we believe will support our success – Operational Excellence, Sustainability, People and Growth.

Operational Excellence is about embracing a new and powerful mindset that welcomes change and shakes off previous struggles. It’s about rewriting our story the way we want to see it written.

This is a year for us to optimize, and to more deeply focus on our people, our leadership and our systems. When you look at the systems we are putting in place, you see a company that is ready to be the size we want it to be. In 2021, we continue to invest in the systems and behaviours that will align and integrate us, carrying us along the path we have chosen. Strong systems will create a culture that is embedded in our DNA – a culture that is bigger than any one of us and will continue into the future, in every part of our organization, as we grow.

We are committed to further embedding sustainability into our company DNA. In the years to come, people will only invest and partner with companies that have strong Environmental, Social and Corporate Governance policies. The launch of our three-part Sustainability Strategy – focusing on the Environment, Indigenous Rights and Community Engagement – plays an important role in our commitment to operational excellence across our organization, and differentiating us as a company.

Each year we re-assess our approach and improve our processes in collaboration with our stakeholders. For our company and our operations to be successful, we need to work with all our stakeholders to improve livelihoods, ensure strong environmental practices,





▲ Renaud Adams, President and Chief Executive Officer

and keep all of our employees and surrounding communities safe.

We are committed to investing in the strength of our people. Our upcoming commitment to a Leadership Contract will help better align our leaders – at all levels of our organization – and commit us to the values and behaviours that create better leaders, more consistently, across our company. And our creation of the New Gold Academy will allow us to invest in the strength of our people at every level – not just management and professionals – so that everyone has the ability to progress and succeed.

Growth is what will propel us forward. We have repositioned our company, as we had hoped, completing the phase where we turn the corner and prepare ourselves for the future. Now, we grow!

We already have a lot going for us as a company. We have a talented, dedicated workforce. We have strong, experienced leaders. And people like the fact that we are – first and foremost – Canadian. It's time to tell a strong regional story here in Canada. Our name is New Gold, but in a way, we should think of ourselves as "Canadian Focused": a company building a solid foundation on our current operations in Rainy River and New Afton, and then looking

beyond. A company dedicated to all types of gold mining, all across the country. Different in terms of what we do, but united in our approach to how we operate, and how we succeed.

I am excited about the future of New Gold. As we continue to build on the momentum of the last two years, and as we continue to work tirelessly to keep COVID-19 from our workplace and communities, we continue to strengthen our commitments to people and to operational excellence that will propel us towards our vision of being the leading Canadian-focused, diversified, multi-asset gold mining company.

New Gold. "Canadian Focused."

Sincerely,

**Renaud Adams**

*President and Chief Executive Officer*



# OVERVIEW

New Gold Inc. is a Canadian-focused intermediate gold mining company committed to responsible mining with a portfolio of two core producing assets in Canada, the Rainy River gold mine and the New Afton copper-gold mine. The Company also operates the Cerro San Pedro Mine in Mexico (in reclamation).

Our corporate office is located in Toronto, Ontario.





# OUR CORE VALUES

We are driven by our Core Values, which are:



## Integrity

We do what is right



## Creativity

We lead with innovation



## People and Communities

We are committed to development



## Teamwork

We collaborate to achieve success



## Commitment

We deliver on promises

# OUR MISSION

**Our Mission is to be the leading intermediate gold producer, driving responsible and profitable mining in a way that creates sustainable and enduring value for our shareholders, our stakeholders and our environment.**

## We are:

- **Canadian-focused:** We are not exclusively Canadian, but Canadian-first
- **Diversified:** We operate multiple mines using multiple mining methods, producing gold, silver and copper
- **Values-driven:** We live our New Gold Values every day

## We seek:

- **Premium valuation:** We design and execute against a free cash flow objective
- **Strong Indigenous partnerships:** We respect and acknowledge that, because of our partnerships with Indigenous nations, we have the licence to operate on sacred lands.

# STAKEHOLDER ENGAGEMENT

As a Canadian-focused gold company, New Gold engages a range of stakeholder groups, including full-time and contract employees, local communities, Indigenous communities, government officials, shareholders and investors.

New Gold undertakes an extensive process of identifying stakeholders who may be affected by our operations, with a particular focus on vulnerable or under-represented groups. We encourage our stakeholders to identify others with whom the company should engage.

Our approach to stakeholder engagement varies among our worksites: the frequency and depth of outreach depends on local stakeholders' desire to engage with New Gold. We develop annual engagement plans at each operation in line with the Community Engagement and Development Management Standards, and review the plans twice a year through Management Reviews at each site.

Our stakeholder engagement process has led us to focus on such key topics as local employment, Indigenous relations and procurement. We believe in transparency when responding to concerns from local communities and address these concerns through consultation, relationship development, and formal grievance processes.

# ASSETS

## New Afton

New Afton began production in June 2012, with commercial production following in July of that year. The mine has a current projected life extending to 2030 based on the February 2020 life of mine plan and the current Mineral Reserves.

The mine occupies the site of the historic Afton Mine and includes an open pit, underground workings, support facilities, a concentrator and an active tailings facility. The New Afton deposit extends southwest beginning from directly beneath the Afton Mine open pit.

New Gold's holdings in the area include the Afton Group and the Ajax Group; the New Afton deposit lies within the Afton Group. The Afton Group consists of the 69 mineral claims included in a mining lease issued by the Ministry of Energy, Mines and Petroleum Resources on November 29, 2006 (the "Afton Mining Lease"). The total area of the Afton Mining Lease and all other claims is 17,058 hectares.

## Rainy River

The Rainy River Mine is located 50 kilometres northwest of Fort Frances in Northwestern Ontario. Rainy River began processing ore in September 2017; with commercial production following in October of that year. Development of the underground mine began in the second half of 2018.

The mine occupies approximately 6,140 hectares and consists of 100 patented mining rights and surface rights claims (including nine leasehold interest mining rights and/or surface rights claims).

New Gold also has a land package of approximately 30,644 hectares surrounding the mine site, including patented mining rights and/or surface rights and unpatented claims.

**Status:** Production

**Location:** 10 km west of Kamloops, 350 km northeast of Vancouver

**Ownership:** 100% New Gold<sup>1</sup>

**Reserves<sup>2</sup>**



**Resources<sup>3</sup>**



**Status:** Production

**Location:** 65 km northwest of Fort Frances in Northwestern Ontario

**Ownership:** 100% New Gold

**Reserves<sup>2</sup>**



**Resources<sup>3</sup>**



<sup>1</sup> 46% FCF interest owned by OTPP

<sup>2</sup> Proven and Probable Mineral Reserves as of December 31, 2020.

<sup>3</sup> Measured and Indicated Resources are exclusive of Mineral Reserves (excludes Inferred Resources) as of December 31, 2020.



### Cerro San Pedro

Cerro San Pedro started production in April 2007 and finished active mining in mid-2016, when it transitioned to residual leaching. Reclamation for the site commenced in December 2018.

### Blackwater

New Gold has an 8 percent gold stream on the Artemis Gold Blackwater Project, located in British Columbia, Canada.



## LOCATIONS

# 2020 AT-A-GLANCE

\* All dollar amounts stated in USD unless otherwise noted.

FEBRUARY	MARCH	APRIL	JUNE	JULY	AUGUST	DECEMBER
<p><b>13</b> Announced updated Life of Mine plans for New Afton and Rainy River.</p> <p><b>25</b> Announced a \$300 million partnership with Ontario Teachers' Pension Plan (OTPP) at New Afton Mine.</p>	<p><b>20</b> Began a two-week suspension of operations at the Rainy River Mine following the guidance of the Canadian and Ontario governments with respect to the COVID-19 pandemic.</p> <p><b>31</b> Closed a \$300 million partnership with OTTP at New Afton Mine.</p>	<p><b>3</b> Restarted Rainy River Mine after a two-week suspension of operations; began systematic revamping of operations.</p>	<p><b>9</b> Divested Blackwater Project to Artemis Gold Inc. (Artemis Gold) for C\$210 million in cash and shares; retained exposure with 8% gold stream and 6% Equity Stake.</p> <p><b>24</b> Closed \$400 million in 7.5 percent. Issued \$400 million in Senior Notes, due 2027.</p>	<p><b>10</b> Completed redemption of outstanding \$400 million of 6.25 percent Senior Notes, due 2020.</p>	<p><b>24</b> Closed sale of the Blackwater Project to Artemis Gold.</p>	<p><b>24</b> Completed partial redemption of outstanding \$200 million of 6.375 percent Senior Notes, due 2025.</p>



▲ Aerial view of Blackwater Camp.



### \$300 Million Partnership with OTPP

On March 31, 2020, New Gold entered into a strategic partnership with OTPP.

Under the terms of the strategic partnership, OTPP acquired a 46.0 percent free cash flow interest in the New Afton Mine, with an option to either convert the interest into a 46.0 percent joint venture interest in four years, or have their interest remain as a free cash flow interest at a reduced rate of 42.5 percent, in exchange for cash proceeds of \$300 million.

This partnership enables New Gold to retain full operating control over New Afton during the development of the C-Zone as the mine expands its operating mine life and gives the company a buyback option that provides the potential to re-acquire 100 percent of New Afton in the future.

## MAJOR EVENTS

### Sale of Blackwater Project to Artemis Gold

On June 9, 2020, New Gold announced the divestment of the Blackwater Project to Artemis Gold Inc. for a total C\$190 million (C\$140 million of initial cash payment and C\$50 million in cash payable on August 21, 2021) and common shares valued at \$20 million at announcement. The transaction closed on August 21, 2020.

New Gold retained a gold stream of 8 percent gold production and 6% equity interest retained from the Blackwater Project, which will reduce to 4 percent once approximately 280,000 ounces of gold have been delivered to New Gold.

**\$210**  
million

**8%**  
gold stream  
+  
**6%**  
equity stake

**46%**  
Free Cash Flow  
interest

**\$300**  
million



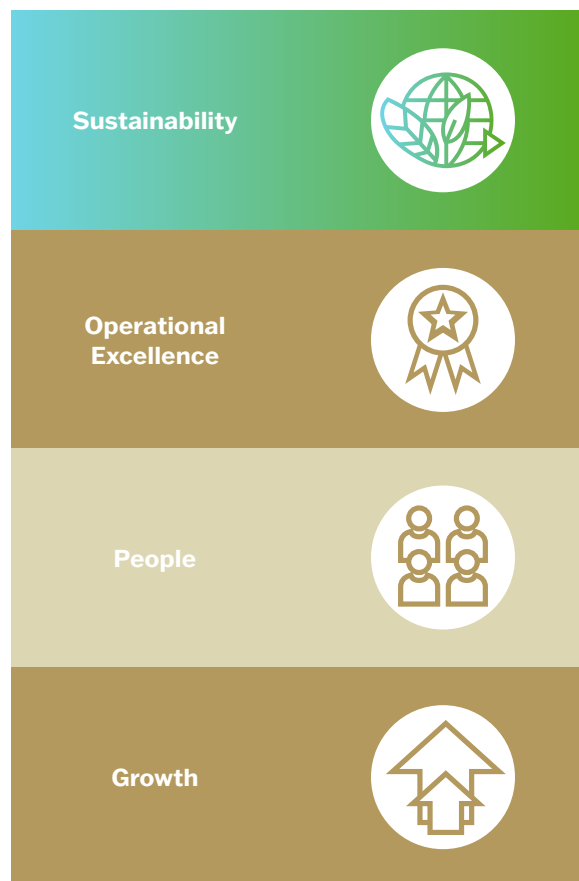
For more information, please see our [News Releases](#).





# OUR STRATEGIC PILLARS

As we strive to fulfill our Mission, New Gold is guided by our Core Values and our four Strategic Pillars: Sustainability, Operating Excellence, People and Growth.



## Sustainability

As the mining industry continues to change, it is more important than ever to be responsible neighbours, to create long-term value for community partners and to care for the environment.

We act and operate in ways that not only enhance our bottom line, but that deliberately and consciously build a better future for our employees, our stakeholders and our shareholders.

Our Sustainability Strategy is rooted in three Anchor areas: Environment, Indigenous Rights and Community Engagement.

**Environment** – By its nature, the mining industry affects the use and quality of water, air, and land, as well as biodiversity. Mining operations have an impact on the climate through greenhouse gas (GHG) emissions and energy use and can greatly affect these other areas.

As members of a responsible mining community, we have made significant commitments to managing our practices to ensure that we leave the environment in the same or better condition than when we began operations. This means setting GHG emission targets that align with or exceed international norms, creating strong biodiversity management plans, and strategically managing our water use.

**Indigenous Rights** – We strive to respect and honour the culture and traditions of the Indigenous People we partner with at each of our mine sites. This includes providing opportunities for employment, training and education, and supporting Reconciliation through internal policies and community engagement.

Mining brings opportunities for economic development to rural areas, and mining operations are often built on traditional lands of Indigenous communities. We understand that while our operations bring benefits to rural and Indigenous communities, they can also create or worsen negative impacts. At New Gold, we aim to lessen these negative impacts by giving back and investing in the rural and Indigenous communities in which we operate.

**Community Engagement** – Our stakeholders hold us accountable, and expect us to operate with their best interests in mind, and the best interests of generations to come after them. We do this by closely working with government partners, giving back to the community through our community investment program and understanding the priorities of the communities where we operate. Engagement is a two-way street that enables us to hear what our stakeholders want while also addressing concerns in a consistent and timely basis.

Companies around the world are looking to operate more sustainably. Mining is essential to today's technologies and modern society. We must continually re-examine how we assess our sustainability risks, and put forward the right management, governance and disclosures to ensure that New Gold is seen as a leader in sustainability.



## Operational Excellence

Operational Excellence starts with our people having a common vision for New Gold – a personal sense of what success looks like for us. While there will always be obstacles to achieving that vision, we cultivate an environment that inspires the kind of curiosity, creativity and collaboration that will overcome them. By applying our knowledge, experience and enthusiasm for implementing new tools and procedures, we empower our people to tackle any challenge.

This spirit of continuous improvement and collaboration extends to our worksites, where we use meaningful Key Performance Indicators (KPIs) to track our progress and performance and learn how we can improve our processes. We constantly ask ourselves how we can achieve our targets sooner, more efficiently and cost-effectively – and in safer and more sustainable ways.

Advances in technology will allow us to develop keener insights that will lead to ongoing performance improvements in all aspects of our operations, including priority areas such as environmental stewardship and health and safety. We take personal ownership – as individuals and as a company – in understanding and adapting to information as it comes available, and to continually finding new and better ways to work.



## People

The success of our company is built on the exceptional and diverse talent we have in our organization today, in the future talent we will attract to our business, and in the communities that support us. It is their collective knowledge, experience and enthusiasm that drives our success.

Our operating principles and Core Values come to life through our people. While having clear goals and effective strategies are critical, our vision is only achievable if we build it on the back of a diverse, inclusive and empowered workforce.

We are fully committed to investing in the development of our people, acknowledging and valuing their contributions to our success, and to encouraging them to share their ideas. We prioritize developing talent from within, and strive to provide a clear succession strategy at every level of our company. We believe these commitments will propel us towards the Operational Excellence we seek, and towards building a culture of leaders who will sustain our performance.

We are equally committed to fostering strong partnerships with Indigenous communities, whose support and well-being are critical to us becoming a strong, resilient company that can meet the ongoing challenges inherent in a mining business.



## Growth

To support our vision to be a leading Canadian-focused intermediate gold producer, it is critical to dedicate significant resources to growing our business in sensible and sustainable ways.

We take a four-pronged approach to growth at New Gold:

1. Optimize our project pipeline of world-class assets in top-tier jurisdictions to support value accretive growth while focusing on industry-leading returns.
2. Growth through acquisition, always focusing on the full spectrum of assets within the mining cycle and ensuring efficient and seamless integration.
3. Growth through exploration, executing a strategy that will help us expand within and enhance our asset value.
4. Execute on project development by ensuring that major capital projects are brought online on time and on budget, utilizing efficient capital management processes to enhance our strategic decision making.

Pursuing these broad objectives will ensure that we continue to generate significant free cash flow, grow our resource base and maintain a strong operating portfolio with longer-term development prospects – all while improving key metrics on a per-share basis.

## BEYOND OUR SUSTAINABILITY STRATEGY: Environmental, Social, and Governance (ESG) at New Gold

This Sustainability Report supports our four Strategic Pillars as we position ourselves to be a leading Canadian-focused intermediate gold company. It provides a transparent account of our goals, targets and performance against our Sustainability Strategy.

Beyond our Sustainability Strategy, New Gold also reports on the company's ESG performance, which appears in the company's annual ESG Report (available on our website). The concept of sustainability is embedded in our company, including our approach to ESG reporting.



For additional details, please see our [2020 ESG Report](#).

The following are highlights from our 2020 ESG reporting:

### Health and Safety

Our 2020 Health and Safety performance is based on our scorecard which identifies Total Reportable Injury Frequency Rate (TRIFR). For 2020 our objective was to have a 25 percent reduction of our 2019 TRIFR. Our 2020 performance was 1.16; our 2020 objective was achieved (2019 TRIFR of 2.11).

### Environmental

Our 2020 Environmental performance is based on our reportable environmental release incidents. For 2020, our objective was to reduce reportable environmental release incidents to fewer than nine; we have 10 environmental incidents, three of which were insignificant (minor incidents or contractor-related). With only seven reportable incidents, we met our 2020 goal.

### Social

Our 2020 community engagement is based on the Mining Association of Canada's Towards Sustainable Mining protocols. For 2020, our objective was to achieve AA for all indicators. We achieved our 2020 objective with four indicators scoring AAA and four indicators scoring AA.

### Economics\*

In 2020, New Gold spent \$87,344,707 on local procurement and \$133,864,847 on Indigenous procurement for a total of \$220,209,554 in local and Indigenous procurement at our Rainy River and New Afton mine sites.

New Gold spent a total of \$706,856,980 on overall procurement at the Rainy River and New Afton mine sites.

1.2

Total Reportable Injury  
Frequency Rate

7

Reportable Environmental  
Release Incidents

8

Total Indicators  
Scoring AA and Above

\$220<sup>+</sup>  
million

Total Local and Indigenous  
Procurement





## AWARDS

New Afton received the Association of Energy Engineers Regional Innovative Energy Project of the Year – Canada Region.

After setting an annual energy savings objective, a major project to achieve those savings was postponed due to rescoping and re-establishment of the project. Searching for innovative ways to meet the goal despite the setback, New Afton launched a campaign to solicit ideas from employees. The company received 127 suggestions during the 20-week campaign; 40 were completed in 2020.

New Gold exceeded the initial energy savings target on the project by 135 percent; overall, the company exceeded its total annual energy objective by 107 percent.

In addition, New Afton received the John T. Ryan and Large Underground Mine Safety Award in recognition of its safety performance in 2020.

**Regional  
Innovative Energy  
Project of the Year –  
Canada Region**  
**WINNER: NEW AFTON**  
Association of  
Energy Engineers

**2020 Safety  
Performance**  
**WINNER: NEW AFTON**  
John T. Ryan and  
Large Underground Mine  
Safety Award

## MEMBERSHIP

New Gold is a proud member of the following associations:

- Mining Association of Canada (MAC)
- Ontario Mining Association (OMA)
- Mining Association of British Columbia (MABC)
- Prospectors and Developers Association of Canada (PDAC)
- International Women in Mining (IWIM)
- Canadian Dam Association (CDA)
- International Network for Acid Prevention (INAP)
- Canadian Industry Partnership for Energy Conservation (CIPEC) – New Afton and Rainy River

## OUR SUSTAINABILITY REPORT IN CONTEXT

Our approach to Sustainability Reporting changed significantly in 2020 as we looked for better ways to capture New Gold's ongoing disclosure journey. For our 2020 report we have expanded our reporting framework beyond Global Reporting Initiative (GRI) and GRI Mining and Metals Disclosures to include the Sustainability Accounting Standards Board (SASB) Metals and Mining Standards (see below).

Our Sustainability Report continues to be based on a January to December calendar year.



### Assurance

This Sustainability Report is currently subject to internal review; it is not externally assured, although we are considering this option for future reports. The process for seeking external assurance is outlined in the Community Engagement and Development Management Standard and is followed on an annual basis.



For questions regarding the report, contact us at [sustainability@newgold.com](mailto:sustainability@newgold.com).

### GRI and SASB

Our 2020 Sustainability Report was prepared in accordance with the GRI Sustainability Reporting Standards (Core Option) and the G4 Mining and Metals Disclosures. We have also prepared our report in accordance with the SASB Metals and Mining Standards to allow for integration of sustainability accounting.

### UN SDGs and TCFD

Our approach to Sustainability Reporting evolves as new and relevant standards and frameworks are introduced. This year, we mapped against the United Nations Sustainable Development Goals (UN SDGs) to better align ourselves with the global market and expand how we communicate our performance to stakeholders. We have also started the process of aligning our reporting with the Task Force on Climate-related Financial Disclosures (TCFD) for 2021.

Although we are a Canadian-focused company, we are committed to reporting on issues in a global context as they relate to the environment, social impacts and governance.

## Materiality

In 2020, we conducted our first external materiality assessment in four years to better understand which topics and issues have the greatest material impact on and importance to stakeholders. These topics and issues will be monitored, assessed and reported on annually.

Each site participates in identifying material topics through discussion with stakeholders, continuous updating of risk registers, stakeholder maps, grievance registers and other consultation documents. This information is compiled at the corporate office and reviewed by senior management and Board of Directors' (the Board) Technical and Sustainability Committee.

### The 10 most important issues identified in our materiality assessment include:

IDENTIFIED ISSUE	ASSESSMENT
Employee health and wellness	We work to cultivate a secure and healthy environment where employees receive the training and support to thrive and maintain a balance between work and private life.
Tailings management	Safe disposal of tailings is a critical consideration for stakeholders.
Occupational health and safety	Health and safety issues are top priorities to New Gold. This includes protecting employees and contractors, preventing incidents through planning and training, identifying potential hazards, and managing risks.
Corporate governance	We develop and implement appropriate governance practices at all levels of our organization.
Closure planning and reclamation	Recognizing that mineral deposits are a finite resource and that mining operations will eventually stop, we remain committed to responsible mine closure at all sites.
Community engagement	Earning the respect and trust of our host communities through thoughtful engagement and collaboration is of the utmost importance to New Gold.
Environmental compliance	We ensure that our operations comply with or exceed all relevant environmental laws and regulations.
Waste and effluents management	We follow best practices to protect the environment, managing waste and effluent discharges to mitigate environmental incidents.
Anti-corruption	We aim to avoid corruption in all of its forms through implementing our policies and procedures.
Human rights	We implement our Human Rights Policy to ensure that we meet our obligations throughout our operations and within our operating communities.



New Afton team members  
overlooking the historic pit.



# LOOKING FORWARD

At New Gold, we are committed to embedding sustainability principles in our company DNA. In 2021, we launched a Sustainability Strategy that includes three Anchors: Environment (Climate, Water Management and Tailings Management), Community Engagement and Indigenous Rights.



## LOOKING FORWARD

As a Canadian-focused company, we will work to strengthen our relationships with Indigenous communities that are affected by our mining operations, recognizing the obligations and responsibilities that come with operating on traditional lands of Indigenous communities.

### FUTURE GOALS AND TARGETS

As we position ourselves to be a leading Canadian-focused intermediate gold producer, we understand the need to continuously improve our economic, environmental, social and governance performance, and to enhance the health and well-being of people in our company and operating communities.

As part of our Sustainability Strategy, we will continue to evolve our ESG disclosure to meet the rising standards of our industry and the ongoing needs of our stakeholders. This process has already begun: our 2021 Corporate Scorecard addresses priority ESG areas, and our 2021 ESG Report – our first ever – provides insights about our 2020 non-financial performance. Improvements in ESG disclosure will continue as we establish performance baselines and define KPIs in the years ahead.

### FUTURE INITIATIVES

#### Governance

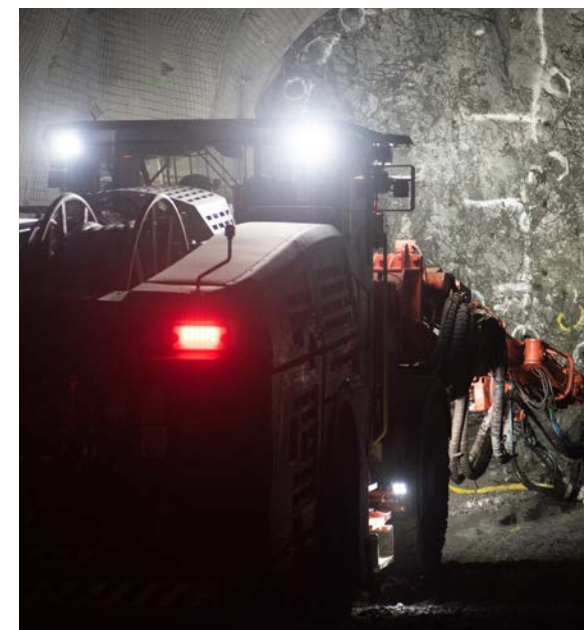
Good governance is central to effective operations, and to executing our Sustainability and ESG strategies. We will continue to evaluate governance practices at all levels of the organization.

Sustainability Governance responsibilities at New Gold include:

- **Board Committee** – Oversees technical operations and sustainability
- **CEO** – Accountable for sustainability performance and priorities
- **Director of Sustainability** – Responsible for Sustainability Strategy development and working with sites
- **Site GMs, Community and Environment Managers** – Responsible for site-based activities, regulators and priorities
- **Community and Environmental teams** – Responsible for implementing plans

#### Health and Safety

We are committed to prioritizing the health, safety and well-being of our people by continuing to review and improve health and safety best practices and aligning with health and safety regulations.



▲ Underground blast site at New Afton.



## Environmental

As part of our commitment to sustainability, New Gold has identified three focus areas for environmental performance and accountability:

- 1. Water Management** – Strengthening our approach to water stewardship to allow operations to focus on improving water standards and processes.
- 2. Tailings Management** – Supporting and adhering to the Mining Association of Canada's Towards Sustainable Mining Tailings Management Protocol; we are also a member of the Canadian Dam Association.
- 3. Climate Action** – Focusing on energy efficiency, reducing fossil fuel consumption and reducing electricity generated from fossil fuels to reduce our carbon footprint (see sidebar).



## Climate Action

Climate change modelling indicates areas where New Gold operates will become hotter with slight increases in precipitation. Key seasonal impact resulting from climate change will depend on the timing of the precipitation and rain-on-snow events due to milder winter temperatures.

With this in mind, extreme precipitation events are predicted to become more frequent for both our operating mines. Our Rainy River operation will likely see larger snow-packs with more frequent rain-on-snow events, which could lead to wetter spring and fall periods. The projected climate change impacts are likely to affect Rainy River infrastructure and associated water management infrastructure during mine closure, with less of an impact during operation.

Our New Afton Mine is in a semi-arid location, meaning that it is more prone to lightning impact and increased convective precipitation.

Our site-based teams are constantly monitoring and reviewing data to ensure our risks are mitigated through both operation and closure of our mines. New Gold began work on our Climate Change Strategy in 2020 to address these risks and opportunities to help inform operational decision making.

New Gold's climate change strategy identifies risks and opportunities over multiple time horizons:

**Short-term (up to 2 years)** – Focuses on optimizing our sustainability performance by developing an approach rooted in social and environmental resilience.

**Medium (2–5 years)** – Focuses on growing New Gold by expanding our approach in social and environmental resilience.

**Long-term (5 years through Life of Mine)** – Focuses on growing New Gold into a company with progressive sustainability goals.

## LOOKING FORWARD

### Social Responsibility

As part of our commitment to sustainability, New Gold has identified three focus areas for Social performance and accountability:

- 1. Indigenous Relations** – We partner with Indigenous community leadership and members to identify opportunities for economic benefit through training, business development and procurement opportunities.
- 2. Community Investment** – We support organizations that align with our Sustainability Strategy, including education programs (K-12 and post-secondary) for Indigenous communities; we also support water quality and water management initiatives in communities near our operations.
- 3. Community Engagement** – We actively seek and encourage dialogue with our communities.

### Economic

We are committed to creating long-term value by optimizing our current operations and seeking opportunities to grow our assets.

### Ongoing Disclosure Changes

As the reporting landscape changes and new frameworks are introduced, New Gold will continue to evolve its sustainability disclosure practices.

We have begun working with a third-party analyst to better align ourselves to begin reporting to the TCFD for our future reports. We began to introduce mapping our report against the TCFD in 2020 to better position ourselves for future reporting years.



▲ **Scott Davidson**, Environment, Lands and Permitting Manager, New Afton.



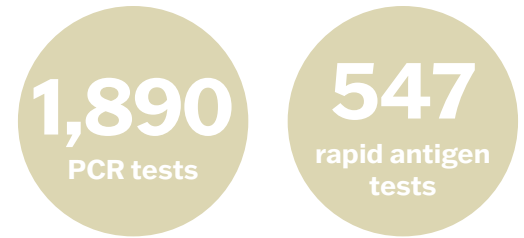
# OUR RESPONSE TO COVID-19

At New Gold, the safety and health of our employees and host communities is always our number one priority.



## OUR RESPONSE TO COVID-19

At the onset of the COVID-19 pandemic, we established a Pandemic Response and Business Plan Committee to assess risks and develop contingency plans to address safety and health risks to our employees, contractors and communities. The Committee continues to meet regularly and includes leaders from all New Gold locations.



conducted at Rainy River



▲ New Afton security pre-screening for COVID-19.

Pre-screening and business continuity plans are in place throughout our operations, ready to respond to any circumstance that could cause a potential outbreak of COVID-19 at any New Gold location.

New Gold has also taken numerous steps to ensure that local communities get the help they need to remain safe, sharing action plans and implementing preventative measures while seeking input from communities to deliver a response that is consistent with broader efforts. We continue to implement measures at our corporate office and at all our sites to protect our workforce and communities.



For additional details on New Gold's COVID-19 response, please visit our website at [newgold.com/covid-19/](https://newgold.com/covid-19/).

### Rapid Testing at Rainy River

Our team at Rainy River responded quickly to the onset of the pandemic by partnering with Dr. Mario Thomas at Precision Biomonitoring (PBI) in Guelph, Ontario. Dr. Thomas had developed a mobile device that can run up to nine COVID-19 tests simultaneously and provide accurate test results within two hours.





▲ New Afton employee wearing a medical-grade face mask while on site to minimize the spread of the COVID-19 virus.

**1,500**  
masks  
made by  
community members

Working with Dr. Thomas, the PBI team, and the Indigenous leadership of Treaty 3, New Gold began lobbying Health Canada in April 2020 for approval to use the device at our Rainy River Mine site; approval was granted on July 1, 2020.

Rainy River received three rapid testing devices in early August: two were used to test employees and contractors, while the third was set aside to increase testing capacity in Indigenous communities. By late 2020, New Gold had also partnered with Seven Generations Educational Institute to provide community-based testing.

After adapting their protocols to deliver lessons virtually, PBI trained New Gold Medical Centre nurse practitioners and laboratory technicians to use the device and assess the results. Additional medical staff was added to expand our testing capacity.

Prior to large-scale rollout, we developed a screening protocol to ensure the most accurate detection rate. From August 2020 to December 2020, our Rainy River site conducted 1,890 polymerase chain reaction (PCR) tests and 547 rapid antigen tests. New Gold continues to maintain strong relationships with local health authorities and Public Health. The rapid testing program is ongoing.

#### Rainy River Community PPE

At the onset of COVID-19, New Gold played an active role in distributing hand sanitizer and personal protective equipment (PPE) to Indigenous communities. New Gold contributed \$25,000\* to support the initiative, working with a third-party organization to deliver supplies to Treaty 3 communities.

New Gold community partners provided substantial support to the company during the initial months of the pandemic, providing handmade masks to our employees to ensure operations could continue safely. More than 1,500 masks were delivered to the mine.

#### Actions at New Afton

At New Afton, our Emergency Operations Centre centralized communications and logistics functions and implemented many preventative measures to minimize the impact of COVID-19. These far-reaching measures include incorporating pre-shift assessments and temperature screenings, implementing temporary shift schedule changes, instituting PPE requirements, and developing work from home policies.

New Afton also implemented voluntary fatigue monitoring for operational employees working temporary 14/14 shifts – a process designed to assess potential negative health and safety impacts using Fatigue Science Readibands.

#### Supporting Local Vouchers at New Afton

Recognizing that small and local businesses were particularly affected by COVID-19 slowdowns, team members at New Afton worked to explore ways to give back to the community.

With large group gatherings banned, New Afton's Social Committee reached out to local businesses to develop a voucher program, offering employees a choice of activities and food baskets rather than the traditional annual barbecue and holiday party.

#### Actions at Cerro San Pedro

Our Cerro San Pedro team played a central role in educating the community about COVID-19 facts and mitigation strategies and in providing assistance throughout the onset of the pandemic.

\*Dollar amounts stated in CAD.

## OUR RESPONSE TO COVID-19

290

food items

donated per month

Similarly, the main protocols that Cerro San Pedro implemented inside its facilities were designed in order to guarantee the safety and health of all its collaborators. The donations of PPE and other supplies that the company made to state hospitals and municipal health centres has helped to combat COVID-19 pandemic concerns.

When COVID-19 restrictions in the community impacted the community meeting program, the Cerro San Pedro site invited our collaborators and community residents to send concerns via mailboxes located throughout the communities.

As part of its commitment to health and safety during the COVID-19 pandemic, our Cerro San Pedro operation donated 290 food items per month to people in vulnerable situations in the municipality of Cerro de San Pedro, Planta del Carmen, La Zapatilla, Monte Caldera, Cuesta de Campa, Portezuelo and in the capital of the municipality.

The Cerro San Pedro site donated medical PPE (Tyvek type protective coveralls, N95 respirators, safety glasses), as well as hydrating serums, for the medical team and nurses at the General Hospital of Zone Number 50 of the Instituto Mexicano de Seguro Social (IMSS) and the General Hospital of Soledad.



▲ Cerro San Pedro employee donating COVID-19 provisions to community members surrounding the mine site.

Both hospitals were designated medical centres to care for patients with COVID-19 in the area.

Additionally, New Gold provided the Portezuelo Rural Medical Unit with hygiene and cleaning materials to sanitize spaces, protective equipment for medical personnel, and equipment for detection of COVID-19 symptoms in the community, such as oximeters and thermometers.

### Corporate Office Renovations

Renovations were made at our corporate office in Toronto, ON to meet Public Health physical distancing protocols and safely accommodate employees during a voluntary return period. Renovations included installing higher partitions between workspaces, building individual entries for workstations and incorporating single direction travel. Maximum office occupancy was set at 30 percent.

Based on team member feedback and requests, the New Gold Human Resources department created a schedule for team members who wanted to return to the office to monitor our ability to maintain physical distancing.

30%

maximum  
office  
capacity

at Corporate  
Headquarters



# UN SDGs

The UN Sustainable Development Goals (UN SDGs) are integrated Global Goals designed to provide a holistic and coherent framework for addressing the world's most urgent sustainability challenges. The UN SDGs replace the Millennium Development Goals (MDGs) from 2000 and recognize that development must balance social, economic and environmental sustainability.



The Member States of the UN unanimously agreed upon the 17 UN SDGs in 2015 as part of its “Agenda 2030.”

The UN SDGs are implemented by countries with the support of the UN Development Program (UNDP); as part of the process, governments require action from business, civil society and citizens to help fulfill the ambitions of the UN SDGs.



▲ Cerro San Pedro community meeting.

### UN SDGs at New Gold

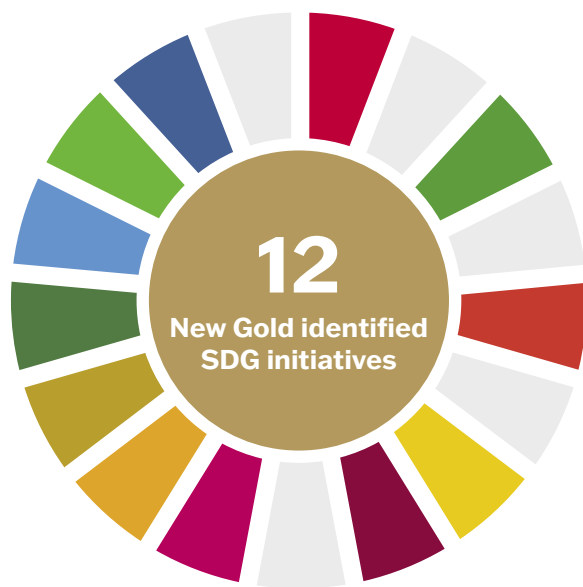
As a Canadian-focused gold mining company and participant in the UN Global Compact, we look for opportunities to better support UN SDG goals.

Although our current operations are in Canada, where the risk of certain UN SDGs may be lower than other areas of the world, we are committed to continually working towards aligning with the UN SDGs. In 2020, we identified 12 UN SDGs that New Gold currently addresses at our operations.

We will continue to evaluate opportunities to better align with the UN SDGs in ways that are most relevant and material to our operations in the years to come.



## HOW NEW GOLD ADDRESSES UN SDGs



SDG #	Related New Gold Initiatives and Focus Areas
 <b>1</b> NO POVERTY	Paying competitive wages – above minimum wage, parental leave for full-time employees (FTE), local employment, local procurement, insurance, community of interest (COI) identification
 <b>3</b> GOOD HEALTH AND WELL-BEING	Maternity/parental leave for full-time employees, benefits provided to employees, Lifeworks, health and safety
 <b>5</b> GENDER EQUALITY	Respectful workplace policy, maternity/parental leave, gender representation on Board of Directors, International Women in Mining sponsorship
 <b>7</b> AFFORDABLE AND CLEAN ENERGY	Energy consumption
 <b>8</b> DECENT WORK AND ECONOMIC GROWTH	Employee training, improving efficiency of energy, water and other resources, employment breakdown (age, gender, diversity), benefits, community investment into youth programs, LTI-free hours
 <b>10</b> REDUCED INEQUALITIES	Human rights policy, anti-racism policy, minimum wage, life insurance, parental leave
 <b>11</b> SUSTAINABLE CITIES AND COMMUNITIES	Human rights policy, anti-racism policy, COI engagement with local communities and Indigenous peoples
 <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION	Improving energy and water efficiency, GHG emissions, spills
 <b>13</b> CLIMATE ACTION	Aligning with Canada 2030 GHG goals, GHG emissions and energy efficiency
 <b>14</b> LIFE BELOW WATER	Recycling of water, no water discharge, tissue testing at Rainy River, GHG emissions and ocean acidification
 <b>15</b> LIFE ON LAND	Biodiversity (304), International Union for Conservation of Nature (IUCN) Red List species, GHG emissions
 <b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS	Human rights policy, operation in areas of low risk for child labour, Code of Business Ethics, anti-corruption and bribery policy, gender representation on Board

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New Afton employee,  
Christine Christensen.

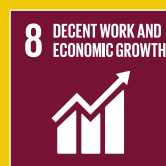


# HEALTH AND SAFETY

## Operational Excellence and People

The safety and well-being of our people is a top priority for New Gold, and an integral component of our culture. We place a strong emphasis on safety training and development and maintain an ongoing goal of zero harm to people through our commitment to the prevention of occupational injuries and illnesses.

THE UN SDGs ADDRESSED THROUGH OUR HEALTH AND SAFETY PROGRAM INCLUDE:





## HEALTH AND SAFETY

We are vigilant in our efforts to advance our health and safety practices in line with our Integrity Core Value (“Do what is right”), making continuous adjustments to improve the performance of our Health and Safety program.



without an LTI  
at New Afton in 2020



▲ New Afton maintenance team.

### MANAGEMENT

Our Health and Safety program takes a risk-based approach to analyze and document health and safety threats, with each site contributing to a company-wide risk registry. Once risks are identified, New Gold develops prevention and mitigation controls to manage them.

We are vigilant in our efforts to lead the mining industry in health and safety practices in line with our Integrity Core Value (“Do what is right”), making continuous adjustments to improve the performance of our Health and Safety program.

### LOST TIME INJURY

Lost Time Injury (LTI) is a key benchmark of New Gold's safety performance, and a statement of our commitment to and accountability for the well-being of employees on every day at every stage of our operations.

In 2020, New Afton saw one of its all-time lowest total reportable injury rates. The year finished with more than three million hours without an LTI. At Rainy River, we reached 2,657,714 hours without an LTI since the site's last incident in 2019. The Cerro San Pedro site reached 422,297 hours without an LTI in 2020, extending its LTI-free period to 1,492,487 hours since July 2017.

## 2020 SAFETY STATS

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO
LTI-free Hours	<b>3,000,000+</b>	<b>2,657,714</b>	<b>422,297</b>
TRIFR	<b>0.69</b>	<b>1.63</b>	<b>0</b>
Restricted Duties Injury	<b>1</b>	<b>13</b>	<b>0</b>
Medical Aid Injury	<b>4</b>	<b>7</b>	<b>0</b>
First Aid Injury	<b>57</b>	<b>105</b>	<b>2</b>



▲ New Afton employees in underground mine.



## FATALITIES DUE TO WORK-RELATED INJURIES

In 2020, our Rainy River and New Afton operations did not experience any fatalities due to work-related injuries. Despite a strong safety culture, our New Afton Mine tragically experienced a mud rush incident that resulted in a fatality in early 2021.

**1.49<sup>+</sup>**  
million hours

**LTI-free at Cerro San Pedro  
from July 2017 to December 2020**

## HEALTH AND SAFETY

New Gold has numerous programs in place company-wide to support and educate employees on mental health issues.



certified virtually  
at Rainy River

### INITIATIVES

#### COVID-19 Virtual Training

The Health and Safety team at New Afton developed new virtual training platforms to ensure that critical safety training could be delivered while maintaining physical distance during the pandemic.

At Rainy River, New Gold signed a Memorandum of Understanding with Ontario Mine Rescue to ensure that underground emergency response capabilities were maintained. Adapting to COVID-19 restrictions, the Rainy River site held two Introductory Training sessions and one Briefing Officer session to certify 13 new mine rescue recruits and one additional briefing officer.

#### Rainy River Mental Health Support Program

New Gold has numerous programs in place company-wide to support and educate employees on mental health issues.

For the *Not Myself Today* initiative at Rainy River, a group of Ambassadors meets monthly to develop mental health packages; the packages include tips, activities and video clips on a range of mental

health topics. Ambassadors also prepare weekly announcements and tips for the site's radio station.

Monthly in-person presentations by a mental health counsellor are also provided for Rainy River employees. The 15-minute sessions cover a range of topics, with an in-depth presentation offered as a follow-up. One-on-one counselling and other mental health resources are also made available to employees.

#### Rainy River Workplace Safety North's Health and Safety Excellence Program

Rainy River continues to participate in Workplace Safety North's (WSN) Health and Safety Excellence Program, which encourages companies to implement or improve their safety programs through rebate incentives. The site began work with WSN in 2019.

Employee Wellness Challenges and other mental health programs will continue at New Afton in 2021.

#### Safety by Design

In 2020, our Health and Safety teams participated in *Safety by Design* – a program that takes a human-centred approach to understanding New Gold's



▲ **Kristin Kowalski**, Project Services Superintendent, Rainy River Mine.





current Health and Safety culture and developing new ways to promote health, safety and well-being across all company sites.

#### New Afton Employee Wellness Challenges

At our New Afton site, Employee Wellness Challenges are offered to educate and support employee health and well-being. Challenge topics run from six to eight weeks and address issues about sleep, mindfulness, stress management and other mental health topics. Employees track their progress on an online platform, where they can compete for weekly wellness prizes.

**250**  
employee  
participants

**in the Employee Wellness  
Challenges at New Afton**

#### 2020 INITIATIVES AT-A-GLANCE

INITIATIVES AND LOCATIONS		
	NEW AFTON	RAINY RIVER
COVID-19 Virtual Training	✓	✓
Mental Health Support Program	—	✓
Employee Wellness Challenges	✓	—
Workplace Safety North's Health and Safety Excellence Program	—	✓
Safety by Design	✓	✓



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Cerro San Pedro ongoing reclamation project in Mexico.





# ENVIRONMENTAL

## Sustainability and Operational Excellence

Environmental stewardship is integral to our business; it is our responsibility as a mining company not only to comply with environmental regulations, but to identify and mitigate additional environmental risks.

NEW GOLD'S ENVIRONMENTAL STEWARDSHIP ALIGNS WITH THE FOLLOWING UN SDGs:





## ENVIRONMENTAL

As a member of the Mining Association of Canada (MAC), New Gold is committed to implementing the Towards Sustainable Mining (TSM) performance system at each of its sites and tailings facilities in Canada. This includes the TSM Tailings Management Protocol, which sets out best practices in the area. In addition to being a MAC member, New Gold is also a member of the Canadian Dam Association (CDA) and complies annually with their regulations for tailings management.



▲ New Afton Tailings Facility.

## TAILINGS

### What Are Tailings?

Tailings are a by-product of the extraction and recovery of valuable minerals from mine operations. They are generated by the milling process and are a mixture of finely ground sand to clay-sized rock particles, water and processing reagents.

### New Gold's Tailings Facilities

Two of New Gold's operations, the New Afton Mine and the Rainy River Mine, have active tailings facilities; there is also an inactive tailings facility located at the New Afton Mine. More information about these tailings facilities can be found in the table on the following page. None of the company's active or inactive tailings facilities uses upstream construction.

## Tailings Management at New Gold

New Gold's tailings management practices include the following important features:

FEATURE	DESCRIPTION
Design	The designs for New Gold's tailings facilities are reviewed and updated throughout the construction and operations phases and include considerations for closure of each facility. The design of tailings facilities takes into account the climatic and ground conditions at each site. For example, our tailings facilities are designed to consider significant natural events, such as the probable maximum flood, so that the facilities are safe in the event of extreme weather or seismic events.
Financial Security	Each site maintains financial security for the closure and post-closure monitoring of its tailings facilities. The financial security is based on approved closure plans, which are developed with stakeholder input.
Operations Practices	Each site has an operations, surveillance and maintenance manual (OMS Manual), which sets out, among other things, how the site's tailings facilities will be operated and maintained in order to ensure that they function in accordance with their respective design performance objectives, as well as regulatory and corporate policy obligations.
Risk Assessments	Each site conducts regular risk reviews that include tailings-related risks, the key results of which are reported to corporate management at least annually.
Engineer of Record	Each site has appointed a qualified external professional engineer and their firm to be the Engineer of Record for its tailings facilities.
Surveillance Technology	Sites use surveillance systems, such as piezometers, inclinometers, remote sensing and other technologies to monitor tailings dams and water levels. The OMS Manual sets out early-warning trigger and alert levels, facilitating early identification and management of potential dam stability concerns.
Inspections by Personnel	The company's tailings facilities are regularly inspected by trained New Gold employees – sometimes as frequently as several times a day.
Dam Safety Inspections	Formal dam safety inspections are conducted at least annually by the Engineer of Record. Recommendations made by the engineer of record are tracked to ensure follow-through by site personnel.
Dam Safety Reviews	Each facility is subject to detailed third-party external dam safety reviews every five years, comprising a review of the design basis, construction and performance.
Independent Reviews	The company has an independent technical review board (ITRB) to provide independent, expert advice regarding the technical aspects of our tailings facilities. The ITRB meets at least twice per year to review information about tailings management practices at each facility.
Emergency Preparedness	Each site has a detailed Emergency Response Plan, which is regularly reviewed and updated. Testing of these plans is conducted by site personnel to ensure they remain applicable.

As part of New Gold's ongoing management, the company follows the MAC's recommendations in terms of reporting and transparency around tailings management. More on MAC's tailings management can be found on their website.

## ENVIRONMENTAL

### Tailings Facilities Details

	NEW AFTON MINE			RAINY RIVER MINE
	NEW AFTON TAILINGS STORAGE FACILITY	POTHOOK PIT TAILINGS STORAGE FACILITY	HISTORIC AFTON TAILINGS STORAGE FACILITY	RAINY RIVER TAILINGS MANAGEMENT AREA
Tailings Facility	<ul style="list-style-type: none"> <li>Dam A</li> <li>Dam B</li> <li>Dam C</li> <li>South Dam</li> <li>West Dam</li> </ul>	<ul style="list-style-type: none"> <li>Pothook Dam</li> </ul>	<ul style="list-style-type: none"> <li>West Dam</li> <li>East Dam</li> </ul>	<ul style="list-style-type: none"> <li>Cell 1: TMA West Dam, TMA South Dam and Cell 1 Dam (internal)</li> <li>Cell 2: TMA South Dam, TMA North Dam, TMA West Dam and Cell 2 Dam (internal)</li> <li>Cell 3: TMA North Dam, TMA West Dam and TMA South Dam</li> </ul>
Location	<ul style="list-style-type: none"> <li>50.648308N</li> <li>120.509096W</li> </ul>	<ul style="list-style-type: none"> <li>50.653656N</li> <li>120.504666W</li> </ul>	<ul style="list-style-type: none"> <li>50.65000N</li> <li>120.33333W</li> </ul>	<ul style="list-style-type: none"> <li>Cell 1: 48.85757N, 94.06726W</li> <li>Cell 2: 48.86648N, 94.06353W</li> <li>Cell 3: 48.85860N, 94.04281W</li> </ul>
Construction Method	<ul style="list-style-type: none"> <li>Dam A – Centreline</li> <li>Dam B – Centreline</li> <li>Dam C – Centreline</li> <li>South Dam – Downstream</li> <li>West Dam – Centreline</li> </ul>	<ul style="list-style-type: none"> <li>Pothook Dam – Downstream</li> </ul>	<ul style="list-style-type: none"> <li>West Dam – Downstream</li> <li>East Dam – Downstream</li> </ul>	<ul style="list-style-type: none"> <li>TMA West Dam: Centreline</li> <li>TMA North Dam: Centreline</li> <li>TMA South Dam: Centreline</li> <li>Cell 1 Dam: Centreline</li> <li>Cell 2 Dam: Centreline</li> </ul>
Design Standard	Canadian Dam Association	Canadian Dam Association	Canadian Dam Association	Ontario Mining Association
Status	Active	Active	Care and maintenance	<ul style="list-style-type: none"> <li>Cell 1: Active</li> <li>Cell 2: Active</li> <li>Cell 3: Active</li> </ul>
Current Maximum Height	51 m	10 m	70 m	18 m
Current Storage Impoundment Volume	28,400,000 m <sup>3</sup>	2,550,000 m <sup>3</sup>	32,000,000 m <sup>3</sup>	16,600,000 m <sup>3</sup>
Most Recent Dam Safety Inspection by Engineer of Record	2020	2020	2020	2020
Most Recent Dam Safety Review	2017	2017	2018	New facility; first review expected 2022
Most Recent ITRB Review	2020	2020	2020	2020

Data as of December 31, 2020



## MAC Tailings Management Protocol Scoring

INDICATOR	NEW AFTON	RAINY RIVER
Policy and commitment	AAA	AA
Tailings management system	AAA	AA
Assigned accountability and responsibility for tailings management	AAA	AA
Annual tailings management review	AAA	AA
OMS Manual	AAA	AA



## New Afton Thickened Tailings Technology

The New Afton Mine is located in a semi-arid climate where annual evaporation rates exceed precipitation. Traditional mine water recycling, which relies on tailings slurry residence time frames in the tailings storage facility, is challenging at New Afton due to the large evaporative losses. This places the operation into a net negative water balance, particularly in the dry, hot summer months. This requires the operation to pump makeup water from Kamloops Lake at maximum licence allowances through the entire year to offset those losses and build water inventory when evaporation is low.

Maintaining an accurate water balance model is also challenging due to the high degree of influence of climate on the water available to support the operation. The New Afton team proposed a high-level concept to shift from “settle and store” water management, to an “on-demand” water strategy. This significant change will improve the accuracy of the water balance model, reduce the significant evaporative water losses and ultimately reduce the annual water volume draw from Kamloops Lake.

To achieve the on-demand water strategy, the New Afton team proposed the use of thickened tailings technology. This technology allows immediate dewatering of tailings through a thickener and direct circulation to the mill to reduce tailings pore water and evaporative losses. A field scale pilot project was completed in 2018 and the results of the pilot supported the design. Construction of the thickener is underway, with planned commissioning in Q4 of 2021. New Afton is expecting an overall reduction in annual water volumes withdrawn from Kamloops Lake as a result of implementing the thickened tailings technology.

Construction of the Thickened Amended Tailings Facility at New Afton.

## ENVIRONMENTAL

Water use management is a significant global challenge that intersects with other global threats such as climate change, biodiversity loss and human rights. Water stewardship – including water governance, water quality and water quantity – is a key part of our Sustainability Strategy; it provides important opportunities to help drive momentum for global and localized water management action.



## WATER

### 2020 Goals and Targets

**Rainy River:** Created a monitoring dashboard that supports real-time monitoring and management activities for water use.

**New Afton:** Focused on transitioning to an on-demand water strategy, which will reduce stored water on site and limit the quantity of water lost to evaporation at New Afton due to the semi-arid climate.

### Strategies to Meet Goals and Targets

**Rainy River:** In 2020, our Rainy River operations experienced ongoing dry and drought conditions throughout the year, with lower than normal precipitation that limited discharge.

In response to these challenges, the site developed a robust water management strategy that includes regular monitoring of water level and water quality and developing a water balance model that allows the site to meet its monthly and annual discharge targets.

**New Afton:** Efforts to implement the company's on-demand water strategy in 2020 focused on obtaining regulatory approvals and executing major capital





projects. Paste tailings thickeners continue to be a key component to supporting the reduction of on-site water inventory.

To address risks related to on-site water storage, an increase in the water withdrawal rate is in process, with a project to twin the existing intake structure underway at Kamloops Lake.

### Water Bodies Affected by Water Discharge and/or Runoff

**Rainy River:** Pinewood River is the main water body affected by the discharge; excess water was treated and discharged into the Pinewood River.

**New Afton:** New Afton does not discharge water. Water “loss” is due to evaporation and use of water in tailings.

### Recycled Water

New Gold recycled 100 percent of water used for ore processing at Rainy River and 80 percent of water used for mill processing at New Afton.

### Challenges and Solutions

**Rainy River:** At Rainy River, the primary water management challenges were having excess water at site impoundments and the inability to treat and discharge compliant process water.

The challenges were addressed by completing the second phase of the process water treatment system and the second operations’ discharge at the Pinewood River and Loslo Creek confluence. The ability to treat and discharge compliant process water is crucial to ensuring the continued operations of the mine.

**New Afton:** Obtaining a short-term water licence to ensure sufficient water availability for processing was a challenge identified by stakeholders as an area of concern.

Working closely with local stakeholders and committing to greater engagement on water allowed New Afton to secure the licence. New Afton also worked with the federal and provincial governments to establish a public monitoring station on the Thompson River downstream of the mine.

### Incidents of Non-compliance

**Rainy River:** In October 2020, the average concentration limit for copper exceeded the provincial monthly concentration limit at one location. There was no formal enforcement action taken as a result of the incident. Our New Afton and Cerro San Pedro sites did not have any incidents of non-compliance in 2020.



at New Afton and  
Cerro San Pedro sites



## ENVIRONMENTAL

### Year-Over-Year Data on Water Consumption in Megalitres

	NEW AFTON	RAINY RIVER
2019 Consumption	2,518	197
2019 Withdrawal	2,518	5,940
2020 Consumption	2,800	2,234
2020 Withdrawal	2,800	4,115

### Water Intensity

	NEW AFTON	RAINY RIVER
2019 L/oz gold equivalent produced	10,991	7,924
2020 L/oz gold equivalent produced	13,697	9,580

**5,034**  
megalitres

total water consumption  
in 2020



▲ Members of Tk'emlúps te Secwépemc and Skeetchestn Indian Band (SSN).



▲ Aerial view of Rainy River Mine facilities.

## Initiative Highlights

### Cerro San Pedro Water Donation

At New Gold, we believe that access to basic water services is an essential human right, and we recognize its critical importance to local people and their economies. We prioritize water management and access to water for all our operating communities.

As part of the Comprehensive, Inclusive and Participatory Mine Closure Plan, our Cerro San Pedro operation finalized an annual donation with the National Water Commission of 480,000 cubic metres of water to the municipality of Cerro de San Pedro. The water will not be used commercially and will be available exclusively to solve current community water problems and guarantee future supply.

### New Afton Kamloops Lake Hydrometric Station

Recognizing the need for a holistic view of regional water management, our New Afton site established a flow measurement station on the Thompson River in 2020. Data will be collected 70 kilometres upstream and 130 kilometres downstream of the mine site.

New Afton also contacted the Canadian Water Survey to initiate support for a permanent hydrometric station,

which will capture data at the outflow of Kamloops Lake. This data will be available in real time and can be accessed publicly for all interested parties. Installation is targeted for Q2 2021.

New Afton continues to work with regulators and First Nations representatives to support an ongoing assessment of the impact of withdrawals from the regional water system.

### New Afton Quarterly Water Reporting to First Nations

In 2020, New Afton initiated routine water reporting with First Nations in an effort to increase transparency and strengthen relationships with local communities. The quarterly water review process, which presents reports on water consumption and the mine water balance, provides a forum where community members can ask questions and raise concerns about water-related initiatives.

### Rainy River Water Balance Model Dashboard

Our Rainy River water balance model is regularly calibrated and updated, with monthly data gathered to measure against historical performance and help inform decisions associated with water management.

The monthly updates also help forecast near-term water inventories on site, allowing personnel to adjust pumping rates and water treatment and discharge plans to suit rapidly changing conditions.

Rainy River recently developed a water balance dashboard to compare model predictions with data. Manual water levels are taken weekly during the winter and up to three times each week during high flows. This information is automatically transferred into the dashboard, which gives a real-time snapshot of water levels.

**480**  
thousand  
cubic metres  
of water

donated to  
the municipality of  
Cerro de San Pedro



## ENVIRONMENTAL

Climate change is a critical challenge for our operations, our industry, our partner communities and our world; a comprehensive response to the threats of climate change across all levels of society, including business, is needed. Reducing GHG emissions, improving energy efficiency and lessening our environmental impact are central to our Sustainability Strategy.



▲ Pothook Pumphouse at New Afton.

### CLIMATE CHANGE

#### 2020 Goals and Targets

Our New Afton and Rainy River operations are both members of the Canadian Industry Partnership for Energy Conservation (CIPEC). The CIPEC is a voluntary partnership between the Government of Canada and Canadian industry leaders of energy conservation to promote innovative energy management.

As a part of the CIPEC, Rainy River and New Afton are both committed to supporting the Government of Canada's goal of reducing emissions through energy efficiency.

#### Rainy River

##### 2020 Energy Objective

**2020 Target:** Increase mill processing throughputs from 2019 levels while maintaining or decreasing energy consumption levels.

##### 2020 Actual:

- 2019 = 32.47 kWh/DMT
- 2020 = 30.76 kWh/DMT

#### New Afton

##### 2020 Energy Objective

**2020 Target:** To implement energy performance improvement initiatives totalling 0.5 percent of 2018 energy consumption – 1,440 MWhe

##### 2020 Actual:

- 2,005 MWhe of energy performance improvement initiatives
  - Filter press compressed air reduction
  - Mill chiller replacement



## Strategy to Meet 2020 Goals and Targets

### Rainy River:

- Optimize blasting, grinding and leach processes
- Complete energy efficiency feasibility studies
- Enhance employee engagement

### New Afton:

- Maintain ISO 50001 compliance
- Complete energy efficiency feasibility studies
- Enhance employee engagement

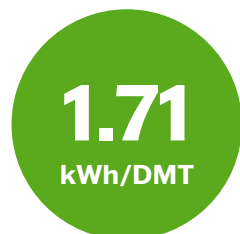
## Challenges from 2020

### Rainy River:

- Semi-autogenous grinding (SAG) mill vibration issue
- Ore hardness increases
- Winter weather

### New Afton:

- Project installation and commissioning with COVID-19 restrictions
- Diminishing large energy saving opportunities as energy performance and efficiency increase



2020 energy  
consumption  
at Rainy River



2020 energy  
performance  
improvement initiatives  
at New Afton

## Energy Consumption in Gigajoules (GJ)

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO
Our non-renewable energy consumption includes diesel, gasoline, propane, natural gas (where applicable), explosives and Liquefied petroleum gas (LPG) (where applicable).	311,646	1,800,173	11,851
Our renewable energy consumption includes fuel consumption from renewable sources. Renewable sources include electricity consumption.	849,867	976,656	22,534
<b>Total Energy Consumption</b>	<b>1,161,514</b>	<b>2,776,706</b>	<b>34,385</b>

## Energy Intensity in Gigajoules (GJ)/Tonne of Ore Mined

NEW AFTON	RAINY RIVER	CERRO SAN PEDRO
190.58	235.78	244.00

The Cerro San Pedro Mine is no longer operational and is undergoing closure; energy intensity for this site is therefore calculated based on GJ/full-time equivalent (FTE).

## ENVIRONMENTAL

### How Challenges Were Addressed

#### Rainy River:

- Improved blast fragmentation in the open pit to allow for increased throughput on hard ore
- Brought pebble crusher online when milling hard ore
- Calcium chloride addition system to avoid frost generation in the crushed ore stockpile
- Scalping screen decking improvements
- Liner profile change in the SAG mill
- Reversed SAG mill to allow for increased rotational speeds
- Flocculant system upgrade improved the thickener performance in winter
- Installed tailings booster station to allow for sustained high throughput rates when depositing tailings on the North tailings dam (yet to be utilized)

#### New Afton:

- Interaction with Maintenance and Operations teams
- Real-time monitoring of energy performance
- Compliance with ISO 50001
- Promoting and investigating employee suggestions
- Continue to assess possible opportunities with Energy Efficiency Feasibility Studies
- Pursuing innovation and assessing what could be adopted to improve energy performance
- Viewing opportunities with a GHG reduction perspective, in addition to an energy reduction perspective

### GHG Scope 1 and Scope 2 Emissions

Tracking GHG emissions is a vital step to decreasing them as part of our Sustainability Strategy.

Direct GHG emissions (Scope 1) are defined as GHG emissions from sources owned or controlled by New Gold. Energy Indirect GHG emissions (Scope 2) are defined as those that result from the generation of purchased or acquired electricity. New Gold does not currently track other Indirect GHG emissions (Scope 3).

Rainy River GHG emissions are calculated based on emissions factors and Global Warming Potential (GWP) standards provided by the Independent Electricity System Operator (IESO). New Afton GHG emissions are calculated using emission factors and GWP standards provided by the Government of British Columbia. Cerro San Pedro GHG emissions are calculated using emission factors and GWP standards in accordance with Mexican reporting guidelines.

### Pollutant Air Emissions

Data for 2020 Pollutant Air Emissions were not available at the time of publishing this report.



For more information, contact us at [sustainability@newgold.com](mailto:sustainability@newgold.com).

### GHG Scope and Emissions At-a-Glance

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO
Scope 1 (metric tonnes of CO <sub>2</sub> equivalent)	<b>20,030</b>	<b>126,878</b>	<b>1,031</b>
Scope 2 (metric tonnes of CO <sub>2</sub> equivalent)	<b>7,058</b> (market-based)	<b>5,426</b> (market-based)	<b>3,161</b> (location-based)
Intensity (thousand tonnes of treated ore – milled)	<b>4.9</b>	<b>15</b>	<b>n/a*</b>

\* Mine is in closure phase



While progress like this is promising, it is only the first step on a long road to continuously improve Rainy River's GHG and energy efficiency.

### IESO-Sponsored Energy Manager Cheryl Maki at Rainy River

In June 2020, Cheryl Maki – a Certified Energy Manager and Measurement and Verification Professional – joined the Rainy River team. Maki's role is to implement an energy management strategy that reduces energy/GHG emissions.

Hired after Rainy River received funding from the IESO to support an on-site energy manager, Maki works directly with the operations team to develop strategies, evaluate projects and programs, and build capacity across the site.

### Hitting the Ground Running with Energy Improvements

When Maki arrived on site, the Rainy River energy team had already identified projects to significantly increase mill throughputs while maintaining the overall energy consumption levels.

Careful management of the entire system – from improving blast fragmentation and using a pebble crusher for hard ore processing to enhancing SAG liner design and improving leach process analysis – resulted in the net intensity energy decrease of 5.3 percent (16 GWh) in 2020, or the equivalent of

the energy needed to power more than 1,300 homes. The improvements will save Rainy River more than \$1M\* annually.

### Cleaner Fuel Options Also a Priority

A second goal of Maki and the Rainy River energy team was to identify additional site-wide emission reduction opportunities – beginning with efforts to replace diesel-powered pumps and equipment and propane heating systems with cleaner alternative fuel options.

The site reduced its overall diesel fuel consumption in 2020 by 4.4 percent (about two million litres), eliminating more than 5,400 tonnes of CO<sub>2</sub> emissions. This translates into a savings of more than \$1.4M\* and a CO<sub>2</sub> equivalent to 10,452 barrels of oil – enough fuel to power more than 1,400 passenger vehicles annually.

### “More work to do...”

While progress like this is promising, it is only the first step on a long road to continuously improve Rainy River's GHG and energy efficiency. “There's still more work to do,” says Maki, who has set two key targets for 2021.

The first target is to reduce mill electrical consumption by 29 kWh per dry metric tonne (DMT) processed. To do this, Maki and the energy team at Rainy River will initially look at process optimization, along with compressed air projects and LED lighting and controls.

The second goal, says Maki, is to reduce GHG emissions by 8,000 tonnes of CO<sub>2</sub> from 2019 levels. This will include a fuel bay conversion that will reduce emissions by 2,000 tonnes of CO<sub>2</sub> per DMT per year and save \$3M for the site in five years. Other opportunities for generator and pump conversions, along with an evaluation of propane heating systems, will be evaluated to find ways to reduce the load.

“We're on our way,” says Maki, “but we can't make any of this happen without employee engagement. Here at the Rainy River Mine employee participation and engagement is very positive.”

\*Dollar amounts stated in CAD.



## ENVIRONMENTAL

This BEV Boom Truck is the first step in New Afton's plan to electrify the C-Zone production fleet, which will help reduce emissions and ensure the health and safety of our employees.



▲ New Afton MacLean Battery Electric Vehicle Boom Truck.

### New Afton Electrification of Fleet

As part of New Gold's commitment to innovation, New Afton acquired a MacLean Battery Electric (BEV) Boom Truck in the fall of 2020 – the company's first battery/electric-powered equipment used at the mine site. The Boom Truck, which replaces a diesel model, transports equipment and materials to assist underground workers.

Able to carry the equivalent of five loads on an IT Loader, the Boom Truck provides ergonomic improvements and produces less noise when operating, reducing the potential for employee respiratory and hearing loss hazards.

In early 2020, the BEV Boom Truck was subject to a lengthy trial and customization period, during which a number of New Afton employees worked closely with specialists from MacLean to identify advantages, challenges and opportunities to improve the equipment.

This BEV Boom Truck is the first step in New Afton's plan to electrify the whole C-Zone production fleet, which will help reduce emissions and ensure the health and safety of our employees.

### Electric Charging Stations Provided at New Afton

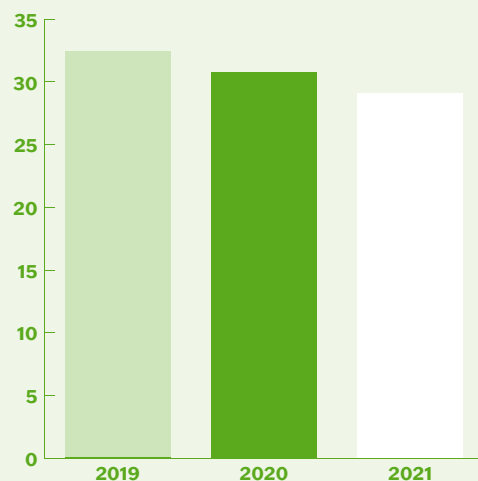
Employees encouraged to reduce, reuse, recycle and recharge.

New Afton installed three electric car charging stations for employees in conjunction with the CleanBC Go Electric program.

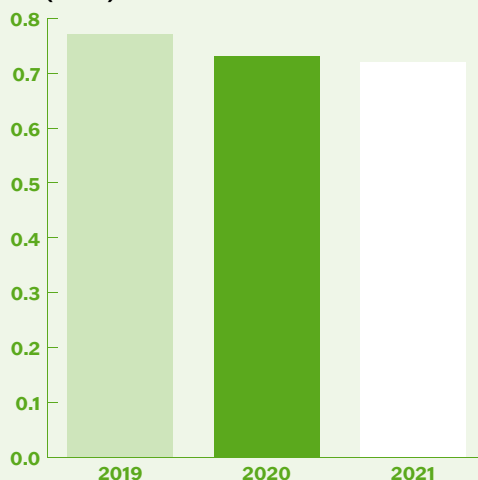


electric car charging stations

**Electricity kWh/DMT Ore Processed (Mill)**



**Diesel Fuel L/DMT Material Moved (Mine)**



### Third-Party Verification from TSM at Rainy River

As part of New Gold's commitment to transparency, environmental initiatives undertaken at the Rainy River site in 2021 were externally verified by the MAC and TSM Initiative.

Every three years, a trained TSM Verification Service Provider (VSP) critically reviews a company's self-assessments to evaluate ratings the facility has reported. A VSP can raise or lower a rating to ensure that it accurately reflects the facility's performance.

Rainy River's most recent evaluation moved the site up to an A status – achieving the team's goal. The team's self-assessment was based on 2019 performance, since 2020 verification was delayed until early 2021 due to COVID-19.

Natural Resources Canada has recently confirmed 2021–2022 fiscal year funding approval to support the Rainy River site in becoming ISO 50001 compliant in their energy/GHG management practices.

### New Afton Chiller Upgrade

Teamwork and innovative thinking came together to provide substantial energy savings at our New Afton mill in 2020. Rather than replacing two existing air-cooled chillers with similar equipment, the New Afton team installed two 300TR water source chillers to take advantage of cool, incoming fresh water at the mill site. The new equipment has reduced chiller energy consumption by 55 percent.

### SCREECH Program at Rainy River

On World Wildlife Day 2021, the Rainy River site launched its SCREECH program – an employee engagement effort meant to increase consciousness about the impact our actions have on community wildlife, air and water quality.

“The program helps people to understand how they can play a role in protecting the environment and minimize, mitigate and remediate any impacts they might have,” says Cheryl Maki, Rainy River Mine Energy Specialist.

The SCREECH acronym, provided by the energy team members and voted on site-wide – reminds employees about the importance of conservation and environmental stewardship through seven key considerations:

- S** Stewards for the environment
- C** Carbon reductions
- R** Renewable rules
- E** Energy intensity
- E** Efficiencies
- C** Conservation
- H** Health and safety

ENVIRONMENTAL

As a mining company that extracts resources from the land, New Gold has an important responsibility to protect the rich biodiversity of areas where we operate. We approach biodiversity management by looking beyond compliance to find innovative ways to enhance wildlife habitats and restore lands to pre-mining conditions once operations are complete.



▲ Mountain Bluebird at New Afton Site.

Identification of IUCN Red List Species Affected

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO
Critically Endangered	0	0	0
Endangered	0	0	1
Vulnerable	0	2	0
Near Threatened	0	23	2
Least Concern	3	596	16

BIODIVERSITY

Management

As a Canadian-focused company, New Gold has ensured its two operating assets in Canada, New Afton and Rainy River, have both implemented the MAC's TSM Biodiversity Management Protocol, which requires the establishment of biodiversity management plans. Our Cerro San Pedro Operation has a Biodiversity Management Plan that addresses aspects including soil and biodiversity conservation and monitoring, and reforestation and reclamation of areas, with Standard Operating Procedures (SOPs) implemented as part of our Environmental Management System (ISO 14001), under which the site is certified and recertified since 2008. New Afton is also ISO 14001 certified.





## Rainy River Reclamation and Revegetation

Closure and reclamation activities are an integral part of any mining operation: reclamation plans are continuously developed and modified with a goal to return disturbed areas to a state as close as possible to their pre-operations state.

In 2020, Rainy River completed a planting trial to evaluate vegetation for use in a cover system. The species used for the trial were selected with help from regulatory agencies and Indigenous communities.

The results of the trial will be used to draft a closure plan that demonstrates to government regulators and community stakeholders that vegetation can be re-established during the mine's reclamation and closure phase.

In addition to the vegetation trial, areas of the East Mine Rock Stockpile (EMRS) were chosen as sites for a large-scale engineered closure. The closure – placed in late 2020 – will be ready for revegetation in spring 2021, with progressive reclamation continuing throughout 2021.

## BC Wildlife Federation Wetland Restoration Partnership

As part of our effort to ensure the natural biodiversity unique to our region, New Afton partnered with the BC Wildlife Federation (BCWF) in 2020 to protect a 1.3 hectare wetland located near Kamloops Lake. The area had been significantly affected by over-grazing and soil compaction.

To enhance wildlife habitat and protect species such as the at-risk Great Basin Spadefoot toad, more than 700 metres of wildlife-friendly fencing was installed around the wetland. The fencing improves water availability and will aid passive wetland restoration by restricting grazing, which can cause stress on plants and wildlife.

The project was made possible with financial support from the Habitat Conservation Trust Foundation, Royal Bank of Canada's Blue Water Project, Wildlife Habitat Canada and the Government of British Columbia's Community Gaming Fund.

## Rainy River Bear Relocation

Since 2016, Rainy River has worked with the Ministry of Natural Resources and Forestry (MNRF) to reduce the risk of negative human/bear interactions.

Numerous improvements have been implemented since the partnership began, such as installing bear-proof waste bins, adding skirting around trailers and training environmental staff in black bear management practices.

Training by the MNRF enables five members of the New Gold environmental staff to hold permits to Trap and Transport Black Bears with an approved Cambrian-style live trap. Trapping and removing a bear is a last resort at Rainy River, as bears are generally only present when there is something to attract them such as food waste. In 2020, two bears were relocated from our site – the first such relocations since the program began.

## Rainy River Fish Salvage

During 2020, installation of discharge structures in the Pinewood River resulted in three fish salvage operations. More than 783 fish were kept out of harm's way due to the salvage efforts, and no mortalities occurred.

A fish salvage is done anytime work occurs in fish-bearing water under the authorization of a Lakes and River Improvement Act permit; a Licence to Collect Fish for Scientific Purposes must also be obtained.

Generally, a fish salvage project of this nature is done with minnow traps, but sometimes seine nets or electro-fish is preferred.

## Rainy River Wildlife Protection

Since 2015, the Rainy River Mine has operated under more than 1,400 federal and provincial environmental commitments; each year, we take important steps to ensure we keep them.

We control and maintain more than 1,800 hectares of benefit area overall, which includes two habitat types: grasslands and mature boreal forest. While the benefit areas were selected primarily to benefit two provincially threatened birds (the Bobolink and Eastern Whip-Poor-Will), they represent a small portion of the nearly 500 plant and animal species that will be monitored and protected for many years after the end of mine life.

New Gold doesn't just support and protect biodiversity outside of the mine site. Within the active mine site, a constructed fish habitat meets nearly all Fisheries and Oceans Canada (DFO) criteria for species diversity and abundance in almost every structure. White Suckers even spawn within 100 metres of Rainy River Mine's main gate every spring.

To further protect wildlife that frequents the mine site, Rainy River Mine has erected a 14 kilometre-long wildlife exclusion fence around the Tailings Management Area, Water Management Pond and Water Discharge Pond. The main goal of this fence is to keep White Tailed Deer and Snapping Turtles away from our tailings – the latter of which is considered a provincial Species at Risk. So far, no Snapping Turtles have been seen at any on-site ponds.



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Members of the Cerro San Pedro team during a community restoration project.





# SOCIAL

## People and Sustainability

The protection of our people is central to our success as we believe people are our greatest asset. New Gold is committed to providing training, opportunities and progression paths for our teams, and we actively seek to ensure we promote diversity within our teams at all levels of the organization. In addition, our relationships with Indigenous and host communities are an important part of our Sustainability Pillar.

NEW GOLD'S APPROACH TO OUR PEOPLE AND COMMUNITIES ALIGNS WITH THE FOLLOWING UN SDGs:





## SOCIAL

### EMPLOYEE DIVERSITY

New Gold tracked some diversity statistics in 2020 and will continue to expand the list of diversity metrics in 2021.



▲ New Afton environmental team members.

### New Hires in 2020

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO	CORPORATE
Under 30	56	81	16	4
30–50 years old	69	70	8	2
Over 50	6	29	1	2
Male Total	106	138	14	3
Female Total	25	42	11	5

### Employee Turnover in 2020

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO	CORPORATE	BLACKWATER
Under 30	18	56	3	0	0
30–50 years old	16	60	13	3	3
Over 50	9	32	3	3	1
Male Total	34	144	12	2	1
Female Total	9	34	7	4	3

## Employee Education and Training

	NEW AFTON	RAINY RIVER	CERRO SAN PEDRO
Training in hours (voluntary and mandatory)	<b>27,879.00*</b>	<b>35,826.50*</b>	—
Female	—	—	<b>2,059</b>
Male	—	—	<b>6,740</b>
Managers	—	—	<b>312</b>
Supervisor/Chief	—	—	<b>748</b>
Administrator	—	—	<b>3,120</b>
Operators	—	—	<b>4,618</b>

\* Breakdown of genders and employee category not tracked

Mandatory and voluntary training is offered company-wide to support all job roles.

## Benefits

New Gold provides all full-time employees company-wide with extended benefits to support their health and well-being. Our benefits package offered to our employees includes:

- Life Insurance
- Health and Dental Benefits
- Short-Term and Long-Term Disability
- Employee and Spousal Life Insurance
- Employee and Spousal Accidental Death and Dismemberment Insurance
- Employee Critical Illness
- Parental Leave
- Vacation Leave
- Registered Retirement Savings Plan Matching Program

Through the Lifeworks Employee Assistance Program, full-service confidential support is available to employees and their dependents 24/7, with a range of resources to support life, family, health, work and financial issues.

## Parental Leave

New Gold's Pregnancy and Parental Leave Policy details the support our employees have while on leave. In 2020, New Gold had 18 female and 20 male employees on parental leave company-wide; 32 of these employees returned after their leave.

## SOCIAL

New Gold's approach to Social Sustainability is built on efforts to support operating communities that are self-sustaining and free from poverty and inequality. Community and infrastructure investment, strategic community partnerships, and building and maintaining strong relationships with Indigenous groups are key components to our Sustainability Strategy.



▲ Don Kavanaugh from Northwest Angle #37.

## INDIGENOUS ENGAGEMENT

### 2020 Employment

Site	Indigenous Employees
NEW AFTON	121
RAINY RIVER	227
Total	348

### Economic Development

Partnerships with Indigenous businesses are a vital part of our operations. We seek to partner with Indigenous businesses when possible and understand the impact and benefit for both the Indigenous community and New Gold. We are continuously improving our procurement practices and adjusting our internal systems to remove as many barriers as possible for Indigenous businesses to access our sites. We value working with Indigenous businesses throughout our operations.

### 2020 Indigenous Procurement Spending

Site	Procurement Spending
NEW AFTON	\$59.99M*
RAINY RIVER	\$72.87M*
Total	\$132.86M*

\*All dollar amounts stated in CAD.



## Cultural Training and Engagement

### Traditional Ribbon Skirt Making Workshop

At Rainy River, a Traditional Ribbon Skirt Making Workshop provided a meaningful way to contribute to Reconciliation and build relations between Indigenous and non-Indigenous people in 2020.

“This was an opportunity to learn about the importance of ribbon skirts in Indigenous culture and how to create a skirt,” says Renee Boucher, Community Relations Manager at New Gold’s Rainy River Mine.

Facilitated by Cassandra Cochrane – a local artist from Rainy River First Nations – the workshop was part of a series designed to share Indigenous knowledge and teachings with New Gold employees. Ribbon skirts are a traditional symbol of the strength, resilience and sacredness of Indigenous women, who wear them at ceremonies and other important events.

According to Cochrane, each motif on the skirts is of special significance to the Indigenous people. Feathers denote spiritual strength and flowers the beauty of Mother Earth, while orange flowers edged in white honour the survivors of residential schools and black-edged flowers provide a stark reminder of the children who did not survive. Each colour is symbolic, representing nature and the traditional beliefs of the Indigenous people.

Ribbon skirts are worn during traditional ceremonies, powwows, traditional dances and other cultural events.

▼ Traditional Ribbon Skirt Making Workshop at Rainy River as part of the ongoing cultural awareness training at site.



### National Indigenous Peoples Day

Each year on the summer solstice, employees at New Gold celebrate Indigenous Peoples Day – a day for Canadians to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nation, Inuit and Métis peoples.

In 2020, Fraser Greene – a Mine Trainer at Rainy River – shared his knowledge and teachings about the importance of tobacco (also traditionally referred to as Asemmaa) to site management and employees.

“Asemmaa is sacred – something to be respected and valued,” says Greene. “When you ask for knowledge, guidance or advice or take from the land, Asemmaa is offered first.”

Green shared teachings on how to present an offering, explaining how you should first hold Asemmaa in your left hand close to your heart to make a spiritual connection to the creator, then offer your prayer and place the tobacco in the offering place. This act releases your prayers to the spirit world.

### Orange Shirt Day

Employees company-wide recognized Orange Shirt Day on September 30 by proudly wearing orange shirts. Founded in 2013, the campaign is intended to create awareness of the individual family and community intergenerational impacts of residential schools. Organizers hope that the event generates discussion around the history of the residential school system and encourages people to seek out information and education. New Gold provided each employee with a shirt and pin to show our commitment. In sharing, we hope to bring awareness to an important movement for communities to come together in the spirit of Reconciliation and hope.

## SOCIAL

### COMMUNITY INVESTMENT

#### Optimy Development

As part of our ongoing commitment to optimize our community investment, New Gold began developing the Optimy tool in 2020 for launch in Q1 of 2021.

Optimy will allow us to better track our community investments and streamline our selection process to ensure that our sponsorships and donations are meaningful and in line with our company mission and values. The tool will be available for organizations that are seeking community investment from New Gold, where they will be able to apply to our various locations (Corporate, Rainy River, New Afton).

In addition to developing Optimy, New Gold also established Community Investment Committees at each site to screen and assess applications.

#### Spend 2020

Through our Community Investment practices at our Canadian sites and Corporate office, New Gold spent a total of \$624,277.70\* in 2020.

Site	Procurement
NEW AFTON	\$403.5K*
RAINY RIVER	\$51.7K*
CORPORATE	\$169.0K*
Total	\$624.3K*

\*Dollar amounts stated in CAD.

### CHARITABLE PARTNERS

#### Connected North Support Continues

*By: Allie Dunlap Erdody, Advisor, Donor Relations and Stewardship*

Support for Connected North continued in 2020 in the Rainy River School District. A New Gold donation – part of a three-year, \$200,000\* commitment made to fund the program – helps to ensure that Indigenous students have access to the opportunities and experiences needed to unlock their full potential.

A leading-edge program designed to deliver immersive and interactive education services through two-way TelePresence video technology, Connected North gives local schools access to engaging virtual educational content that empowers students in the classroom and in life.

New Gold also donated \$50,000\* to support Connected North's COVID-19 response efforts in 2020, which allowed students and families to access virtual content from home.

*“Through Connected North my students have access to the world. They have become more curious about issues and ideas outside their personal spheres... Thank you for making my students’ learning experiences meaningful and entertaining!” RRDSB Teacher*







▲ Experimental Lakes Area floating treatment wetlands.

### Supporting the IISD Experimental Lakes Area

By: Louis St-Cyr, Director of Philanthropy

In 2020, New Gold continued to support research at the IISD Experimental Lakes Area – the world's freshwater laboratory.

The Area – a central hub for environmental education and outreach in Northwestern Ontario – provides critical tools for mining companies that champion environmentally responsible practices and eco-friendly mining development. Innovations developed on site include environmental DNA testing and floating treatment wetlands that clean fresh water naturally.

Support and leadership from New Gold has been instrumental in helping the Area in its efforts to establish its new Centre for Climate and Lake Learning, which will support freshwater science and research, promote clean-tech, and help grow Canada's tourism sector.

## CHARITABLE PARTNERS CONTINUED

### Indspire Partnership

By: Wendy Quick, Senior Development Officer

A New Gold partnership continued in 2020 with Indspire – a national Indigenous registered charity that invests in the education of First Nations, Inuit and Métis people for the long-term benefit of people and communities throughout Canada.

New Gold support has helped more than 40 Indigenous students with their post-secondary education in the 10-year history of the partnership, and has inspired Indigenous high school students through its sponsorship of Soaring, Indspire's annual Indigenous Youth Empowerment Gathering.

40

Indigenous  
students

helped with  
post-secondary  
education



## SOCIAL

“The mutual-aid agreement is just one of the many ways that the New Afton Mine contributes to the community of Kamloops,” says Jared Moe, Emergency Response Coordinator at the New Afton Mine. “We have several mutually beneficial programs to support one another.”

### LOCAL EVENTS AND INITIATIVES

#### Supporting Kamloops Fire Rescue

When Kamloops emergency crews were called to the Rayleigh neighbourhood for a trio of house fires last July, the New Afton Fire & Mine Rescue's firefighting resources were called in for backup.

Recognizing the need for assistance as the incident unfolded, Kamloops Fire Rescue command turned to New Afton as part of a mutual-aid agreement that allows the City of Kamloops and New Afton to share firefighting resources in times of emergency. New Afton Fire & Mine Rescue Engine #2 was dispatched with a crew of six members to assist.

New Afton Fire & Mine Rescue members provided emergency services for the City of Kamloops, working out of the Valleyview Station #3 Fire Hall, allowing Kamloops Fire Rescue to dedicate most of their resources to extinguishing the three structure fires in Rayleigh.

New Afton Fire & Mine Rescue personnel have the same training as Kamloops Fire Rescue.

Once the incidents in Rayleigh were brought under control and Kamloops Fire Rescue crews returned to their halls in the city, New Afton Fire & Mine Rescue members returned to the New Afton site.

No one was injured in the fires.



▲ New Afton Fire and Mine Rescue supporting Kamloops Fire Rescue.



▲ Restoration of Religious Complex of San Pedro Apostol in Mexico.

### Conservation of Religious Complex of San Pedro Apóstol

With the support of certified restoration specialists and under the supervision of the National Institute of Anthropology and History (INAH), Cerro San Pedro began conservation work on the Religious Complex of San Pedro Apóstol – an architectural bulwark from the 17th century located near the old mining pit.

The project – which broke ground in January – was completed in April 2021.

Because preservation of the complex is one of the priorities of the Comprehensive, Inclusive and Participatory Mine Closure Plan, extensive care was taken to measure and monitor the structural behaviour of the building as mining operations continued. Blasts in the pit were monitored by seismograph and recorded following parameters authorized in the operating licence.

After the completion of the pit in 2016, geophysical surveyors took detailed baseline measurements inside the complex and on adjacent streets before mining operations began. Current measurements indicate that the structure of the site has not been altered.

### Cerro San Pedro Community Repairs

At the Cerro San Pedro site, New Gold financed and installed eight autonomous solar colonial-type light fixtures in the main square of Calle Hidalgo in the community of Cuesta de Campa. The fixtures will provide up to six days of energy autonomy.

New Gold also supported the repair of the main pool that supplies community drinking water, along with light fixtures in the main square in the community of Monte de Caldera.



installed in Calle Hidalgo

### Cerro San Pedro La Victoria Silver Workshop

Mónica Daniela Fierro de los Santos was awarded the La Victoria Silver Workshop in January.

An entrepreneurial project designed to trigger local economic activity and align with New Gold Values, the workshop will allow Fierro – a local jewelry designer – to continue her work and maintain a local and community team.

Cerro San Pedro employees were encouraged to apply for the opportunity to take over the La Victoria Silver Workshop, with applications and business plans reviewed by a committee. Fierro has worked for New Gold for seven years.

## SOCIAL

### TRAINING OPPORTUNITIES

#### Professional Supervisor Program

Rainy River kicked off its first classes of the Queens University Professional Supervisor program – an international performance enhancement program that has graduated more than 5,000 participants worldwide.

The three-day training program covered topics ranging from Leadership Principles and Workplace Safety to Communication and Coaching. Sixty Rainy River employees completed the mining-focused program.

New Gold is now considering further training and hosting additional sessions for employees to enhance their personal development and improve performance at all levels of the company.

#### Immersive Link Career Workshops at Rainy River

New Gold Rainy River's Community Relations team partnered with ORIGIN to host an Immersive Link Career workshop in 2020.

The workshops use innovative Virtual Reality (VR) tools to provide immersive training environments, with a goal to assist Indigenous job seekers and First Nation community members in identifying their natural skills.

Eighteen people from eight different First Nation communities completed the training, which included exercises to boost confidence and help participants to make better career choices.

The workshop left participants with a list of preferred career goals and a comprehensive skills inventory.



#### New Gold Sponsors Three Mentees for International Women in Resources Mentoring Program

New Gold sponsored three women for the International Women in Resources Mentoring Program in 2020. The annual global cross-company mentoring program is designed to empower women working in the resource sector around the world.

The eight-month program paired each New Gold mentee with an international mining professional to develop skills and provide networking opportunities. The program began and ended with a virtual conference that enabled the full group to share their experiences.

International Women in Resources is a global organization committed to advancing women in mining and building the pipeline of women leaders for the industry.

**One employee was selected from each New Gold facility.**

**Julie Rachynski**

HR & Community Manager – New Afton

**Renee Boucher**

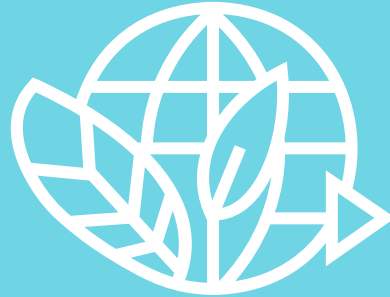
Community Relations Manager – Rainy River

**Amanda Mallough**

Former Investor Relations Coordinator – Toronto







# ECONOMIC

## Growth and Operational Excellence

Providing long-term sustainable value to our shareholders through responsible mining and our Sustainability Strategy is paramount to New Gold.

NEW GOLD'S APPROACH TO DEVELOPING ECONOMIC VALUE ALIGNS WITH THE FOLLOWING UN SDGs:



## ECONOMIC

Economic Sustainability enables New Gold to maintain ongoing operations, and to contribute to the local economies that provide suppliers, talent and support for our business. We manage our assets and risks to ensure the viability of our company, while also recognizing the vital role we play in promoting the well-being of the people and communities that grant us licence to operate.



▲ Aerial view of New Afton facilities.

### CONSOLIDATED FINANCIAL STATEMENTS

A detailed explanation of how the organization manages economic performance is outlined in the Consolidated Financial Statements for the year ended December 31, 2020 and Management's Discussion & Analysis for the year ended December 31, 2020, available on our website.



Link to download our **2020 Consolidated Financial Statements**.



Link to download our **2020 Management's Discussion and Analysis**.



▲ Cerro San Pedro team members with kids from a local orphanage.

## LOCAL AND INDIGENOUS PROCUREMENT SPEND

New Gold mining operations are often located in rural settings and bring significant economic benefit to the communities in which they are located. As a result, we continually look to enhance opportunities for local procurement.

In the last year, New Gold has reviewed our local procurement practices and procedures to identify areas for improvement at both sites. We worked closely with Mining Shared Value to implement the Mining Local Procurement Reporting Mechanism (LPRM), which provides greater transparency over our local spending. We continue to strive towards providing greater opportunities for local and Indigenous vendors to participate in our supply chain and will continue to report on our annual spend through the LPRM.

### 2020 Local Procurement Spend

	NEW AFTON	RAINY RIVER
First Nations	<b>\$59,994M*</b>	<b>\$72,871M*</b>
Local	<b>\$29,504M*</b>	<b>\$57,840M*</b>
Total Indigenous and local procurement spend	<b>\$89,498M*</b>	<b>\$130,711M*</b>
Overall 2020 site procurement spend	<b>\$334,218M*</b>	<b>\$372,639M*</b>

\*Dollar amounts stated in CAD.

## MINIMUM WAGE

New Gold offers competitive salaries that are above minimum wage at all our locations.

## INFRASTRUCTURE INVESTMENTS

New Gold operations are an important part of the communities where they are located. We continually seek opportunities to invest in infrastructure improvements that increase quality of life in these locations.

In 2020, construction at the Ceremonial Roundhouse (The Roundhouse) at our Rainy River site was completed.

The Roundhouse – a heated, wheelchair accessible building – will be used as a gathering place to conduct traditional ceremonies and celebrations and share traditional knowledge. When New Gold mining operations cease, the Roundhouse will be donated to the community.

Our New Afton operation built a new Garden Horticulture facility to focus on food security, mental health support and cross organizational programming at the site. Other infrastructure investments in 2020 include community improvement and conservation projects in Cerro San Pedro (see p. 61).





# GOVERNANCE

## Oversight and Policies

Good governance is critical to the effective operation of New Gold.

Our obligations, expectations and intentions are captured in our by-laws and in the mandate and policy statements posted in this section. These and other governance practices are reinforced regularly at all levels of the organization.

NEW GOLD'S APPROACH TO GOVERNANCE ALIGNS WITH THE FOLLOWING UN SDGs:





consists of  
6 men and 3 women

## BOARD OF DIRECTORS

### Overview

Our Board is responsible for the overall stewardship and conduct of business of New Gold and oversight of the activities of Management. The Board discharges this responsibility both directly and by the delegation of certain authority to committees of the Board and to Management of our company.

The Board's fundamental objectives are to enhance and preserve long-term shareholder value, to ensure that the company meets its obligations on an ongoing basis, and to make certain that New Gold operates in a reliable and safe manner.

Our current nine-member Board consists of six men and three women (see table at right).

### Board Selection Process

The Board is responsible for determining the criteria for proposed nominations to the Board, including required skills, expertise and other qualities such as independence and diversity.

The Board is also responsible for ensuring that the appropriate structure and procedures are in place to function independently of New Gold Management, and for making sure the majority of directors are "independent."

A Board member's independence is determined based on a range of considerations that include any relationship a director has with New Gold, its Management, its shareholders, and other direct or indirect material relationships which could be reasonably expected to interfere with the exercise of a Board member's independent judgment, as viewed by the Board.

### 2020 BOARD OF DIRECTORS

NAME	TITLE
Ian Pearce	Chair of the Board – Independent
Renaud Adams	Director – President and CEO of New Gold Inc.
Nicholas Chirekos	Director – Independent
Gillian Davidson	Director – Independent
James Gowans	Director – Independent
Marilyn Schonberner	Director – Independent
Margaret Mulligan	Director – Independent

### 2021 BOARD ADDITIONS

Geoff Chater	Director – Independent
Thomas McCulley	Director – Independent



Learn more about our [Board of Directors](#).

## GOVERNANCE

THE BOARD'S PRINCIPAL DUTIES AND RESPONSIBILITIES INCLUDE:	
<b>Legal Requirements</b>	Together with Management, ensure that legal requirements have been met and documents and records have been properly prepared, approved and maintained.
<b>Independence</b>	Ensure that appropriate structures and procedures are in place to permit the Board to function independently of Management. The majority of the Board are independent members.
<b>Strategy Determination</b>	Ensure there are long-term goals and a strategic planning process in place for New Gold and participate with Management directly or through the Board's committees in developing and approving the plan New Gold proposes to achieve its goals.
<b>Managing Risks</b>	Oversee identification and assessment of the principal risks of the business in which New Gold is engaged to ensure balance is achieved between risks accepted and potential return to shareholders.
<b>Culture and Sustainability</b>	Promote a culture of integrity, ethical leadership, diversity, inclusion and sustainability within New Gold.
<b>Division of Responsibilities</b>	Appoint and delegate responsibilities to committees and/or individual directors where appropriate and approve position description for Board members, Chair of the Board, CEO and CFO.
<b>Appointment, Training and Monitoring Senior Management</b>	Appoint and oversee the succession of the CEO, and monitor and assess the CEO's performance and effectiveness.
<b>Policies, Procedures and Compliance</b>	Ensure with Management that the Company operates within applicable laws, regulations and ethical standards at all times. Approve and monitor compliance with significant policies and procedures.
<b>Reporting and Communication</b>	Ensure New Gold has in place policies and programs to enable timely and effective communication with shareholders, other stakeholders and the general public.
<b>Monitoring and Acting</b>	Monitor New Gold's progress towards strategic goals and objectives and revise and alter direction through Management in response to changing circumstances and needs.
<b>Membership and Composition</b>	Determine appropriate size and composition of the Board, requirements for proposed nominations to the Board, Board member compensation, and number of meetings to be held by the Board each year – meeting at least on a quarterly basis.
<b>Education and Assessment</b>	Assess Board members' own effectiveness and contribution as directors and ensure process is in place that all new directors receive comprehensive orientation and fully understand the role of the Board and its committees, and the nature and operation of New Gold's business and strategies.
<b>Third-Party Advisors</b>	At the approval of the Board, individual directors of the Board may retain independent counsel as considered necessary to perform its duties and responsibilities, at the expense of the company.



## BOARD COMMITTEES

COMMITTEE	RESPONSIBILITY	MEMBERS
<b>Audit Committee</b>	Responsible for supporting the Board in fulfilling its oversight responsibilities with respect to accounting, auditing, financial reporting and internal control processes.	Chair – Marilyn Schonberner Members – Geoff Chater, Margaret Mulligan
<b>Human Resources and Compensation Committee</b>	Responsible for supporting the Board in fulfilling its oversight responsibilities with respect to human capital, human resources and compensation matters.	Chair – Margaret Mulligan Members – Thomas McCulley, Nicholas Chirekos
<b>Corporate Governance and Nominating Committee</b>	Responsible for supporting the Board in fulfilling its oversight responsibilities with respect to corporate governance matters.	Chair – Nicholas Chirekos Members – Gillian Davidson, Marilyn Schonberner
<b>Technical and Sustainability Committee</b>	Responsible for supporting the Board in fulfilling its oversight responsibilities to review and monitor the policies and activities of New Gold as they relate to operations and production, exploration and mineral reserve and resource estimates, major capital projects, and sustainability.	Chair – Gillian Davidson Members – Geoff Chater, James Gowan, Thomas McCulley

### Schedule

The Board meets, at a minimum, on a quarterly basis. The Chair or any two independent members of the Board may call a meeting of the Board. Board members must attend meetings in person, over the phone, or by other electronic communication devices that permit all members participating to speak and hear each other.

### Board Oversight on Social and Environmental Impacts

The Board has a Technical and Sustainability Committee that oversees all sustainability activities for the company. The Board reviews materials on a quarterly basis for updates, material risks and progress in sustainability areas.

New Gold conducts social and environmental impact assessments on a regular basis. All sites have dedicated community relations teams to regularly interface with nearby communities to identify impacts, risks and opportunities for members. Material results from these assessments are shared with the Technical and Sustainability Committee of the Board as appropriate.

### CORPORATE POLICIES DESCRIPTION

#### Code of Business Conduct and Ethics

To further support New Gold's values of integrity, creativity, commitment, development of employees and teamwork, our Code of Business Conduct and Ethics strives to deter wrongdoing and promote:

- Honest and ethical conduct
- Full, fair, accurate, timely, understandable and transparent disclosure in periodic reports and documents
- Compliance with applicable exchange, government and self-regulatory organization laws, rules and regulations
- Prompt internal reporting of Code violations
- Accountability for compliance with the Code

#### Anti-Bribery and Anti-Corruption Policy

New Gold is committed to doing business honestly, ethically, and with the highest integrity at all times.

Our Anti-Bribery and Anti-Corruption Policy embodies our commitment to avoiding fraud and corruption in all of its forms and strives to comply with Canada's Corruption of Foreign Public Officials Act, the U.S. Foreign Corrupt Practices Act, and other anti-bribery and anti-corruption laws that may apply to New Gold.

#### Respectful Workplace Policy

Our Respectful Workplace Policy supports New Gold's commitment to providing a workplace free from discrimination, bullying and harassment, and workplace violence.

#### Whistleblower Policy

Our commitment is to comply with all applicable requirements concerning corporate accounting practices, accounting controls and auditing practices, and with our Code of Business Conduct and Ethics and Anti-Bribery and Anti-Corruption Policy.

Our Whistleblower Policy embodies the responsibility of all directors, officers, contractors and employees to comply with the Company's Code and report violations or suspected violations.

#### Anti-Racism Policy

New Gold recognizes that even with creating an equitable and inclusive workplace, racism continues to exist. We are committed to identifying, preventing and confronting racism in all aspects of employment, including hiring, retention, performance management and the promotion of all staff.

Our Anti-Racism Policy seeks to eliminate structural, systemic, institutional and personal mistreatment of people based on their racialized status, including ancestry, race, colour, sexual orientation, citizenship, ethnic origin, faith and place of origin by providing a mechanism to identify and address incidents of racism.

#### Human Rights Policy

We are committed to integrating human rights best practices into our business operations and decision-making processes. Our Human Rights Policy supports this commitment to human rights, labour, environment and anti-corruption in all of our business operations.



Learn more about our [corporate policies](#).

# INDICES

GRI, SASB and LPRM

Overview

Looking  
Forward

Our Response  
to COVID-19

UN SDGs

Health and  
Safety

Environmental

Social

Economic

Governance

Indices



## INDICES

### GRI & SASB INDICES: General Disclosures 2020

#### Organizational Profile

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-1	Name of organization		New Gold Inc.		4
102-2	Activities, brands, products and services		New Gold is a Canadian-focused intermediate gold mining company engaged in the exploration, development and operation of mineral properties.		4
102-3	Location of headquarters		Toronto, Ontario, Canada		4
102-4	Location of operations		Canada, Mexico		4
102-5	Ownership and legal form		100%		
			2020 Annual Information Form. <a href="#">Learn more, page 8.</a>		GRI Table
102-6	Markets served		2020 Annual Information Form. <a href="#">Learn more, page 11.</a>		GRI Table
102-7	Scale of organization	i. Total number of employees	1,551 as of December 2020		
		ii. Total number of operations	3 (Rainy River Mine (RRM), New Afton Mine (NAF) and Cerro San Pedro (CSP))		4
		iii. Net sales or net revenues	2020 Consolidated Financial Statements. <a href="#">Learn more, page 9.</a>		GRI Table
		iv. Total capitalization broken down in terms of debt and equity	2020 Consolidated Financial Statements. <a href="#">Learn more, page 10.</a>		GRI Table
		v. Quantity of products or services provided	Management's Discussion and Analysis for the year ended December 31, 2020. <a href="#">Learn more, page 3.</a>		GRI Table
102-8	Information on employees and other workers	a. Total number of employees by employment contract, by gender	This data is not available for 2020. New Gold will be tracking employment by gender more closely for future reporting needs.	EM-MM-000.B	
		b. Total number of employees by employment contract, by region	This data is not available for 2020. New Gold will be tracking employment by gender more closely for future reporting needs.		
		c. Total number of employees by employment type, by gender	This data is not available for 2020. New Gold will be tracking employment by gender more closely for future reporting needs.		
		d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees	Workers who are not employees do not perform a significant portion of New Gold activities.		
		e. Any significant variations in the numbers reported in Disclosures 102-8 a-c	Not applicable		
		f. An explanation of how data have been compiled, including any assumptions made	At New Gold, our Human Resources department works with each site to ensure accurate and timely information is captured and stored in line with our policies, procedures and standards.		
102-9	Supply chain	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services	2020 Annual Information Form. <a href="#">Learn more, page 11.</a>		GRI Table
102-10	Significant changes to the organization and its supply chain	Significant changes to the organization's size, structure, ownership or supply chain, including:			GRI Table
		i. changes in the location of, or changes in, operations, including facility openings, closings and expansions;	No significant changes in 2020.		
		ii. changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations);	Management's Discussion and Analysis for the year ended December 31, 2020. <a href="#">Learn more, page 6.</a>		
		iii. changes in the location of suppliers, the structure of the supply chain or relationships with suppliers, including selection and termination.	Rainy River: • No change in supply chain structure • A supplier centralized supply location to Timmins, Ontario. Previously supply was coming from three different locations (two located in the US)  New Afton: No significant changes occurred in 2020.		

## Organizational Profile continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-11	Precautionary Principle or approach	Whether and how the organization applies the Precautionary Principle or approach	Risk factors are noted in the Annual Information Form for the year ended December 31, 2020: 2020 Annual Information Form. <a href="#">Learn more, page 33.</a>		
102-12	External initiatives	A list of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Council on Mining and Metals (ICMM), the Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) program, and the United Nations Global Compact (of which we are a signatory).		
102-13	Membership of associations	A list of the main memberships of industry and other associations, and national or international advocacy organizations	Mining Association of Canada, Canadian Council for Aboriginal Business, Ontario Mining Association, Mining Association of British Columbia, Prospectors and Developers Association of Canada		

## Strategy

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-14	Statement from senior decision-maker	A statement from the most senior decision-maker of the organization (such as CEO, chair or equivalent senior position)	President and CEO's Message		2, 3

## Ethics and Integrity

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-16	Values, principles, standards and norms of behaviours	A description of the organization's values, principles, standards and norms of behaviour	New Gold is guided by our corporate values, which impact our behaviours, shape our culture, inform our decision making, and guide how we interact with one another and how we engage with our stakeholders.  New Gold's Corporate Values: <ul style="list-style-type: none"> <li>• Integrity</li> <li>• Creativity</li> <li>• Commitment</li> <li>• People &amp; Communities</li> <li>• Teamwork</li> </ul>		5
102-17	Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: <ul style="list-style-type: none"> <li>i. seeking advice about ethical and lawful behaviour, and organizational integrity;</li> <li>ii. reporting concerns about unethical or unlawful behaviour, and organizational integrity</li> </ul>	Code of Business Conduct and Ethics  Whistleblower Policy		5
			Code of Business Conduct and Ethics		5

## INDICES

### GRI & SASB INDICES: General Disclosures 2020

#### Governance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-18	Governance structure	a. Governance structure of the organization, including committees of the highest governance committees responsible for decision making on economic, environmental and social topics	Corporate Governance		69
		b. Committees responsible for decision-making on economic, environmental, and social topics	Technical and Sustainability Committee Charter		69
			Board of Directors Mandate		68
102-19	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees		2020 Management Information Circular – Board of Directors. <a href="#">Learn more, pages 78–79.</a> Risk Oversight and Management. <a href="#">Learn more, pages 85–86.</a>		GRI Table
102-20	Executive-level responsibility for economic, environmental and social topics	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics	Chief Executive Officer; Chief Financial Officer		GRI Table
		b. Whether post holders report directly to the highest governance body	The Chief Executive Officer reports directly to the Board.		GRI Table
102-29	Identifying and managing economic, environmental and social impacts	a. Highest governance body's role in identifying and managing economic, environmental and social topics and their impacts, risks and opportunities – including its role in the implementation of due diligence processes	Board of Directors, Technical and Sustainability Committee oversees technical operations and sustainability.		69
		b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social topics and their impacts, risks and opportunities	Social and environmental impact assessments are done on a regular basis. All sites have dedicated community relations teams to regularly interface with nearby communities to identify impacts, risks and opportunities for members. Material results from these assessments are shared with the Technical and Sustainability Committee of the Board as appropriate.		GRI Table

#### Stakeholder Engagement

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-40	List of stakeholder groups	A list of stakeholder groups engaged by the organization	New Gold has a number of stakeholders at our operations and projects and at our corporate offices. These include but are not limited to employees, contractors, governments, shareholders, investors, industry and sector representatives, peer companies, regulatory bodies, host communities and Indigenous and non-Indigenous community groups, community organizations, etc.		5
102-41	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements (use data from Disclosure 102-7 as the basis for calculating the percentage)	At CSP Mine, all unionized personnel are covered by collective bargaining agreements.	EM-MM-310a.1	GRI Table
102-42	Identifying and selecting stakeholders	The basis for identifying and selecting stakeholders with whom to engage	New Gold undertakes an extensive process of identifying stakeholders who may be impacted by our operation with a particular focus on vulnerable or under-represented groups. We regularly encourage existing stakeholders to identify others with whom the company should be engaging.		5



## Stakeholder Engagement continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-43	Approach to stakeholder engagement	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Our approach to stakeholder engagement is dependent on local context and varies between sites. The frequency and depth of engagement depends on local stakeholders' desire to engage with New Gold. Stakeholder engagement plans are developed annually at each operation in line with the Community Engagement and Development Management Standards and reviewed twice a year through Management Reviews at each site. Through the preparation for this report, the data collected from each stakeholder engagement plan was collected and reviewed.		5
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including:	Key topics that have been raised through engagement are: local employment, Indigenous relations and procurement.		GRI Table
		i. how the organization has responded to those key topics and concerns, including through its reporting;	New Gold believes in transparency when responding to concerns from local communities. Through consultation, relationship development and further meetings we are able to address these concerns.		GRI Table
		ii. the stakeholder groups that raised each of the key topics and concerns.	Concerns are raised and addressed through our grievance processes at each operation.		GRI Table

## Reporting Practice

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE#
102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents	2020 Consolidated Financial Statements. <a href="#">Learn more, page 14.</a>		GRI Table
		b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	2020 Consolidated Financial Statements. <a href="#">Learn more, page 14.</a>		GRI Table
102-46	Defining report content and topic boundaries	a. An explanation of the process for defining the report content and the topic boundaries	New Gold has presented topics that have been identified as material to the company. These material topics are identified annually and tracked in order to provide the most accurate information in this report. Each site participates in identifying material topics through discussion with stakeholders, continuous updating of risk registers, stakeholder maps, grievance registers and other consultation documents. This information is compiled at the corporate office and reviewed by senior management and the Board's Technical and Sustainability Committee.		GRI Table
		b. An explanation of how the organization has implemented the Reporting Principles for defining report content	Same as above		GRI Table

## INDICES

### GRI & SASB INDICES: General Disclosures 2020

Reporting Practice continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-47	List of material topics	a. A list of the material topics identified in the process for defining report content	<ul style="list-style-type: none"> <li>• Market performance</li> <li>• GHG emissions</li> <li>• Energy use</li> <li>• Air emissions</li> <li>• Water consumption and management</li> <li>• Training and education</li> <li>• Diversity and inclusion</li> <li>• Public policy</li> <li>• Labour relations</li> <li>• Economic performance</li> <li>• Biodiversity and land management</li> <li>• Employment</li> <li>• Rights of Indigenous peoples</li> <li>• Business ethics and transparency</li> <li>• Anti-corruption</li> <li>• Environmental compliance</li> <li>• Human rights</li> <li>• Occupational health and safety</li> <li>• Corporate governance</li> <li>• Closure planning and reclamation</li> <li>• Community engagement</li> <li>• Employees, health and wellness</li> <li>• Tailings management</li> <li>• Waste and effluents management</li> </ul>		15
102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	Not applicable		
102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	Not applicable		
102-50	Reporting period	a. Reporting period for the information provided	Annually – January to December 2020		14
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report	2019 Corporate Responsibility Report <a href="http://2019sustainabilityreport.newgold.com/">http://2019sustainabilityreport.newgold.com/</a>		GRI Table
102-52	Reporting cycle	a. Reporting cycle	Annually		GRI Table
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents	sustainability@newgold.com		14
102-54	Claims of reporting in accordance with the GRI Standards	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.		14
102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report	This table represents the GRI Content Index.		
		b. For each disclosure, the content index shall include:			
		i. the number of the disclosure (for disclosures covered by the GRI Standards);			
		ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;			
		iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.			

Reporting Practice continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
102-56	External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report	The process for seeking external assurance is outlined in the Community Engagement and Development Management Standard and is followed on an annual basis.		14
		b. If the report has been externally assured:	The report has not been externally assured.		14
		i. a reference to the external assurance report, statements or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained and any limitations of the assurance process;			
		ii. the relationship between the organization and the assurance provider;			
		iii. whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.			

GRI & SASB INDICES: Economic Indicators 2020

Economic Performance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Economic performance is caused by our operations and activities, along with those supporting these across our supply chain.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	The boundary for this topic is limited to the jurisdictions of our mining operations.		GRI Table
		i. where the impacts occur;			
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			
		c. Any specific limitation regarding the topic Boundary	Disclosure of financial information is governed by our internal Disclosure, Confidentiality and Insider Trading Policy.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	A detailed explanation of how the organization manages its economic performance is outlined in the 2020 Consolidated Financial Statements and Management's Discussion and Analysis for the year ended December 31, 2020. <a href="#">Learn more.</a>		GRI Table
		b. A statement of the purpose of the management approach	The management of economic performance helps the company maintain its liquidity and reduce its costs.		GRI Table
		c. A description of the following, if the management approach includes that component:  i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives			



## INDICES

### GRI & SASB INDICES: Economic Indicators 2020

Economic Performance continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
<b>103-3</b>	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	Each New Gold site adheres to its financial policies and procedures that feed into the overall corporate mandate for all financial information. Financial information is disclosed every quarter.		GRI Table
		a. An explanation of how the organization evaluates the management approach, including:			
		i. the mechanisms for evaluating the effectiveness of the management approach;			
		ii. the results of the evaluation of the management approach;			
		iii. any related adjustments to the management approach.			
<b>201-3</b>	Defined benefit plan obligations and other retirement plans				
		a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	New Gold has a Group RRSP plan. The company's responsibility and liability to group RRSP is limited to making payroll contributions. There is no estimated value to liabilities.		55
		b. If a separate fund exists to pay the plan's pension liabilities:	Manulife does not have a separate liability fund that exists.		GRI Table
		i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;	There is no estimate covered by assets that have been set aside.		GRI Table
		ii. the basis on which that estimate has been arrived at;	N/A		
		iii. when that estimate was made.	N/A		
		c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage	There is no strategy set up. The employee is responsible for the investment selection so any market changes do not create a liability for New Gold.		GRI Table
		d. Percentage of salary contributed by employee or employer	NAF and RRM is 7%, Corporate is 9%, up to the CRA limit.		GRI Table
		e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact	Group RRSP is voluntary. All full-time permanent employees are eligible to participate.		GRI Table

## Market Presence

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	New Gold has a meaningful presence in the areas of our operations. New Gold is one of the largest private employers in the Rainy River region and therefore has significant economic impact in this area.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	The boundary for this topic is limited to the jurisdictions of our mining operations. New Gold contributes locally to indirect economic impacts through investments in education, health, social services, arts and culture, and the environment at each of our operations.		GRI Table
		i. where the impacts occur;			
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			
		c. Any specific limitation regarding the topic Boundary			
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold's local hiring practices are in compliance with laws, regulations and best practices in all areas of operation.		GRI Table
		b. A statement of the purpose of the management approach	We invest in our employees and strive to provide dynamic career paths with growth opportunities. Empowering people is an essential part of New Gold's mission and culture.		GRI Table
		c. A description of the following, if the management approach includes that component:	Attracting, recruiting and selecting the right talent is crucial for the continued success of New Gold and to support our culture of empowering employees for exceptional performance. Our Human Resource teams work to ensure that the best and most qualified individuals are recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.		GRI Table
		i. Policies			
		ii. Commitments			
		iii. Goals and targets			
		iv. Responsibilities			
		v. Resources			
		vi. Grievance mechanisms			
		vii. Specific actions, such as processes, projects, programs and initiatives			
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	The community investment strategy is reviewed and validated on a bi-annual basis at each site by the management team. Goals and targets are set at the beginning of each year, and reaching these goals is an indicator of success for each operation.		58
		a. An explanation of how the organization evaluates the management approach, including:			
		i. the mechanisms for evaluating the effectiveness of the management approach;			
		ii. the results of the evaluation of the management approach;			
		iii. any related adjustments to the management approach.			

## INDICES

### GRI & SASB INDICES: Economic Indicators 2020

Market Presence continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
	Ratios of standard entry level wage by gender compared to local minimum wage						
202-1		a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage to the minimum wage by gender at significant locations of operation	Region	Male	Female		
			Corporate	No minimum used as a reference point	No minimum used as a reference point		
			New Afton	No minimum used as a reference point	No minimum used as a reference point		
			Rainy River	No minimum used as a reference point	No minimum used as a reference point		
			Cerro San Pedro	No minimum wage is used as a reference point; our wages are above the minimum	No minimum wage is used as a reference point; our wages are above the minimum		
		b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage	Corporate	No minimum wage is used as a reference point	No minimum wage is used as a reference point		
		c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used	Corporate	No minimum used as a reference point	No minimum used as a reference point		
			New Afton	No minimum used as a reference point	No minimum used as a reference point		
			Rainy River	No minimum used as a reference point	No minimum used as a reference point		
			Cerro San Pedro	No minimum wage is used as a reference point; our wages are above the minimum	No minimum wage is used as a reference point; our wages are above the minimum		
		d. The definition used for 'significant locations of operation'	Region	Description			
			Corporate	The Corporate office of New Gold is located at 181 Bay Street, Suite 3320, Toronto, ON, M5J 2T3, core downtown Toronto area.			GRI Table
			New Afton	The New Afton Mine office is located on site, which is 10 km from the city of Kamloops in the interior region of British Columbia.			
			Rainy River	The office is located in Thunder Bay, one office located in Emo, ON, one warehouse in Fort Frances, and the mine site is located 50km from Fort Frances.			



Market Presence continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE		SASB #	PAGE #
			Region	Description		
			Cerro San Pedro	The Cerro de San Pedro mine is located in the municipality of Cerro de San Pedro, in the state of San Luis Potosí, located in the central area of the state. The coordinates of the municipal head are: 100° 48' west longitude and 22° 13' north latitude. Its limits are: to the north and west Soledad de Graciano Sánchez; to the east Armadillo de los Infante; to the south San Luis Potosí and Villa de Zaragoza.		GRI Table
202-2	Proportion of senior management hired from the local community	Is there a global policy or common practices for granting preference to local residents when hiring in significant locations of operations?	Corporate	No global policy or practice in place.		GRI Table
			New Afton	Common practice is to focus on local residents for recruitment; no formal policy in place.		
			Rainy River	Common practice is to focus on local residents for recruitment; no formal policy in place.		
			Cerro San Pedro	The policy treatment is equal for all employees. The objective of our policy is the employee's welfare, which in turn advances the objectives of the company.		
		a. Percentage of senior management at significant locations of operation who are hired from the local community	Corporate	83%		GRI Table
			New Afton	100%		
			Rainy River	75%		
			Cerro San Pedro	5%		
		b. The definition used for 'senior management'	Corporate	Our senior management is defined as staff employees of managers, department chiefs and supervisors with the best skills, attitudes and values to make decisions and manage people.		GRI Table
			New Afton			
			Rainy River			
			Cerro San Pedro			

## INDICES

### GRI & SASB INDICES: Economic Indicators 2020

#### Indirect Economic Impacts

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	New Gold recognizes that in the areas where we operate, our investments contribute greatly to the local and regional economies.		58
		b. The Boundary for the material topic, which includes a description of:	New Gold contributes locally to indirect economic impacts through investments in education, health, arts and culture, the environment, and social services at each of our operations. The boundary for this topic is limited to the communities, regions and countries we operate in.		58
		i. where the impacts occur;	Where our sites operate.		58
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	Through our community investments.		
		c. Any specific limitation regarding the topic Boundary	Regional impacts are not accounted for. Although regional impacts may not be known and quantified, New Gold's operations have direct and indirect regional economic impacts.		
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold believes in investing in local community programs that create indirect impact in the areas of education, health, social services, arts and culture, and the environment. Each operation manages a community investment fund that indirectly contributes to the local economies and communities in the areas of operation.		58
		b. A statement of the purpose of the management approach	New Gold promotes each operation managing a community investment fund in order to support sustainable community development initiatives that last beyond New Gold's presence.		58
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Each operation develops a community investment strategy in accordance with the Community Engagement and Development Management Standard. The strategy is reviewed and revised on an annual basis to ensure the greatest impact is being had at each operation.		GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	The community investment strategy is reviewed and validated on a bi-annual basis at each site by the management team. Goals and targets are set at the beginning of each year, and reaching these goals is an indicator of success for each operation.		GRI Table
		a. An explanation of how the organization evaluates the management approach, including:			
		i. the mechanisms for evaluating the effectiveness of the management approach;			
		ii. the results of the evaluation of the management approach;			
		iii. any related adjustments to the management approach.			

## Indirect Economic Impacts continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
	Infrastructure investments and services supported						
			New Afton	Rainy River	Cerro San Pedro		
203-1		a. Extent of development of significant infrastructure investments and services supported	1) Gardengate Horticulture Facility  2) Thompson Rivers University Women in Trades Resource Centre	Roundhouse	Investments in: sewage system, roads, potable water, public lighting and restoration of houses and churches in communities around mine site		65
		i. What was the extent of the development?	1) Contribution to the construction of a brand new facility for cross-organizational programming with a focus on food security and mental health supports  2) Funding of a New Gold Women in Trades Resource Centre within the TRU Trades and Technology building	Heated building (without plumbing) with wheelchair access, access road developed and kept up by NG Site Services	<ul style="list-style-type: none"><li>Improved drainage and sewage system</li><li>Improved pavement on main streets</li><li>Improved potable water system and installation of new higher capacity storage tank</li><li>Installation of public lighting to local communities using a renewable energy source (solar power system)</li><li>Restoration of churches</li></ul>		GRI Table
		ii. What was the cost?	1) \$55,000 CAD  2) \$100,000 CAD	\$250,000 CAD	\$1,017,000 USD		GRI Table
		iii. What was the duration?	1) Ongoing  2) Construction to begin 2021	2-3 months of construction	Throughout 2020		GRI Table
		b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	1) Increased capacity for mental health supports, cross-organizational programming (Kamloops Food Policy Council, etc.)  2) Increased resources and support for women pursuing or studying for a career in trades	The roundhouse is used for public ceremonies (i.e., Spring and Fall Ceremonies) as well as education – Indigenous related training for employees (e.g., workshops for medicines, local history, etc.).	Very positive impacts on communities due to improved living conditions and improved infrastructure support for tourism in the municipality		GRI Table

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### GRI & SASB INDICES: Economic Indicators 2020

Indirect Economic Impacts continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
	Infrastructure investments and services supported						
			New Afton	Rainy River	Cerro San Pedro		
		c. Whether these investments and services are commercial, in-kind or pro bono engagement	Donation – doesn't fit any of the three definitions	In-kind; the roundhouse is currently open to employees only, but the building will be donated at the end of life of mine	Donation – doesn't fit any of the three definitions		GRI Table

#### Procurement Practices

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	This topic is material as the procurement of certain goods and services is essential to processes within New Gold operations. It also has a large impact for host communities.				GRI Table
		b. The Boundary for the material topic, which includes a description of:	The boundary for this topic is limited to the jurisdictions of our mining operations and corporate and regional offices. <a href="#">Learn more.</a>				GRI Table
		i. where the impacts occur;					
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.					
		c. Any specific limitation regarding the topic Boundary					
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of local procurement practices.				GRI Table
		b. A statement of the purpose of the management approach	New Gold is committed to providing opportunities for communities associated with our operations and to sharing in the benefits which flow from our activities. The purpose of this management system is to fulfill said commitment.				GRI Table
		c. A description of the following, if the management approach includes that component:	New Gold outlines procurement targets, policies and commitments in the Community Engagement and Development Management Standard (CEDMS) that is implemented at each site.				GRI Table
		i. Policies					
		ii. Commitments					
		iii. Goals and targets					
		iv. Responsibilities					
		v. Resources					
		vi. Grievance mechanisms					
		vii. Specific actions, such as processes, projects, programs and initiatives					
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	New Gold outlines procurement targets, policies and commitments in the CEDMS that is implemented at each site. Each site is audited on the CEDMS on a three-year cycle – internally audited, peer audited, externally audited.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					
		i. the mechanisms for evaluating the effectiveness of the management approach;					
		ii. the results of the evaluation of the management approach;					
		iii. any related adjustments to the management approach.					



Procurement Practices continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE		SASB #	PAGE #
204-1	Proportion of spending on local suppliers					
			Rainy River	New Afton		
		a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)				
		i. Percentage of total procurement spent on local suppliers (community/local vendors)	13.60%	43.00%		65
		ii. Percentage of total procurement spent on national vendors.	87.90%	24.00%		65
		b. The organization's geographical definition of 'local'	Businesses in NW Ontario	Business in Thompson Nicola Region		GRI Table
		i. Where are the 'local' suppliers located? What regions/villages/towns?	Atikokan, Red Lake, Bawick, Stratton, Devlin, Emo, Rainy River, Morson, Bergland, Keewatin, Nestor Falls, Pawitik, Sioux Narrows, Rosslyn, Dryden, Fort Frances, Kenora	Thompson Nicola Region, including Kamloops and surrounding towns within the region		GRI Table
		c. The definition used for 'significant locations of operation'	Rainy River Mine	New Afton Mine		GRI Table

Anti-Corruption

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	New Gold ensures all directors, employees, contractors and representatives of the company adhere to New Gold's Anti-Bribery and Anti-Corruption Policy. <a href="#">Learn more.</a>		
		b. The Boundary for the material topic, which includes a description of:	New Gold ensures all directors, employees, contractors and representatives of the company adhere to New Gold's Anti-Bribery and Anti-Corruption Policy. <a href="#">Learn more.</a>		
		i. where the impacts occur;			
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			
		c. Any specific limitation regarding the topic Boundary	New Gold and supplier activities		
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold manages anti-corruption by ensuring all directors, employees, contractors and representatives of the company operate in alignment with the Code of Business Conduct and Ethics. <a href="#">Learn more.</a> Furthermore, the corporation requires all of the aforementioned participants to report violations of the Code of Business Conduct and Ethics. <a href="#">Learn more.</a>	EM-MM-510a.1	
		b. A statement of the purpose of the management approach	New Gold is committed to mitigating all corruption at all levels of company activity.		
		c. A description of the following, if the management approach includes that component:	New Gold ensures all directors, employees, contractors and representatives of the company adhere to New Gold's Anti-Bribery and Anti-Corruption Policy. <a href="#">Learn more.</a>		
		i. Policies			
		ii. Commitments			
		iii. Goals and targets			
		iv. Responsibilities			
		v. Resources			
		vi. Grievance mechanisms			
		vii. Specific actions, such as processes, projects, programs and initiatives			

## INDICES

### GRI & SASB INDICES: Economic Indicators 2020

Anti-Corruption continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	New Gold actively monitors any inquiries made through its Legal department and the Whistleblower Hotline. There were no significant changes in 2020.		GRI Table
		a. An explanation of how the organization evaluates the management approach, including:			GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;			GRI Table
		ii. the results of the evaluation of the management approach;			GRI Table
		iii. any related adjustments to the management approach.			GRI Table
205-1	Operations assessed for risks related to corruption				
		a. Total number and percentage of operations assessed for risks related to corruption	New Gold assesses risk associated with corruption at all levels of company activity.		GRI Table
		b. Significant risks related to corruption identified through the risk assessment	No significant risks associated with corruption have been identified.		GRI Table
205-2	Communication and training about anti-corruption policies and procedures				
		a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region	100%		GRI Table
		b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region	100%		GRI Table
		c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations	100%		GRI Table
		d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region	0%		GRI Table
		e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	100%		GRI Table

## Environmental Indicators 2020

### Materials

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	An explanation of why the topic is material	<p>Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which includes explosives, tires and energy used for mining activities and the reagents used for mineral processing.</p> <p>The materials reported are significant because they are considered critical inputs to extract our final product and have the potential to result in environmental impacts if not managed appropriately. Other materials used by mining and milling activities are not considered to be significant because they generally present less risk and tend to be used in smaller quantities.</p>		GRI Table
		b. The Boundary for the material topic, which includes a description of:	This topic is limited to the identified materials used by the company and certain suppliers.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary	The boundary for this topic is limited to the jurisdictions of our mining operations.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold encourages all operations to recycle, reuse and reclaim materials within operations where feasible.		GRI Table
		b. A statement of the purpose of the management approach	The purpose is to optimize the use of input materials and ensure materials are handled, stored and transported appropriately.		GRI Table
		c. A description of the following, if the management approach includes that component:	Environmental Management Standard		GRI Table
		i. Policies	This standard outlines the requirements for each operation to meet or exceed relevant laws and regulations.		
		ii. Commitments			
		iii. Goals and targets			
		iv. Responsibilities			
		v. Resources			
		vi. Grievance mechanisms			
		vii. Specific actions, such as processes, projects, programs and initiatives			
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	Annual reviews and evaluations are done at each site to ensure the management effectiveness of this topic.		GRI Table
		a. An explanation of how the organization evaluates the management approach, including:	As a member of MAC, New Gold adheres to the TSM protocols at all our sites. The TSM protocols require that an external review be completed every three years that confirms the level of adherence with these protocols.		GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;			GRI Table
		ii. the results of the evaluation of the management approach;			GRI Table
		iii. any related adjustments to the management approach.			GRI Table

## INDICES

### GRI & SASB INDICES: Environmental Indicators 2020

Materials continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
301-1	Materials used by weight or volume	a. Total weight or volume of non-renewable materials (listed below) used during the reporting period in appropriate unit:					GRI Table
		i. Cyanide	1,606	Not used	7.70		GRI Table
		ii. Acid (litres)	1,710	0	0.46		GRI Table
		iii. Flocculant	155	289.8	0.00		GRI Table
		iv. Caustic soda	403	0	3.88		GRI Table
		v. Lime	5,535	1,328.52	89.38		GRI Table
		vi. Explosives	15,361	968.01	0.00		GRI Table
		vii. Other (specified below):			0.00		GRI Table
		Potassium Amyl Xanthate 85% minimum	Not available	233.8	0.00		GRI Table
		Polyfroth h57	Not available	134.35	0.00		GRI Table
		2" balls (metric tonnes)	5,900	284	0.00		GRI Table
		5" balls	3,854	0	0.00		GRI Table
		6.25 S60 SAG Balls (metric tonnes)	Not available	880	0.00		GRI Table
		Anti-scalant (kg)	164	3,393	43.65		GRI Table
		Other types of oil (compressor oil, differential oil and others)	Not available	64,185	0.00		GRI Table
		Carbon	186	Not used	7.50		GRI Table
		Compressor oil (litres)	13,516	1,404	0.00		GRI Table
		Cutting oil	Not available	Not used	0.00		GRI Table
		Differential oil (litres)	Not available	23,285	0.00		GRI Table
		Diesel (kl)	42,986	6,297	333.44		GRI Table
		Engine oil (litres)	237,034	20,447	0.48		GRI Table
		Ferric sulphate (Fe <sub>2</sub> (SO <sub>4</sub> ) <sub>3</sub> )	Not applicable	0	0.00		GRI Table
		Grease (KG)	17,579	19,317	0.00		GRI Table
		Hydraulic oil (litres)	229,915	62,228	0.00		GRI Table
		Propane (KL)	2,293	36.89	0.00		GRI Table
		Kluber fluid	0	0	0.00		GRI Table
		Motor/drill oil (litres)	55,921	11,880	0.00		GRI Table
		Natural gas (GJ)	Not applicable	59,762.90	0.00		GRI Table
		Sulfur dioxide (SO <sub>2</sub> )	1,815	0	0.00		GRI Table
		Transmission oil (litres)	23,867	56,937	0.00		GRI Table
		b. Total weight or volume of any renewable materials used during the reporting period in appropriate unit:					GRI Table
		i. Cyanide	Not available	0	0.00		GRI Table
		ii. Other	Not available	0	0.00		GRI Table



## Energy

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	This topic is material because energy consumption is New Gold's primary source of GHG emissions and is a significant operating cost.		GRI Table
		b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. where the impacts occur;</li> </ul>	This topic boundary includes energy used for all mining and milling activities along with the associated services carried out at New Gold managed operations.		GRI Table
			The use of energy for all the mining and milling activities and associated services is New Gold's primary source of GHG emissions.		GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary	The boundary for this topic is limited to the jurisdictions of our mining operations.  It does not include the energy impacts associated with the transportation of finished product or with the transportation of raw materials to the New Gold managed operations.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold has energy and GHG management systems in place to ensure energy use is regularly tracked and assessed to identify opportunities to improve energy performance, reduce GHG emissions, reduce energy expense and promote awareness of energy conservation.  In addition, energy and GHGs are an aspect in the Environmental Management Systems in place at the various operations.		GRI Table
		b. A statement of the purpose of the management approach	The purpose of the energy and GHG management systems is to: <ul style="list-style-type: none"> <li>• improve energy performance;</li> <li>• reduce ghg emissions;</li> <li>• promote awareness of energy conservation;</li> <li>• comply with applicable regulatory requirements; and</li> <li>• reduce operating costs.</li> </ul>		GRI Table
		c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	As a member of MAC, New Gold adheres to the TSM energy and GHG management protocol at all operations.  In addition, the New Afton operation is the only Canadian mine to be certified to the ISO 50001:2018 Energy Management Standard. The Rainy River operation is investigating certification to ISO 50001.  The management approach, through compliance with these standards and protocols at the various operations, requires: <ul style="list-style-type: none"> <li>• Energy and GHG management policies</li> <li>• Leadership commitment to energy and GHG management</li> <li>• The setting of energy and GHG performance improvement objectives</li> <li>• Assigning responsibilities associated with energy and GHG performance</li> <li>• Resources to improve energy and GHG performance</li> <li>• Actions to achieve energy and GHG performance objectives</li> <li>• Systems to allow employees, contractors and suppliers to suggest ways to improve energy and GHG performance</li> <li>• The promotion of awareness around energy conservation and GHG reduction</li> <li>• Actions to continually improve both energy/GHG performance and the energy/GHG management system itself</li> </ul>		GRI Table

## INDICES

### GRI & SASB INDICES: Environmental Indicators 2020

Energy continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As a member of MAC, New Gold adheres to the TSM protocols at all our sites. The TSM protocols require that an external review be completed every three years that confirms the level of adherence with these protocols.  The ISO 50001 Energy Management Standard requires that, in addition to an annual internal audit, an independent external audit be conducted on an annual basis.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;					GRI Table
		ii. the results of the evaluation of the management approach;					GRI Table
		iii. any related adjustments to the management approach.					GRI Table
			Rainy River	New Afton	Cerro San Pedro		
302-1	Energy consumption within the organization	a. Total fuel consumption from non-renewable sources (listed below) during the reporting period, in GJ or appropriate unit:				EM-MM-130a.1	GRI Table
		Diesel (L)	42,986,053	6,297,297	11,787		GRI Table
		Gasoline (L)	878,435	120,293	33		GRI Table
		Propane (L)	2,293,474	36,887	0		GRI Table
		Natural gas (GJ)	0	59,762.90	0		GRI Table
		Fuel oil	0	0.00	0		GRI Table
		Acetylene	Not available	0.00	0		GRI Table
		Kerosene	Not available	0.00	0		GRI Table
		Explosives (KG)	15,360,781	763,188.10	0		GRI Table
		LPG (GJ)	Not available		31		GRI Table
		Total (GJ)	1,800,173	311,646.59	11,851		GRI Table
		b. Total fuel consumption from renewable sources (listed below) during the reporting period, in GJ or appropriate unit:					GRI Table
		Solar	Not applicable	Not applicable	Not applicable		GRI Table
		c. In joules, watt-hours or multiples, the total:					GRI Table
		Electricity consumption (GJ)	976,656	849,867.58	22,534		GRI Table
		Heating consumption	Not applicable	Not applicable	0.00		GRI Table
		Cooling consumption	Not applicable	Not applicable	0.00		GRI Table
		Steam consumption	Not applicable	Not applicable	0.00		GRI Table
		d. In joules, watt-hours or multiples, the total:					GRI Table
		Heating sold	Not applicable	Not applicable	0.00		GRI Table
		Cooling sold	Not applicable	Not applicable	0.00		GRI Table
		Steam sold	Not applicable	Not applicable	0.00		GRI Table
		e. Total energy consumption within the organization (GJ)	2,776,829	1,161,514.17	34,385		GRI Table

## Energy continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		f. Standards, methodologies, assumptions and/or calculation tools used	Based on monthly energy invoiced and confirmed monthly deliveries to site.	Based on monthly energy invoiced and confirmed monthly deliveries to site.	Calorific power used to convert fuels to GJ provided by environmental regulators. Based on monthly energy invoiced and confirmed monthly deliveries to site.		GRI Table
		g. Source of the conversion factors used	NIR2018 – NIR2019 Reference Approach Energy Conversion and Emission Factors for Canada	2017 British Columbia Best Practices Methodology for Quantifying Greenhouse Gas Emissions – Ministry of Environment and Climate Change Strategy  Energy and GHG Emissions Management Reference Guide – MAC	Standard conversion factors		GRI Table
		Percentage of organizational energy consumed that was supplied from grid electricity (purchased grid electricity consumption divided by total energy consumption)	36%	73.2%	100%		GRI Table
		Percentage renewable energy consumed in the organization (renewable energy consumption divided by total energy consumption). Renewable energy is defined as energy from sources that are replenished at a rate greater than or equal to their rate of depletion, such as geothermal, wind, solar, hydro and biomass.	IESO – renewable content	73.2%	Not applicable		GRI Table
<b>302-3</b>	Energy intensity	a. Energy intensity ratio for the organization:					GRI Table
		GJ/thousand tonnes of moved ore and waste	47.40	190.58	N/A		GRI Table
		GJ/thousand tonnes of treated ore	314.87	209.94	N/A		GRI Table
		GJ/thousand tonnes of mined ore	235.78	190.58	N/A		GRI Table
		GJ/tonnes of gold production	427,879.89	581,493.61	N/A		GRI Table
		GJ/distance travelled (thousand km)	Not available	Not available	N/A		GRI Table
		GJ/Full Time Equivalent (FTE) employees	3,321.57	1,995.73	244		GRI Table
		GJ/thousand CAD revenue (\$)	5.64	2.95	0		GRI Table
		GJ/thousand USD revenue (\$)	7.53	3.95	0		GRI Table
		b. Organization-specific metric (the denominator) chosen to calculate the ratio:	Tonnes of ore milled	Tonnes of ore milled	0		GRI Table
		Thousand tonnes of moved ore and waste	58,582.3	6,094.5	0		GRI Table
		Thousand tonnes of treated ore	8,819.0	5,532.5	0		GRI Table
		Thousand tonnes of mined ore	11,777.1	6,094.5	0		GRI Table

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### GRI & SASB INDICES: Environmental Indicators 2020

Energy continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		Tonnes of gold production	6.5	2.0	0		GRI Table
		Distance travelled (thousand km)	Not Available	Not available	0		GRI Table
		FTE employees	836	582	141		GRI Table
		Thousand CAD revenue (\$)	492,147	393,488	Not available		GRI Table
		Thousand USD revenue (\$)	368,687	294,413	Not available		GRI Table
		c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam or all	Electricity, diesel, propane, gasoline emulsion	Electricity, diesel, natural gas, gasoline, propane, explosives	Electricity, diesel, gasoline, LPG		GRI Table
		d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization	Within the organization	Within the organization		GRI Table

#### Water

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	An explanation of why the topic is material	Water is a key resource for the gold extraction process and is shared with our host communities. We must be responsible water stewards in our operations.		40
		b. The Boundary for the material topic, which includes a description of:	This topic includes water used at all New Gold sites.		GRI Table
		i. where the impacts occur;			
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			
		c. Any specific limitation regarding the topic Boundary	The boundary for this topic is limited to the jurisdictions of our mining operations.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold is committed to water stewardship. Water quality and quantity are regularly monitored, including water treated and discharged as applicable. Every operation is expected to develop and maintain a water management plan and associated water balance.		GRI Table
		b. A statement of the purpose of the management approach	The purpose of this topic is to comply with regulatory requirements, manage water resources, and recycle and reuse for processing where applicable.		GRI Table
		c. A description of the following, if the management approach includes that component:	Environmental Management Standard		GRI Table
		i. Policies			
		ii. Commitments			
		iii. Goals and targets			
		iv. Responsibilities			
		v. Resources			
		vi. Grievance mechanisms			
		vii. Specific actions, such as processes, projects, programs and initiatives			



## Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As a MAC member, New Gold has endorsed the TSM Water Stewardship Framework.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;					GRI Table
		ii. the results of the evaluation of the management approach;					GRI Table
		iii. any related adjustments to the management approach.					GRI Table
			Rainy River	New Afton	Cerro San Pedro		
303-1	Interactions with water as a shared resource	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff)	RRM collects and manages site runoff and seepage. Water will be treated and discharged to the environment as per provincial and federal requirements. RRM recycles 100% of the water for ore processing.	NAF withdraws fresh water from Kamloops lake, pumps tailings pore water from the HATSF, pumps seepage/groundwater from interception wells (between New Afton Tailings Storage Facility (NATSF) and mine) and pumps mine water. All water is utilized for processing ore, with the exception of a small amount for drinking, instrumentation and fire suppression. Water is maintained on site within the Tailings Storage Facility (TSF) (pore water) or lost to evaporation or concentrate moisture. There is no discharge to the receiving environment.	CSP uses fresh water from groundwater wells, authorized and recycles most water. CSP is a zero discharge operation.		GRI Table
		b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used	Water level and water quality samples are collected as per the sampling frequencies set by provincial and federal agencies. In addition, site water balance model is updated monthly, and the updated model is used to inform decisions in the near future associated with water management.	A comprehensive water quality and quantity monitoring program is in place, as is modelling to predict future conditions. A site water balance is used to understand operational requirements and to target areas where further investigation is required.	Extraction, recirculation, evaporation and consumption volumes are measured on a monthly basis.		GRI Table

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### GRI & SASB INDICES: Environmental Indicators 2020

Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	Water-related impacts are addressed through surface water and groundwater monitoring. RRM is involved with transboundary water group; engages with regulators and Indigenous communities through various tables.	Quarterly water update meetings with local First Nations to review water use and conservation opportunities. Operate within the bounds and conditions of water use licences. Working with The Water Survey of Canada to establish a monitoring station on the Thompson River downstream of the mine site to provide publicly available data on water flows and temperatures.	The Environmental Management System allows setting environmental goals, including the management of water in all its aspects.		GRI Table
		d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	Environmental goals and objectives are established annually, including water management. RRM measures water level three times a week during non-winter months and weekly during winter. In addition, RRM uses a water balance model to inform decisions in the near future associated with water management.	The Thompson River watershed does not have identified water targets but NAF has identified a target of reducing freshwater consumption through the increased capture and recycling of mine impacted waters. Projects that may potentially impact on water consumption (positive or negative changes) do include a consideration of the changes in water.	Environmental objectives are established annually, including water management and goals; they are measured monthly.		GRI Table
303-2	Management of water discharge-related impacts	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:	Minimum standards for effluent water quality are set by regulatory agencies and RRM follows the established standard.	NAF does not discharge effluent.	CSP follows the established legal standards and methodologies and includes them in its Environmental Management System.		GRI Table
		i. how standards for facilities operating in locations with no local discharge requirements were determined	Not Available	Not Applicable	Not Available		GRI Table
		ii. any internally developed water quality standards or guidelines	Not Available	Not Applicable	Not Available		GRI Table
		iii. any sector-specific standards considered	Not Available	Not Applicable	Not Available		GRI Table
		iv. whether the profile of the receiving water body was considered.	Not Available	Not Applicable	Not Available		GRI Table

Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	<p>Were there any incidents of non-compliance associated with water quality permits, standards and regulations (yes/no)? If yes, how many and what were they for?</p> <p>This comprises incidents governed by national, state and local statutory permits and regulations, including, but not limited to, the discharge of hazardous substances, violation of pretreatment requirements or total maximum daily load (TMDL) exceedances.</p> <p>Only include incidents of non-compliance that resulted in formal enforcement action.</p>	Yes. One monthly average concentration limit for copper was exceeded the provincial monthly average concentration limit at one final discharge location for the month of October 2020.	No	0	EM-MM-140a.2	41
303-3	Water withdrawal					EM-MM-140a.1	
		a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:					
		i. Surface water	3,020	2,800	0		42
		ii. Groundwater	1,095	-	66		
		iii. Seawater	0	0	0		
		iv. Produced water	0	0	0		
		v. Third-party water.	0	0	0		
		b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:					
		i. Surface water	0%	0%	0%		GRI Table
		ii. Groundwater	0%	0%	66%		
		iii. Seawater	0%	0%	0%		
		iv. Produced water	0%	0%	0%		
		v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.	0	0	0		
		c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megalitres by the following categories:					
		i. Fresh water (≤1,000 mg/L Total Dissolved Solids)	N/A	100%	100%		GRI Table
		ii. Other water (>1,000 mg/L Total Dissolved Solids).	N/A	0%	0%		

## INDICES

### GRI & SASB INDICES: Environmental Indicators 2020

Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used	Site pond water volumes are measured regularly (three times a week during non-winter months and weekly during winter), and dewatering rates are recorded during dewatering.	This is licensed withdrawal of fresh water from Kamloops Lake. NAF also pumps and utilizes water from the Historic Afton Tailings Storage Facility (TSF) (120ML). This water was placed with prior tailings deposition and is not considered 'groundwater'. The mine dewatering system (77ML) and interception wells (61ML) also pump a mix of seepage from the NAF TSF and some background groundwater (difficult to determine the percent mix). This hasn't been considered 'groundwater' either. Ore moisture may be considered 'produced water' 227ML, though hasn't been previously reported.	National water agency requires measurement and reports water consumption by users.		GRI Table
		Total fresh water withdrawn (in megalitres or thousand cubic metres (m³))	0	2,800	66		42
<b>303-4</b>	Water discharge						
		a. Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable:	1,648	N/A	0		GRI Table
		i. Surface water	1,648	–	0		GRI Table
		ii. Groundwater	0	0	0		
		iii. Seawater	0	0	0		
		iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.	0	0	0		
		b. A breakdown of total water discharge to all areas in megalitres by the following categories:					
		i. Fresh water (≤1,000 mg/L Total Dissolved Solids);	100%	0%	0%		GRI Table
		ii. Other water (>1,000 mg/L Total Dissolved Solids).	0%	0%	0%		
		c. Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories:					
		i. Fresh water (≤1,000 mg/L Total Dissolved Solids)	0%	0%	0%		
		ii. Other water (>1,000 mg/L Total Dissolved Solids).	0%	0%	0%		



Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		d. Priority substances of concern for which discharges are treated, including:	Priority substances of concern are listed in permits.	0	0		GRI Table
		i. how priority substances of concern were defined, and any international standard, authoritative list or criteria used	Priority substances of concern are defined in permits.	0	0		GRI Table
		ii. the approach for setting discharge limits for priority substances of concern	Discharge limits are defined in permits.	0	0		GRI Table
		iii. number of incidents of non-compliance with discharge limits.	One non-compliance concentration limit for copper in October 2020.	0	0		GRI Table
		e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used	Flow, effluent sampling, quality assurance and quality control (QA/QC) measures are conducted in accordance with the permit.	N/A	N/A		GRI Table
303-5	Water consumption	a. Total water consumption from all areas in megalitres	2,234	2,800	66	EM-MM-140a.1	42
		b. Total water consumption from all areas with water stress in megalitres	0	0	66		GRI Table
		c. Change in water storage in megalitres, if water storage has been identified as having a significant water-related impact	233	-	N/A		
		d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modelled or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	Site pond water volumes are measured regularly (three times a week during non-winter months and weekly during winter), and dewatering rates are recorded during dewatering.	Withdrawn fresh water is utilized for processing and is either continuously recycled for processing or lost to evaporation, concentrate moisture or tailings pore water. There is some seepage from the TSF, though this is captured in the underground mine and returned to the process water circuit.	National water agency requires measurement and reports water consumption by users.		GRI Table
		Total fresh water consumed (in megalitres or thousand cubic metres (m <sup>3</sup> )). Fresh water consumed and withdrawn are not the same. Fresh water consumed is:	0	2,800	66		GRI Table
		1) Water that evaporates during withdrawal, usage and discharge 2) Water that is directly or indirectly incorporated into the entity's product or service 3) Water that does not otherwise return to the same catchment area from which it was withdrawn, such as water returned to another catchment area or the sea.					

## INDICES

### GRI & SASB INDICES: Environmental Indicators 2020

#### Biodiversity

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	New Gold seeks to minimize the impact of our mining activities on the environment and biodiversity from exploration to closure.		50
		b. The Boundary for the material topic, which includes a description of:	This topic is limited to the biodiversity aspects related to New Gold sites.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary.	The boundary for this topic is limited to the jurisdictions of our mining operations.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold recognizes that protecting biodiversity and sustaining healthy ecosystems is fundamental for the responsible environmental management of our operations. All sites and business development opportunities are expected to integrate biodiversity management and conservation to demonstrate our due diligence and ensure the reclamation of disturbed ecosystems.		50
		b. A statement of the purpose of the management approach	The purpose of this topic is to comply with regulatory requirements and to sustain healthy ecosystems through the lifespan of all operations.		GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	New Gold's Environment Management Standard includes a strategy for biodiversity that is reviewed on an annual basis. Biodiversity is managed at all stages of mine life.		GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As a member of MAC, New Gold adheres to the TSM protocols at all our sites. The TSM protocols require that an external review be completed every three years that confirms the level of adherence with these protocols.		GRI Table
		a. An explanation of how the organization evaluates the management approach, including:			GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;			GRI Table
		ii. the results of the evaluation of the management approach;			GRI Table
		iii. any related adjustments to the management approach.			GRI Table

## Biodiversity continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
<b>304-4</b>	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:	621	3	19	<b>EM-MM-160a.3</b>	50
		i. Critically endangered	0	0	0		50
		ii. Endangered	0	0	1		50
		iii. Vulnerable	2	0	0		50
		iv. Near threatened	23	0	2		50
		v. Least concern	596	3	16		50
<b>MM1</b>	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	a. Total land disturbed and not yet rehabilitated (opening balance – in hectares)	3,113.15	376.50	230.87		GRI Table
		b. Total amount of land newly disturbed within the reporting period (in hectares)	5.65	8.20	0.00		GRI Table
		c. Total amount of land newly rehabilitated within the reporting period to the agreed end use (in hectares)	0	0	22.81		GRI Table
		d. Total land disturbed and not yet rehabilitated (closing balance – in hectares) a+b-c	3,118.80	376.50	208.06		GRI Table
<b>MM2</b>	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	We have implemented the TSM Biodiversity Management Protocol, which requires the establishment of biodiversity management plans across our operations. Currently, New Afton and Rainy River have a plan in place.  CSP has had a Biodiversity Management Plan from the start of its operation. The Plan considers aspects like soil and biodiversity conservation and monitoring, reforestation and reclamation of areas, with SOPs implemented as part of our Environmental Management System (ISO 14001), with which the site is certified and recertified since 2008.					50
	Percentage of mine sites where acid rock drainage is (based on annual production output from mines in metric tonnes): (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Is acid rock drainage (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation? Please specify all three elements.	1) 57.9% 2) 57.9% 3) 57.9%	1) 0 2) 2 3) 0	1) 0 2) 0 3) 0	<b>EM-MM-160a.2</b>	GRI Table

## INDICES

### GRI & SASB INDICES: Environmental Indicators 2020

#### Emissions

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Emissions from development, mining production and mineral processing activities have potential to affect air quality.				46
		b. The Boundary for the material topic, which includes a description of:	This topic is limited to the emission aspects related to New Gold operations.				GRI Table
		i. where the impacts occur;					GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.					GRI Table
		c. Any specific limitation regarding the topic Boundary	The boundary for this topic is limited to the jurisdictions of our mining operations.				GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Emissions are regularly tracked and assessed to identify opportunities to improve energy efficiency, reduce GHG emissions and promote energy conservation.				GRI Table
		b. A statement of the purpose of the management approach	The purpose of this topic is to comply with regulatory requirements, quantify our impact by monitoring air quality and ensure effectiveness of any mitigation efforts to prevent any adverse effects as a result, and to reduce emissions that contribute to climate change.				GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Environmental Management Standard				GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As a member of MAC, New Gold adheres to the TSM protocols at all our sites. The TSM protocols require that an external review be completed every three years that confirms the level of adherence with these protocols.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;					GRI Table
		ii. the results of the evaluation of the management approach;					GRI Table
		iii. any related adjustments to the management approach.					GRI Table
			Rainy River	New Afton	Cerro San Pedro		
305-1	Direct (Scope 1) GHG emissions	a. Total direct emissions of greenhouse gases (in metric tonnes of CO <sub>2</sub> equivalent) from:				EM-MM-110a.1 EM-MM-110a.2	GRI Table
		Waste	0	Not available	0		GRI Table
		Energy – Power plant	0	Not available	0		GRI Table
		Energy – Treatment plant	0	Not available	0		GRI Table
		Energy – Extraction	121,174	Not available	0		GRI Table



## Emissions continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		Energy – Support activities	3,550	Not available	5		GRI Table
		Company owned vehicles – Operations	2,155	Not available	873		GRI Table
		Company owned vehicles – Support activities	0	Not available	153		GRI Table
		Total	126,878	20,030.27	1,031		GRI Table
		b. Gases included in the calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all)	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	As per source of emission factors	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs		GRI Table
		c. Biogenic CO <sub>2</sub> emissions (in metric tonnes of CO <sub>2</sub> equivalent)	Not available	Not available	0		GRI Table
		d. Base year for the calculation, if applicable, including:	Not available	Not available	Not available		GRI Table
		i. the rationale for choosing it					GRI Table
		ii. emissions in the base year					GRI Table
		iii. the context for any significant changes in emissions (in tCO <sub>2</sub> e) that triggered recalculations of base year emissions.					GRI Table
		e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GHG2017 – GHG2018, NIR2016 – NIR2019	TCO <sub>2</sub> e per GJ. <a href="#">Learn more, page 22.</a>	Greenhouse emissions quantification in accordance with Mexican reporting guidelines.		GRI Table
		f. Consolidation approach for emissions; whether equity share, financial control or operational control	Financial control	Not available	Not available		GRI Table
		g. Standards, methodologies, assumptions and/or calculation tools used	Currently follow TSM Protocols for Energy Use and Greenhouse Gas Emissions Management.	Utilize Canada's and BC's Greenhouse Gas Quantification requirements for calculation.	Each New Gold site follows the standards and methodologies set out in the site-specific Environment Management System.		GRI Table
		Percentage of Scope 1 emissions covered under emissions-limiting regulations (emissions-limiting regulations are those that are intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems and other emissions control (e.g., command-and-control approach and permit-based mechanisms)	100%	100%	Mexican regulations establish that those industries that exceed 25,000 tonnes CO <sub>2</sub> e must report to regulators annually. CSP falls below the limit due to closure activities.		GRI Table
		Explain the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analyze performance against those targets	Not available	Managed with audited energy management systems. Short-term goal – implement projects to eliminate 800 TCO <sub>2</sub> e in 2021. 2030 goal – 70% reduction of 2020 emissions.	CSP mining operations were shut down in 2016. Due to the fact that mining equipment was the main contributor of Scope 1 emissions, it is considered minimal compared to when the mine was in full operation.		GRI Table

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### GRI & SASB INDICES: Environmental Indicators 2020

Emissions continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
305-2	Energy indirect (Scope 2) GHG emissions	a. Total location-based energy indirect (Scope 2) GHG emissions from the generation of electricity, heating, cooling and steaming which was consumed by the organization (in metric tonnes of CO <sub>2</sub> )	-	0.00	3,161		46
		b. If applicable, total market-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO <sub>2</sub> equivalent	5,426	7,058.62	3,161		46
		c. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all	Not available	Not available	Not available		
		d. Indicate base year for the calculation, if applicable, including:	Not available	Not available	Not available		
		i. the rationale for choosing it	Not available	Not available	Not available		
		ii. emissions in the base year	Not available	Not available	Not available		
		iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	Not available	Not available	Not available		
		e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	IESO	29.9 TCO <sub>2</sub> e/GWh. <a href="#">Learn more.</a>	Not available		46
		f. Report consolidation approach for emissions; whether equity share, financial control or operational control	Not available	Not available	Not available		
		g. Report standards, methodologies, assumptions and/or calculation tools used	GHG2017 – GHG2018, NIR2016 – NIR2019	Utilize Canada's and BC's Greenhouse Gas Quantification requirements for calculation.	Not available		GRI Table
305-4	GHG emissions intensity	a. GHG emissions intensity ratio for the organization					
		i. Total GHG emissions (in tonnes of CO <sub>2</sub> e)	132,304	27,089	4,192		GRI Table
		ii. GHG intensity – Mill (kg CO <sub>2</sub> e/tonne milled)	15.00	4.90	N/A		46
		iii. GHG intensity – Mine (kg CO <sub>2</sub> e/tonne moved).	2.26	4.44	N/A		GRI Table
		b. Organization-specific metric (the denominator) chosen to calculate the ratio		Tonnes of ore milled	N/A		GRI Table
		i. Thousand tonnes of treated (milled) ore	8,819	5,532.5	N/A		GRI Table
		ii. Thousand tonnes of moved ore and waste.	58,582	6,094.5	N/A		
		c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)	Scope 1 and 2	Scope 1 and 2	Scope 1 and 2		GRI Table
		d. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	As per source of emission factors	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs		GRI Table

## Emissions continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
	Air emissions of the following pollutants: 1) CO 2) NOx (excluding N <sub>2</sub> O) 3) SOx 4) particulate matter (PM10) 5) mercury (Hg) 6) lead (Pb) 7) volatile organic compounds (VOCs)	Please indicate the air emissions of pollutants in tonnes				EM-MM-120a.1	
		CO	Not available	Not available	Not available		
		NOx (excluding N <sub>2</sub> O)	Not available	Not available	Not available		
		SOx	Not available	Not available	Not available		
		Particulate matter (PM10)	Not available	Not available	Not available		
		Mercury (Hg)	Not available	Not available	Not available		
		Lead (Pb)	Not available	Not available	Not available		
		VOCs	Not available	Not available	Not available		

## Effluents and Waste

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Waste and tailings are by-products of the mining process and their safe disposal is an important consideration in mining practice.		36
		b. The Boundary for the material topic, which includes a description of:	We monitor the waste and tailings produced as well as the quality of final effluent during mining operations and through closure. This topic includes all New Gold operations and projects.		36
		i. where the impacts occur;			
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			
		c. Any specific limitation regarding the topic Boundary	As a member of MAC, New Gold adheres to the TSM protocols at all our sites. Internal self assessments are completed annually against the TSM standards which include the Tailings Protocol. The TSM protocols also require that an external review be completed every three years that confirms the level of adherence with these protocols. The results of the internal assessments and external audit are reviewed to identify areas for improvement.		36
103-1 c.	Tailings Facility Details. <a href="#">Learn more.</a>				

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### GRI & SASB INDICES: Environmental Indicators 2020

Effluents and Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	As a member of MAC, New Gold is committed to implementing the TSM performance system at each of its sites in Canada (which includes both sites with tailings facilities). This includes the TSM Tailings Management Protocol, which sets out best practices in the area.		37
			New Gold's tailings management practices include the following important features:		37
			Design: The design of New Gold's tailings facilities takes into account the climatic and ground conditions at each site. For example, our tailings facilities are designed to consider significant natural events, such as the probable maximum flood, so that the tailings can be safely contained in the event of extreme weather or seismic events.		37
			Operations practices: Each site has an operations, surveillance and maintenance manual (OMS Manual) which sets out, among other things, how the site's tailings facilities will be operated and maintained in order to ensure that they function in accordance with their respective design performance objectives, as well as regulatory and corporate policy obligations.		37
			Risk assessments: Each site conducts regular risk reviews that include tailings-related risks, the key results of which are reported to corporate management at least annually.		37
			Engineer of record: Each site has appointed a qualified external professional engineer and their firm to be the engineer of record for its tailings facilities.		37
			Surveillance technology: Sites use surveillance systems, such as piezometers, inclinometers, remote sensing and other technologies to monitor tailings dams and water levels. The OMS Manual sets out early-warning trigger and alert levels, facilitating early identification and management of potential dam stability concerns.		37
			Inspections by personnel: The company's tailings facilities are regularly inspected by trained New Gold employees – sometimes as frequently as several times a day.		37
			Dam safety inspections: Formal dam safety inspections are conducted at least annually by the engineer of record. Recommendations made by the engineer of record are tracked to ensure follow-through by site personnel.		37
			Dam safety reviews: Each facility is subject to detailed third-party external dam safety reviews every five years, comprising a review of the design basis, construction and performance.		37
			Independent reviews: The company has an independent technical review board (ITRB) to provide independent, expert advice regarding the technical aspects of our tailings facilities. The ITRB meets at least twice per year to review information about tailings management practices at each facility. Recommendations made by the ITRB are reported up to the New Gold Board of Directors and progress is tracked and reported on by each site.		37
			Emergency preparedness: Each site has a detailed emergency response plan, which is regularly reviewed and updated. Desktop and full scale tests of the tailings portion of the emergency response plan are routinely conducted by each site to ensure they remain relevant.		37



Effluents and Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
		b. A statement of the purpose of the management approach	<p>The purpose of management of this topic is to:</p> <p>comply with applicable regulatory requirements;</p> <p>ensure waste streams are handled, stored and transported appropriately to prevent accidental release to the surrounding environment; and</p> <p>quantify our impact by monitoring water quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities.</p>				GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	See 103-2 section (a).				
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	<p>As a member of MAC, New Gold adheres to the TSM protocols at all our sites. The TSM protocols require that an external review be completed every three years that confirms the level of adherence with these protocols.</p> <p>Tailings Management</p>				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					
		i. the mechanisms for evaluating the effectiveness of the management approach;					
		ii. the results of the evaluation of the management approach;					
		iii. any related adjustments to the management approach.					
			Rainy River	New Afton	Cerro San Pedro		
306-3	Significant spills	a. Total number and total volume of recorded significant spills (m³)	8 significant spills. Total: 1,812.40 m³. Significant spills are not necessarily required to be reported to the Ministry.	2 spills, 3.5 m³ transformer oil and 0.6m³ concentrate slurry	0		GRI Table
		b. The following additional information for each spill that was reported in the organization's financial statements:					GRI Table
		i. Location of spill	Rainy River Mine	New Afton Mine	N/A		GRI Table
		ii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization)	Reports for each spill were submitted to government regulators. Weekly incident reports are distributed to community members.	The monthly operations report contains a single line title for reportable spills, as follows: Transformer oil spill, 3.5 m³; Concentrate thickener secondary containment failure, 0.6 m³	N/A		GRI Table
		c. Impacts of significant spills	None	None	None		GRI Table

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### GRI & SASB INDICES: Environmental Indicators 2020

Effluents and Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
306-4	Transport of hazardous waste	a. Total weight of hazardous waste (tonnes):					GRI Table
		i. Hazardous waste transported	2,232.94	130.89	5.73		GRI Table
		ii. Hazardous waste imported	N/A	N/A	0		GRI Table
		iii. Hazardous waste exported	N/A	N/A	0		GRI Table
		iv. Hazardous waste treated	N/A	N/A	0		GRI Table
		b. Percentage of hazardous waste shipped internationally	N/A	N/A	0		GRI Table
		c. Report standards, methodologies and assumptions used	Information was collected from the MECP's Ontario Hazardous Waste Information Network account for Rainy River.	Information provided by GFL. Tonnes were calculated by GFL from litres and kilograms.	According to the information provided by our hazardous waste contractors.		GRI Table
306-5	Water bodies affected by water discharges and/or runoff	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:	No water bodies were significantly affected by water discharges and/or runoff in 2020.	No water bodies were significantly affected by water discharges and/or runoff in 2020.	CSP is a zero discharge process and there were no runoff events.		GRI Table
		i. the size of the water body and related habitat	N/A	N/A			GRI Table
		ii. whether the water body and related habitat is designated as a nationally or internationally protected area	N/A	N/A			GRI Table
		iii. the biodiversity value, such as total number of protected species.	N/A	N/A			GRI Table
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	Total amount of overburden (waste rock) generated during the year (in tonnes)	Open Pit: 39,353,973t (Expit) Underground: 55,093t Total: 39,409,066t	332,000 tonnes waste rock from u/g (no overburden)	0	EM-MM-150a.1 EM-MM-150a.2 EM-MM-150a.3	GRI Table
		Total amount of mineral processing waste (in tonnes). The scope includes waste generated during metals processing (e.g., smelting and refining), such as slags, dusts, sludges and spent solvents. It also includes scrap metal, reject coal, used oil and other solid wastes, and excludes gaseous wastes.	8,820,751t	5,412,000t	0		GRI Table
		Total amount of mineral processing waste recycled (tonnes)	0	N/A	0		GRI Table

Effluents and Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		Describe the risks associated with overburden (including waste rock)	A Geochemistry risk is associated with the mining of overburden and waste rock. Overburden is classified as Non Potentially Acid Generating (NPAG) while waste rock can be classified as either Potentially Acid Generating (PAG) or NPAG. All PAG rock is dumped at on designated rock stockpile and will be covered with a layer of overburden and topsoil to prevent oxidization at the end of mine life.	Waste rock is disposed of within the Subsidence zone, directly adjacent to the Historic Afton Pit as authorized by the Mines Act permit. Waste rock is primarily non-acid generating (NAG), with some metal leaching risk, and any runoff would stay within the pit capture zone. Water quality modelling has been completed through the post-closure period to inform effective mine closure.	N/A		GRI Table
		Total amount of tailings (including sludges) generated during the year (in tonnes)	8,800,000t	5,412,000t	0		GRI Table
		Total amount of tailings waste recycled (tonnes)	8,820,751t	None	0		GRI Table
		Describe the risks associated with tailings	More information about our tailings can be found on our tailings page	Tailings are NAG and disposed of in the New Afton Tailings Storage Facility, as authorized by the Mines Act permit. Water quality and Hydrogeological modelling have been completed through to the post-closure period to inform effective mine closure, which includes dry closure of the TSF.	N/A		GRI Table

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### GRI & SASB INDICES: Environmental Indicators 2020

#### Environmental Compliance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	As per our Environmental Management Standards, we are committed to establishing site operating standards and procedures to enable practices designed to meet or exceed relevant laws and regulations, New Gold's environmental and social management, and closure plans. We are vigilant about compliance and ensure any non-compliance is remediated swiftly.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	This topic includes all New Gold sites.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary	The boundary for this topic is limited to the jurisdictions of our mining operations.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Sites are expected to meet or exceed relevant environmental laws.		GRI Table
		b. A statement of the purpose of the management approach	The purpose of this topic is to comply with applicable regulatory requirements and promote accountability and transparency.		GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Tailings Management Policy and Environmental Management Standard		GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:			GRI Table
		a. An explanation of how the organization evaluates the management approach, including:	Review on Environmental Management Standard		GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;			GRI Table
		ii. the results of the evaluation of the management approach;			GRI Table
		iii. any related adjustments to the management approach.			GRI Table



## Environmental Compliance continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
	Description of environmental management policies and practices for active sites	Please describe the environmental management policies and practices for your site	In 2020 the implementation of an Environmental Management System (EMS) was initiated.	NAF has a comprehensive ISO 14001:2015 certified EMS in place, inclusive of an Environment and Social Responsibility Policy. The EMS was recertified in 2020.	In 2020 we continued our EMS that was recertified ISO 14001:2015	EM-MM-160a.1	GRI Table
307-1	Non-compliance with environmental laws and regulations	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:					
		i. total monetary value of significant fines (USD);	0	0	0		GRI Table
		ii. total number of non-monetary sanctions;	1	0	0		
		iii. cases brought through dispute resolution mechanisms.	0	0	0		
		b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient	RRM: There was a letter of non-compliance for the stockpile dam, where we need to fix it to avoid sanctions.				

## Social Indicators 2020

## Employment

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of New Gold and to support our culture of empowering people for extraordinary performance.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	This topic includes all New Gold sites.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary	Specific to New Gold employees and contractors where applicable.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold adheres to the best HR practices and standards for recruiting and selecting the right individuals. The HR department is overseen by senior management and practices are reviewed regularly to ensure we are attracting and retaining strong individuals.		GRI Table
		b. A statement of the purpose of the management approach			GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	New Gold manages all aspects of employment through various policies, standards and procedures that are shared with all new employees during the onboarding process.		GRI Table

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### GRI & SASB INDICES: Social Indicators 2020

#### Employment

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE				SASB #	PAGE #
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	Employees are required to undergo annual performance reviews with their managers overseen by the HR department. Exit interviews are also conducted to gather information.					GRI Table
		a. An explanation of how the organization evaluates the management approach, including:						GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;						GRI Table
		ii. the results of the evaluation of the management approach;						GRI Table
		iii. any related adjustments to the management approach.						GRI Table
			Rainy River	New Afton	Corporate & Blackwater	Cerro San Pedro		
401-1	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region:						54
		i. Under 30 years old (A)	81	56	Corp: 4 BW: 0	Female: 5 Male: 11		54
		ii. 30-50 years old (B)	70	69	Corp: 2 BW: 0	Female: 5 Male: 3		54
		iii. Over 50 years old (C)	29	6	Corp: 2 BW: 0	Female: 1		54
		iv. Total number of employees joining the organization (= A+B+C)	180	131	Corp: 8 BW: 0	25		54
		v. Male new hires	138	106	Corp: 3 BW: 0	14		54
		vi. Female new hires	42	25	Corp: 5 BW: 0	11		54
		b. Total number and rate of employee turnover during the reporting period, by age group, gender and region:						54
		i. Under 30 years old (A)	56	18	Corp: 0 BW: 0	Female: 1 Male: 2		54
		ii. 30-50 years old (B)	60	16	Corp: 3 BW: 3	Female: 6 Male: 7		54
		iii. Over 50 years old (C)	32	9	Corp: 3 BW: 1	Male: 3		54
		iv. Total number of employees leaving employment (= A+B+C)	148	43	Corp: 6 BW: 4	19		54
		v. Male turnover	114	34	Corp: 2 BW: 1	12		54
		vi. Female turnover	34	9	Corp: 4 BW: 3	7		54
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:						
		i. life insurance	Provided to full-time employees	Provided to full-time employees	Provided to all full-time permanent employees	Life insurance for all employees		55

Employment continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE				SASB #	PAGE #
			Rainy River	New Afton	Corporate & Blackwater	Cerro San Pedro		
		ii. healthcare	Provided to full-time, temporary (> 6 months) employees, and part-time (> 24 hours) employees	Provided to full-time, temporary (> 6 months) employees, and part-time (> 24 hours) employees	Provided to all full-time permanent employees, fixed-term (contract 1 year or greater) employees, and permanent part-time (> 24 hours per week) employees	Healthcare medical insurance for non-union employees		55
		iii. disability and invalidity coverage	Provided to full-time employees	Provided to full-time employees	Provided to full-time employees	Non-union employees only. Union employees: disability and disability covered by Mexican Social Security Institute		55
		iv. parental leave	Provided to full-time employees	Provided to full-time employees	Provided to full-time employees	Provided to all employees		55
		v. retirement provision	Provided to full-time employees and permanent part-time (>24 hours) employees	Provided to full-time employees and permanent part-time (>24 hours) employees	Provided to full-time employees and permanent part-time (> 24 hours per week) employees	Retirement savings fund plan according to Mexican law for all employees		55
		vi. stock ownership	Not provided	Not provided	Provided to full-time permanent employees (managers and above)	Some non-union employees have RSU payment		55

## INDICES

### GRI & SASB INDICES: Social Indicators 2020

Employment continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE				SASB #	PAGE #
			Rainy River	New Afton	Corporate & Blackwater	Cerro San Pedro		
		vii. others	N/A	N/A	N/A	Food bonus, savings fund, reimbursement of medical expenses and performance bonus		GRI Table
		b. The definition used for 'significant locations of operation'	One office located in Thunder Bay, Ontario, one office located in Emo, Ontario, and mine site located 65 km northwest of Fort Frances.	The New Afton Mine office is located on site, which is 10 km from the city of Kamloops, British Columbia.	The Corporate office of New Gold is located at 181 Bay Street, Suite 3320, Toronto, ON, M5J 2T3, core downtown Toronto area.  BW: There were two offices: Vancouver and Vanderhoof.	The Cerro San Pedro Mine is located in the municipality of Cerro de San Pedro, in the central area of the state of San Luis Potosi, Mexico.		GRI Table
401-3	Parental leave	a. Total number of employees who were entitled to parental leave, by gender	837 – 130 female; 707 male	528 – 72 female; 456 male	Corp: 20 female; 21 male  BW: 3 female; 1 male	33 female; 108 male		GRI Table
		b. Total number of employees who took parental leave, by gender	17 – 7 female; 10 male	12 – 6 female; 6 male	Corp: 2 female; 0 male  BW: 0 female; 0 male	3 female; 4 male		GRI Table
		c. Total number of employees who returned to work in the reporting period after parental leave ended, by gender	15 – 5 female; 10 male	9 – 3 female (3 still on leave); 6 male	Corp: 1 female; 0 male  BW: 0 female; 0 male	3 female; 4 male		GRI Table
		d. Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender	13 – 4 female; 9 male	9 – 3 female (1 resigned); 6 male	Corp: 1 female; 0 male  BW: 0 female; 0 male	3 female; 4 male		GRI Table
		e. Return to work and retention rates of employees who took parental leave, by gender	RTW – 88% – 71% female; 100% male Retention – 76% – 57% female; 90% male	100% female; 100% male	Corp: 100% female; male N/A  BW: female N/A; male N/A	9% female; 3.7% male		GRI Table



## Labour/Management Relations

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	New Gold strives to maintain compliance for all labour regulations at all operations.				GRI Table
		b. The Boundary for the material topic, which includes a description of:	Limited to jurisdictions where New Gold operates.				GRI Table
		i. where the impacts occur;					
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.					
		c. Any specific limitation regarding the topic Boundary					
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Operations follow the local labour codes and ensure compliance in all material respects with national legislation, where applicable.				GRI Table
		b. A statement of the purpose of the management approach	New Gold complies with all labour regulations to create a healthy and productive work environment.				GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	See above				GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	Labour regulations have been audited in accordance with TSM.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:	No external TSM verifications were performed in 2020. Annual internal self-assessments are performed at both Rainy River and New Afton sites.				GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;					GRI Table
		ii. the results of the evaluation of the management approach;					GRI Table
		iii. any related adjustments to the management approach.					GRI Table
			Rainy River	New Afton	Cerro San Pedro		
402-1	Minimum notice periods regarding operational changes	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	Depending on the operational change importance and planning - RRM has hired planners and schedulers to organize shutdowns and significant preventive maintenance events; - Site Wide Bulletins and notification are sent at least 24 hours before operational changes; e.g., blasts.	New Gold provides information to all key employees within the appropriate amount of time to ensure transparency and honesty among the New Gold team.	New Gold provides information to all key employees within the appropriate amount of time to ensure transparency and honesty among the New Gold team.		GRI Table

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### GRI & SASB INDICES: Social Indicators 2020

#### Labour/Management Relations continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	N/A	N/A	At CSP Mine, all unionized personnel are covered by collective bargaining agreements, and notice and provisions for consultation are specified within the agreement.		GRI Table
<b>MM4</b>	Number of strikes and lockouts exceeding one week's duration, by country	Number of strikes and lockouts exceeding one week's duration, by country	N/A	N/A	At CSP there have been no strikes or any type of demonstration by the employees.	<b>EM-MM-310a.2</b>	GRI Table
	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees.	N/A	N/A	52%	<b>EM-MM-310a.1</b>	GRI Table

#### Occupational Health and Safety

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Occupational health and safety is material as material risks can have serious consequences to New Gold's stakeholders, both internally (New Gold employees and contractors) and externally (host communities, governments, shareholders) if not managed effectively.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	This topic includes all New Gold operations.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary	Health and safety is decentralized to all operations with oversight from New Gold's corporate office.		GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	The Health and Safety Program takes a risk-based approach. All of our material health and safety risks are documented in risk registers for each of our sites, which are then consolidated to create the overall company-wide risk register. Once risks are identified, prevention and mitigation controls are put in place to manage these risks.		30
		b. A statement of the purpose of the management approach	New Gold believes in strong health and safety measures for all of its operations and projects.		30

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	The MAC TSM program, which promotes health and safety initiatives, as well as crisis management and emergency response plans.  TSM: Protecting the health and safety of employees, contractors and communities is a fundamental component of TSM and deeply engrained in the Canadian mining industry's culture.				GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	Compliance with company-wide health and safety objectives is measured against a set of key performance indicators (KPIs) and reviewed on a quarterly basis.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					
		i. the mechanisms for evaluating the effectiveness of the management approach;					
		ii. the results of the evaluation of the management approach;					
		iii. any related adjustments to the management approach.					
			Rainy River	New Afton	Cerro San Pedro		
403-1	Occupational health and safety management system	a. A statement of whether an occupational health and safety management system has been implemented, including whether:	RRM has implemented its health and safety management system elements based on Ontario statutory requirements prescribed by the Ministry of Labour (Ontario OHS Act 1990) under Duty of Care general clause.	NAF has implemented a Health & Safety Management system (OHSMS) composed of 15 elements.	Policy of the Integrated Management System, which includes health and safety, through the use of the ISO 45001:2018 standard (Health and Safety Management System)		GRI Table
		i. the system has been implemented because of legal requirements and, if so, a list of the requirements	Ontario statutory requirement prescribed by the Ministry of Labour (Ontario OHS Act 1990) Under Duty of Care general clause and Section 7.6.4 (1) – CSA Z45001 – ISO 45001 guidelines – ICMM Mining principles – MAC TSM framework and industry best practice – ACGIH TLVs and BEIs	NAF OHSMS is based on the requirements outlined in the Health, Safety and Reclamation Code for Mines in British Columbia 2017.	Implementation of the PASST (Safety and Health Self-Management Program) of the STPS (Ministry of Labor and Social Security) was voluntary; also ISO 45001:2018 standard is voluntary.		GRI Table

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### GRI & SASB INDICES: Social Indicators 2020

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	<ul style="list-style-type: none"> <li>- CAN/CSA ISO 31000:18</li> <li>- TSM framework and industry best practice</li> <li>- Ontario Health and Safety Act</li> <li>** Rainy River has eight designated health and safety professionals (employees)</li> <li>- RRM has adopted the RACE model (Recognize, Assess, Control &amp; Evaluate) and Ontario IRS.</li> </ul>	Designed the HSMS based upon: <ul style="list-style-type: none"> <li>- Corporate requirements</li> <li>- The Health and Safety Reclamation Code for Mines in British Columbia (2008)</li> <li>- COR requirements from WorkSafeBC</li> <li>- Applicable performance indicators.</li> </ul>	Designed the Management System based upon: <ul style="list-style-type: none"> <li>- PASST (Safety and Health Self-Management Program) of the STPS</li> <li>- ISO 45001:2018 standard.</li> </ul>		GRI Table
		b. A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities or workplaces are not covered	<ul style="list-style-type: none"> <li>- Safety Alignment System is in place through a common induction process and safe practices for all employees at RRM including contractors</li> <li>- The use of a contractor compliance management software (Cognibox)</li> <li>** All employees are mandated to adhere to RRM policies and procedures in place.</li> </ul>	As described in the SAF-MNUL-001-0001, the management system applies to all employees, contractors and visitors of the entire New Afton site.	Our Safety Management System includes all employees and contractors who carry out work inside and outside the facilities, all workplaces and their activities are covered.		GRI Table
403-2	Hazard identification, risk assessment and incident investigation	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:	<ul style="list-style-type: none"> <li>- Through operational risk controls: MOC, JHA, FLRA, Take 5, Inspections, and internal/external audits</li> <li>- Safe Operating Procedures: Risk Assessment &amp; Hazard Control Process-SAF-PRO 0008</li> </ul>	SAF-MNUL-G204 outlines New Afton's risk and hazard assessment process.	<ul style="list-style-type: none"> <li>- Standard job procedures identifying risks and applying controls to minimize risk</li> <li>- Health and Safety Risk Analysis (FS-SX-033) for the various processes</li> <li>- Task Risk Assessment (AST) for non-routine or high-risk activities</li> <li>- Risk analysis during change management; all potential risks are analyzed</li> <li>- TAKE 5 (Toma 5) daily: each worker before starting any task takes time to identify the risk, and analyze it before commencing the work.</li> </ul>		GRI Table



Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;	<p>Department risk registers are developed as a team and agreed upon as a department.</p> <p>– The risk register is also reviewed annually by the JOHSC with top risk reviewed by the management team</p> <p>– Employees are trained by designated trainers and immediate supervisors on risk management processes</p> <p>– SOA: Safety Job Observations are used to ensure that workers are conducting tasks safely</p> <p>– Embedded leading safety practices into value chain (KPIs).</p>	<p>High Risk Registers are reviewed annually with departments; hazards are reported into Internal Management System (INX) and reviewed.</p>	<p>– New hire training</p> <p>– Annual refreshment training</p> <p>– Daily five minute safety talks</p> <p>– Annual specific safety training</p> <p>– Daily operation and safety supervisor inspections.</p>		GRI Table
		ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	<p>– Risk registers are reviewed annually and controls and processes are reviewed following significant near misses/hazards, observations, incidents, and/or industry alerts</p> <p>– RRM post-incident reviews are aimed to gather findings, implement corrective measures and enhance organizational capabilities.</p>	<p>– Risk registers are reviewed annually and controls and processes are reviewed following significant near misses/hazards, observations, incidents, and/or industry alerts</p> <p>– Post-incident reviews are aimed to gather findings, implement corrective measures and enhance organizational capabilities.</p>	<p>– Task Observation Annual program, to identify critical activities that are performed according to the procedure, monitoring and correcting identified deviations</p> <p>– Supervisors' participation to ensure that established controls are met</p> <p>– Management Review meetings: results are presented and options for improvement are analyzed</p> <p>– Annual inspection program to verify and improve work area conditions.</p>		GRI Table

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Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	<ul style="list-style-type: none"> <li>Internal Management System (INX) to track leading and lagging indicators to help facilitate safety discussions and focus on lessons learned and preventive actions. SOPs pertaining to incidents reporting include:</li> <li>Contractor Incident Reporting Procedures SAF-PRO 0013</li> <li>HSE hazard Alert Communication Guidelines SAF-GUL-0011</li> <li>Safety Observation and Interaction cards are used to report unsafe conditions</li> <li>Workers can report work-related issues to JHSC</li> <li>Ontario OHS protects workers from reprisals.</li> </ul>	<ul style="list-style-type: none"> <li>5 point cards</li> <li>INX Hazard reporting</li> <li>PASS meetings</li> </ul>	<p>Process for workers to report:</p> <ol style="list-style-type: none"> <li>Safety talks: reporting hazards or risks identified.</li> <li>Direct report to supervisor, security personnel or managers.</li> </ol> <p>Workers are protected against reprisals:</p> <ol style="list-style-type: none"> <li>Safety culture does not promote punishment, but rather the analysis of risks and unsafe conditions</li> <li>Open-door policy to any level of workers to talk to general manager and all manager levels.</li> </ol>		GRI Table
		c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	<ul style="list-style-type: none"> <li>RRM SAF-PRG-0042 Supervisory Competency Program details and outlines how line managers engage with the workforce to increase trust, care, respect and collaboration</li> <li>RRM recognizes the rights of employees to refuse unsafe work prescribed by Ontario Employment Standards Act, 2000 (ESA) and Canadian Labour Code</li> <li>Respectable workplace policy provides guidelines on New Gold expectations in terms of behaviour and conduct.</li> </ul>	<ul style="list-style-type: none"> <li>SAF-PRCD-001-0212 Right to Refuse Unsafe Work</li> </ul>	<ul style="list-style-type: none"> <li>No worker should perform a job if there is a risk of accident</li> <li>Any worker has the authority to stop a job if they consider another worker is in potential risk</li> <li>Take 5 (Toma 5): indicates not to start activities until having controls for the identified risks</li> <li>Open-door policy from general management to all levels for any worker to report</li> <li>Safety culture does not promote punishment, but rather the analysis of risks and unsafe conditions.</li> </ul>		GRI Table

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Incident Management: SAF-SOP-0011 provides guidance on investigating incidents and prioritizing urgent actions to prevent recurrence of unfortunate events and improve processes and work practices.	– SAF-MNUL-G212 Incident Reporting, Investigation and Corrective Action – TapRoot Investigations – 5 Why Process	Safety procedure for reporting, investigating and following up on near misses and accidents. A multidisciplinary group participates in the investigation process, including general management, safety management, human resources, medical service and those responsible for the area. Various tools are used to identify causes and follow-up of corrective actions.		GRI Table

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### GRI & SASB INDICES: Social Indicators 2020

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
403-3	Occupational health services	a. A description of the occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	<ul style="list-style-type: none"> <li>– Health and Safety (H&amp;S) advisors (six) including one H&amp;S advisor who is mainly dedicated to industrial hygiene</li> <li>– Two nurses (day shift) and advanced first aid attendants covering the night shift (contractors)</li> <li>– Emergency Response Team (ERT) comprising of trained volunteer employees</li> <li>– The ERT coordinator will ensure the readiness and availability of sufficient responders during an emergency</li> <li>– ERT, Advanced first aid attendants and nurse practitioners are trained and qualified (accredited training and certification)</li> <li>– RRM medical facility is at the entrance of the mine site and accessed 24/7/365 for employees who seek primary care</li> <li>– Emergency Call Out Procedure SAF-SOP-0004 is enacted to guide workers on emergency response</li> <li>– Employees may consult the Emergency Response Plan.</li> </ul>	SAF-MNUL-G208 (Health & Hygiene) outlines New Afton's occupational health functions.	We have an Internal Medical Service that works directly with the Safety Management System and participates in activities such as safety inspections, task observations, safety talks and activity risk analysis. All workers have access to Mexican Social Security Institute (IMSS) services, which can verify the health and safety conditions of the workplace.		



## Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
403-4	Worker participation, consultation and communication on occupational health and safety	a. A description of the processes for worker participation and consultation in the development, implementation and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers	The RRM approach to health and safety management is built on an engaged workforce principle. Employees are encouraged to participate in JHSC or Toolbox Talks. They are also encouraged to participate during job hazard assessments and application of the hierarchy of controls. – Employees may choose to submit suggestions at designated common area "mailboxes" – part of the Waste Reduction Program – All RRM meetings start with a "Safety Share" or "Safety Moment" – Surveys are conducted periodically (external) to measure RRM safety climate.	NAF workers participate in the review of procedures at the JOHSC. Occupational health topics are presented to crews at Toolbox Talks, safety alerts and online training. Worker representatives are present during occupational health risk register reviews.	Bimonthly management review meeting where results of the Safety Management System are presented. Participation by the management and staff, the Safety and Hygiene Commission (includes unionized personnel) and heads of key areas.		GRI Table

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GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
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		b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees	RRM has established a Joint Occupational Health and Safety Committee (JHSC) as per Ontario MLSTD guidelines. The committee members' list is posted on RRM communication boards. The list includes representation from the employees and RRM management team. - RRM JHSC has Terms of Reference which identify its structure, function and mission - JHSC meetings are scheduled every seven weeks and the minutes are posted on common areas - JHSC formal inspections are conducted every month (pre-planned) - The inspection results and action items are recorded in INX and communicated to the workforce - New Gold contractors onsite are required to establish a JHSC or elect a safety representative - RRM JHSC is involved in HIPO incident investigations, SOP reviews and Risk Management sessions.	SAF-MNUL-G206 outlines committee functions Joint Occupational Health & Safety Committee (JHSC).	Safety and Hygiene Commission: - Formed by six workers representing all areas including union members - All members have decision-making authority Responsibilities: - Participate in bimonthly Management Review meetings - Participate in the monthly safety inspection of work areas - Communicate every month the information on safety results to work groups.		GRI Table

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
403-5	Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations	RRM have focused on operational and normative training. All employees receive general and specific orientations. – Hazardous substance and radiation awareness training – Fatigue management awareness – Crystalline Silica workshop is provided to RRM employees – Training is based on job description and a competency framework – Training matrices are developed to track employees' development and progress – A competency program has been developed for New Gold RRM supervision and line managers.	All NAF employees are given general occupational health training when hired. Specific hazards are addressed at department level training.	New hire training for employees and contractors. Generic: annual safety training program. Specific: according to the work area and risks, using an identification matrix by areas.		GRI Table
403-6	Promotion of worker health	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided	RRM employment benefits include: – Insurance program (Dental, Vision, Wellness) – EAP – LifeWorks – Not My Self Initiative (mental health assistance) – Health Spending Account – RRM Employees have access to the New Gold medical facility for consultation on non-work-related medical conditions.	Lifeworks, Health Spending Account, Wellness Account.	Medical service with medical staff (one) and nursing staff (one), equipped with the necessary supplies for medical and healthcare for all workers, including contractors.		33

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GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
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		b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs	<ul style="list-style-type: none"> <li>- RRM have launched the "Know Your Numbers" initiative in 2019, which allows employees to monitor their health (weight, sugar level, cholesterol) with the assistance of an RRM occupational nurse practitioner (NP)</li> <li>- RRM has launched a "Flu Shots Initiative" in line with provincial public health</li> <li>- RRM was the first mine in Canada to initiate COVID-19 screening</li> <li>- Lyme disease and bear awareness sessions</li> <li>- RRM distributes an HSE Site Wide Bulletin to raise awareness about health initiatives. The NP may conduct information sessions at Toolbox meetings</li> <li>- RRM has launched a wellness program "Stretching Program in 2019"</li> <li>- Employees are referred to EAP for further assistance when required</li> <li>- Mental health and addiction counselling has been provided to RRM employees</li> <li>- RRM Extended health benefits and Employees Retirement Saving Plan contribution.</li> </ul>	Lifeworks, Health Spending Account, Wellness Account.	<ul style="list-style-type: none"> <li>- Monthly program for the control of chronic degenerative diseases (Hypertension, Diabetes, Dyslipidemias, Obesity)</li> <li>- Program for the surveillance and care of the COVID-19 pandemic.</li> </ul>		GRI Table

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
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403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks	<ul style="list-style-type: none"> <li>- A Return to Work Program</li> <li>- The stretching program was intended to reduce musculoskeletal disorders</li> <li>- Cyanide emergency response plan in case there was an exposure at the site</li> <li>- Engineering controls for potential SO<sub>2</sub> exposure by installing audible and visual alarms</li> <li>- Health Monitoring Program for hazardous substances</li> <li>- Crystalline Silica, fatigue management hazardous substance training sessions are provided to employees based on operational needs</li> <li>- WHMIS 2015/GHS is a prerequisite for working at RRM</li> <li>- Occupational hygiene program is established (sampling and health hazards monitoring).</li> </ul>	NAF employees participate in regular personal sampling for airborne hazards (dust, DPM, metals, VOC, etc). All employees in designated dust exposure occupations are offered three yearly silicosis medical surveillance assessments. All noise exposed workers are offered annual audiometric testing.	Workers' health monitoring program according to exposure to hazards and agents. Biological monitoring of exposed workers. Noise and lighting monitoring.		GRI Table
403-8	Workers covered by an occupational health and safety management system	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:					GRI Table
		i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;	Contractor headcount fluctuates month to month depending on project requirements. In 2020, contractor hours accounted for 40% of the total worked hours.	Contractor headcount fluctuates month to month depending on project requirements.	Employees: 141 = 54.1% Contractors: 120 = 45.9%		GRI Table



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		ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;	In 2020 New Gold RRM has launched a new Contractor Management Process. – Most of contract work at RRM is subject to evaluations and procurement process – New Gold Contractor Management Process requires the enrollment of business partners into the Cognibox screening database to ensure compliance and adherence to New Gold policies and procedures.	Conducted at RFP stage with all incoming contractors.	Employees: 141 = 54.1% Contractors: 120 = 45.9% Internal audit of the Safety Management System (SIG), which includes Safety under the ISO 45001:2018 standard.		GRI Table
		iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	– 80% of RRM contractors are enrolled into Cognibox (third-party qualifying platform) – 51% of contractors are qualified, 26% pending (statistics are based on Cognibox dashboard).	All long-term contractors have COR certification.	N/A		GRI Table
		b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	Consultants, regulatory authorities and auditors are exempt from the Cognibox process based on their scope of work. Visitor and site specific orientation will be applied to these individuals or entities.	Consultants, regulatory authorities, visitors	N/A		GRI Table

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used	<ul style="list-style-type: none"> <li>- Cognibox dashboard</li> <li>- Procurement and supply chain info</li> <li>- RRM collaborates with other mining companies and academic institutions to promote occupational health and well-being initiatives for a more informed approach.</li> </ul>	RFP process	N/A		GRI Table
<b>403-9</b>	Work-related injuries	a. For all employees:				<b>EM-MM-320a.1</b>	GRI Table
		i. The number and rate of fatalities as a result of work-related injury;	0	0	0		GRI Table
		ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	1	Total Reportable Injury Frequency Rate: 0.69 (five reportable injuries total in 2020)	0		GRI Table
		iii. The number and rate of recordable work-related injuries;	6	5	0		GRI Table
		iv. The main types of work-related injury;	FAI, MTI, RDI, LTI, FATI	ROI, FAI, MTI, RDI, LTI	N/A		GRI Table
		v. The number of hours worked;	1,747,396	1,042,931	297,368.5		GRI Table
		vi. Near miss frequency rate (NMFR).	47	13.81 (72*200,000/1,042,931 (total employee hours)	49.09 (73 Reports in the year)		GRI Table
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	0				GRI Table
		i. The number and rate of fatalities as a result of work-related injury;	0	0	0		GRI Table
		ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	0	0	0		GRI Table
		iii. The number and rate of recordable work-related injuries;	1	0	0		GRI Table
		iv. The main types of work-related injury;	FAI, RDI, MTI, LTI	ROI, FAI, MTI, RDI, LTI	0		GRI Table
		v. The number of hours worked.	703,026	399,404	124,928.1		GRI Table
		c. The work-related hazards that pose a risk of high-consequence injury, including:	<ul style="list-style-type: none"> <li>- Moving mobile equipment including haul trucks</li> <li>- Confined space</li> <li>- Welding and grinding</li> <li>- Uneven ground</li> <li>- Slips and trips</li> <li>- Falling from heights when climbing stairs or exiting equipment.</li> </ul>	<ul style="list-style-type: none"> <li>- Confined Space</li> <li>- Falls from heights</li> <li>- Moving equipment</li> <li>- Mud rush/ unsupported ground</li> <li>- Fires</li> <li>- TSF breach</li> <li>- Hazardous materials</li> <li>- Explosions</li> <li>- Vehicle accidents.</li> </ul>			GRI Table

## INDICES

### GRI & SASB INDICES: Social Indicators 2020

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		i. how these hazards have been determined;	Risk assessment	High Risk Register development, JHA, FLRA, Injury Trend Analysis	Using the Hazard and Risk Analysis tool for each process, which includes exposure, probability and consequences.		GRI Table
		ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	Falls on the same level	None	None		GRI Table
		iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	<ul style="list-style-type: none"> <li>– Training and awareness sessions</li> <li>– Review of procedures and modification of work schedule during daylight hours.</li> </ul>	Training, SOPs, PPE, Supervision	<ul style="list-style-type: none"> <li>– Work operating procedures</li> <li>– Contractor control procedures</li> <li>– Monitoring of electrical and equipment maintenance programs</li> <li>– Monitoring of electrical installations</li> <li>– Safety procedures for electrical interventions</li> <li>– Lockout-tagout and lockout procedure</li> <li>– Monitoring of heavy machinery maintenance</li> <li>– Acquisition and use of safe scaffolding systems</li> <li>– Inspection programs for areas and equipment</li> <li>– Task Observation Program</li> <li>– Safety talks.</li> </ul>		GRI Table
		d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	<ul style="list-style-type: none"> <li>– Administrative controls – SOP/ Training, ERT</li> <li>– PPE – provided by RRM</li> <li>– Engineering controls ( e.g., fire suppression system, dust suppression).</li> </ul>	Same as above	Continuous application of the aforementioned controls		GRI Table
		e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	200,000	200,000		GRI Table
		f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	N/A	N/A	All are included		GRI Table

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used	<ul style="list-style-type: none"> <li>- ICMM principles and provincial WSIB guidelines</li> <li>- Hours are tracked through payroll</li> <li>- Contractors, monthly reports.</li> </ul>	<ul style="list-style-type: none"> <li>- Hours tracked through security gate tag in/out</li> <li>- Standards pulled from HSRC, WSBC and ICMM.</li> </ul>	<ul style="list-style-type: none"> <li>- Supervisor report Payroll System (TRESS)</li> <li>- Monthly KPIs</li> <li>- Monthly contractors, report</li> <li>- Training records</li> <li>- Man-hours calculation report</li> <li>- Accident and near-misses report record</li> <li>- Task observation records</li> <li>- Analysis, record and follow-up of findings in safety inspections.</li> </ul>		GRI Table
<b>403-10</b>	Work-related ill health	a. For all employees:					GRI Table
		i. The number of fatalities as a result of work-related ill health;	0	0	0		GRI Table
		ii. The number of cases of recordable work-related ill health;	1	0	0		GRI Table
		iii. The main types of work-related ill health.	<ul style="list-style-type: none"> <li>- Induced hearing loss</li> <li>- MSDs</li> </ul>	Silicosis, occupational cancer (lung), respiratory/skin sensitization, vibration induced injury, noise induced hearing loss.	0		GRI Table
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:					GRI Table
		i. The number of fatalities as a result of work-related ill health;	0	0	0		GRI Table
		ii. The number of cases of recordable work-related ill health;	0	0	0		GRI Table
		iii. The main types of work-related ill health.	0	0	0		GRI Table

## INDICES

### GRI & SASB INDICES: Social Indicators 2020

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		c. The work-related hazards that pose a risk of ill health, including:	RRM main occupational health risks include, but are not limited to, potential excessive exposure to: – Crystalline silica (including respirable hazards) – Noise – Lead – Fatigue – Work-related stress – Radiation – Stress to muscle, bones and joints (including vibration) – Extreme temperatures – COVID-19.	Primary occupational health hazards present at NAF include: – Noise – Respirable crystalline silica/dust – PNOS – Diesel particulate matter – Lead – Arsenic – Welding fumes (primarily manganese, also includes nickel, aluminum and other metals) – Carbon disulfide – Isocyanates – Vibration (hand, arm and whole body) – Fatigue – Extreme temperatures – Biological hazards (COVID-19) – Soft tissue injury through repetitive use.	– Manual handling of loads – Exposure to chemical pollutants in the workplace.		GRI Table



## Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		i. how these hazards have been determined;	RRM has determined these hazards based on quantitative and qualitative methods (risk registers, occupational hygiene sampling, data mining and statistics) – Health and safety concerns brought by JHSC and field based on operational risk assessment – Lessons learned from investigations and root cause analysis.	NAF has identified occupational health hazards by using a formal industrial hygiene hazard identification risk assessment method (IH-HIRA). Chemical hazards are identified from safety data sheets, analysis of ore, concentrate and tailings. – Hazards are assessed qualitatively and quantitatively – Personal sampling is performed according to the NIOSH manual of analytical methods – Noise is assessed according to CSA Z107.56 Measurement of Occupational Noise Exposure – Analysis of sampling data is performed according to the AIHA Strategy for Managing and Assessing Occupational Exposures.	Through risk analysis of activities, which is done with the participation of those responsible for the area safety and medical service.		GRI Table
		ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;	– Noise – Mental illness.	None	None		GRI Table

## INDICES

### GRI & SASB INDICES: Social Indicators 2020

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	<ul style="list-style-type: none"> <li>– Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol</li> <li>– Adhere to national standards and exposure limit values</li> <li>– RRM has developed a Biosafety Risk Register that details RRM response and measures to mitigate communicable disease.</li> </ul>	<p>NAF addresses all hazards according to the hierarchy of control methodology, as demonstrated with the principal underground respiratory hazards, diesel particulate matter (DPM) and respirable dust/silica. DPM is controlled by adoption of battery electric equipment where feasible; purchase of Tier 4 final engines on new diesel equipment; retrofitting diesel particulate filters to existing equipment; use of enclosed cabins; and finally use of respiratory protection. Respirable dust/silica is controlled through use of water suppression (drilling, roads wetting, etc.), use of enclosed equipment and respiratory protection. All new chemicals entering the site are reviewed to ensure appropriate safeguards are in place to prevent exposure to harmful chemicals.</p>	<ul style="list-style-type: none"> <li>– Procedure and training in handling loads</li> <li>– Workers' health surveillance, during periodic check-up</li> <li>– Biological monitoring.</li> </ul>		GRI Table
		d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	None		None		GRI Table
		e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used	<p>Quantitative data based on line management reporting, organizational learnings and industry best practice</p> <ul style="list-style-type: none"> <li>– RRM reporting is in line with the provincial worker compensation board (WSIB) and MAC guidelines.</li> </ul>	<p>All sampling and personal exposure data is gathered according to methods specified in the British Columbia Energy, Mines and Petroleum Resources Workplace Monitoring Procedures Manual.</p>	<ul style="list-style-type: none"> <li>– Workers' health status report provided by the Medical Service</li> <li>– Measurement of agents such as noise, lighting and chemicals in the environment by specialized and certified external laboratories.</li> </ul>		GRI Table

## Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety and emergency response training for (a) full-time employees and (b) contract employees	How many hours of health, safety and emergency response training were completed by full-time employees?	37,149.5 hours	25,931 hours	7,124 hours	EM-MM-320a.1	GRI Table
		How many hours of health, safety and emergency response training were completed by contract employees?	82 hours emergency response training (ERT)	1,948 hours	1,594 hours		GRI Table
		How many full-time employees completed health, safety and emergency response training?	100% of employees received emergency/evacuation procedures protocols when joining New Gold	100% of employees receive health, safety and emergency response training.	141		GRI Table
		How many contract employees completed health, safety and emergency response training?	100% of contractors are briefed and informed on RRM emergency protocols. Two contractor employees are part of RRM ERT (mine rescue). – RRM is collaborating with the local fire departments and other mine rescue teams established at neighbouring communities and active mines.	100% of contractors receive health, safety and emergency response training through orientation.	120		GRI Table

## Training and Education

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Training and education is imperative for New Gold operations to ensure continued work with competent and qualified individuals.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	Training and education programs are available to all New Gold employees.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary			GRI Table

## INDICES

### GRI & SASB INDICES: Social Indicators 2020

#### Training and Education continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold provides on-the-job training, opportunities for growth, professional memberships and conference opportunities.				GRI Table
		b. A statement of the purpose of the management approach	New Gold is committed to providing the necessary support, education and training to ensure effective performance and maintenance of necessary professional licences and designations among all employees.				GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	A strategy and approach is outlined in the Community Engagement and Development Management Standard, which is implemented at all sites.				GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	Annual performance evaluations are conducted as outlined in the HR Policy.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;					GRI Table
		ii. the results of the evaluation of the management approach;					GRI Table
		iii. any related adjustments to the management approach.					GRI Table
			Rainy River	New Afton	Cerro San Pedro		
404-1	Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	35,826.50	27,879			55
		i. gender	Not tracked	Not tracked	Female: 2,059.57 hours Male: 6,740.42 hours		55
		ii. employee category.	Not tracked	Not tracked	Managers: 312.05 hours Supervisor-Chief: 748.96 hours Administrative: 3,120.56 hours Operators: 4,618.43 hours		55

#### Rights of Indigenous Peoples and Human Rights

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	The respect of the interests of Indigenous peoples is paramount to New Gold, especially with activities that could affect these communities.				56
		b. The Boundary for the material topic, which includes a description of:	New Gold strives to ensure all employees and contractors respect the interests of Indigenous peoples at all operations.				56
		i. where the impacts occur;					

Rights of Indigenous Peoples and Human Rights continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.					
		c. Any specific limitation regarding the topic Boundary	New Gold strives to ensure that employees and contractors respect the interests of Indigenous peoples.				GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold upholds the relationships with communities impacted by our operations. The governance of these relationships is overseen by the Board of Directors' Technical and Sustainability Committee. This structure ensures the appropriate guidance and resources are given. Our sites manage their own community relations and development budget. They receive guidance through our Community Engagement and Development Management Standard.			EM-MM-210a.3	GRI Table
		b. A statement of the purpose of the management approach	New Gold strives to go above and beyond the expectations with our host communities in order to maintain trust and transparency with all of the communities we interact with at each site.				GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	As a company, we incorporate global guidelines and standards into our approach to community relations such as the guidelines from the International Council on Mining and Metals (ICMM), MAC's TSM program, and the United Nations Global Compact.				GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	New Gold's dedicated community teams have ongoing dialogue with the local communities to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2020.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					
		i. the mechanisms for evaluating the effectiveness of the management approach;					
		ii. the results of the evaluation of the management approach;					
		iii. any related adjustments to the management approach.					
			Rainy River	New Afton	Cerro San Pedro		
411-1	Incidents of violations involving rights of Indigenous peoples	a. Total number of identified incidents of violations involving the rights of Indigenous peoples during the reporting period	0	0	0		
		b. For incidents identified, provide details of status of the incidents and actions taken with reference to the following:	N/A	N/A	N/A		
		i. Incidents reviewed by the organization	N/A	N/A	N/A		
		ii. Remediation plans being implemented	N/A	N/A	N/A		
		iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	N/A	N/A	N/A		
		iv. Incidents no longer subject to action.	N/A	N/A	N/A		



## INDICES

### GRI & SASB INDICES: Social Indicators 2020

Rights of Indigenous Peoples and Human Rights continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
MM5	Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities	Whether site operations are taking place in or adjacent to Indigenous peoples' asserted territories	Rainy River Mine is located within Treaty 3 territory.	New Afton is located in the Stk'emlúps'emc te Secwépemc territory, situated within the unceded traditional lands of the Secwépemc Nation.	Although there are no Indigenous territories, CSP mine is located in Cerro de San Pedro, an area where there are ejidos from local communities: Cerro San Pedro, Zapatilla y Cuesta Campa.	EM-MM-210a.2	GRI Table
		Whether there are any formal agreements in place with Indigenous peoples' communities	There are eight formal agreements in place with MNO and 11 First Nation communities.	New Afton has one formal agreement in place with SSN, which comprises Tk'emlúps' te Secwépemc (TteS) and Skeetchestn Indian Band.	CSP has an agreement of partial land occupation with the local ejidos (Cerro de San Pedro, Palma de la Cruz and Cuesta de Campa) and with local communities: La Zapatilla, Cerro de San Pedro.		
	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Is your mine site near an active area of conflict? A conflict, both state-based and non-state, is deemed to be active if there are at least 25 battle-related deaths per calendar year in one of the conflict's dyads	N/A	N/A	CSP is under closure and there is not proof and product reserve counted at this time. However, Mexico has experienced a notable rise in non-state violence after the PRI (Revolutionary Institutional Party) hegemony over the Government of Mexico ended. Since 2006, the Mexican government has been aggressively targeting Mexican drug cartels using both civilian and military forces, thus resulting in substantial amounts of violence.	EM-MM-210a.1	GRI Table

## Local Communities

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE	SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	Respect and trust with our host communities is of the utmost importance to New Gold.		GRI Table
		b. The Boundary for the material topic, which includes a description of:	New Gold strives to ensure all employees and contractors uphold and respect the cultures and traditions of our host communities to ensure minimal impact on communities.		GRI Table
		i. where the impacts occur;			GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.			GRI Table
		c. Any specific limitation regarding the topic Boundary			GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	New Gold upholds the relationships with communities impacted by our operations. The governance of these relationships is overseen by the Board of Directors' Technical and Sustainability Committee. This structure ensures the appropriate guidance and resources are given. Our sites manage their own community relations and development budgets. They receive guidance through our Community Engagement and Development Management Standard.	EM-MM-210b.1	GRI Table
		b. A statement of the purpose of the management approach	New Gold believes in creating positive impacts in all communities. As a company, our goals are to promote economic growth, build capacity and support local initiatives.		GRI Table
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	As a company, we incorporate global guidelines and standards into our approach to community relations such as the guidelines from the ICMM, MAC's TSM program, and the United Nations Global Compact.		GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	New Gold's dedicated Community teams have ongoing dialogue with the local communities to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2020.		GRI Table
		a. An explanation of how the organization evaluates the management approach, including:			GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;			GRI Table
		ii. the results of the evaluation of the management approach;			GRI Table
		iii. any related adjustments to the management approach.			GRI Table

## INDICES

### GRI & SASB INDICES: Social Indicators 2020

Local Communities continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
413-1	Operations with local community engagement, impact assessments and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:	100% of our operations have implemented local community engagement, impact assessments and development programs.				GRI Table
		i. Social impact assessments, including gender impact assessments, based on participatory processes	There were no assessments done in 2020.	During 2020, New Afton finalized an updated Socio-Economic study.	Yes, during COVID-19 the site did a social impact assessment of the impact of the pandemic on our communities and responded with medical attention and food pantries.		GRI Table
		ii. Environmental impact assessments and ongoing monitoring	The Annual Compliance Report is added to the New Gold website each year and includes ongoing monitoring results and is responsive to the Federal and Provincial Environmental Assessments.	An environmental impact assessment has not been conducted. New Afton completes environmental monitoring as per EMLI and ENV permit requirements and reports on it to those agencies, and First Nations, annually.	Yes		GRI Table
		iii. Public disclosure of results of environmental and social impact assessments	The Annual Compliance Report is sent to Agreement communities via a link and is also posted on the New Gold website.	New Afton publishes a newsletter three to four times annually to share results via the website and distribution lists both internal and external. Further, results are shared with authorities and communities of interest.	Yes, results have been shared with the authorities and communities, despite the COVID-19 restrictions.		GRI Table
		iv. Local community development programs based on local communities' needs	Yes, Rainy River has a Sponsorship and Donations program that targets specific areas and is responsive to local needs.	Yes, New Afton has a Sponsorship and Donations program targeted at long-term sustainable investment and targets areas that the community has identified for needs.	Yes, programs developed with community committees.		GRI Table
		v. Stakeholder engagement plans based on stakeholder mapping	Rainy River has a Communications and Engagement Plan based on our stakeholder mapping and material issues.	New Afton has a Communications and Engagement Plan based on our stakeholder mapping and material issues.	Yes		GRI Table

Local Communities continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
		vi. Broad-based local community consultation committees and processes that include vulnerable groups	Rainy River actively engages with all local Indigenous groups in addition to regularly scheduled communication committees and environmental monitoring boards with agreement partners.	New Afton actively works with SSN and NNTC. Committees are established on specific topics to further engagement and consultation.	Yes, through committees in each community.		GRI Table
		vii. Works councils, occupational health and safety committees, and other worker representation bodies to deal with impacts	Yes	Yes	Yes		GRI Table
		viii. Formal local community grievance processes.	Yes	Yes	Yes		GRI Table
<b>MM6</b>	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Number of significant disputes relating to land or resource use of local communities and Indigenous peoples associated with current, planned or proposed future operations	0	0	0		GRI Table
			N/A	N/A	N/A		GRI Table
		Status of the disputes relating to land use, customary rights of local communities and Indigenous peoples	N/A	N/A	N/A		GRI Table
		Definition of 'significant dispute'	0	0	N/A		GRI Table
<b>MM7</b>	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples, and the outcomes	What actions were taken to resolve disputes related to land use and customary rights of local communities and Indigenous peoples?	New Gold adheres to our grievance mechanisms and encourages all stakeholders to contact us and address any grievance. Grievances are addressed in a timely manner and all interactions are recorded and communicated back to the stakeholder.				GRI Table
		Were grievance procedures used?					GRI Table
		What was the outcome of the procedures used?					GRI Table

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### GRI & SASB INDICES: Social Indicators 2020

Local Communities continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
			Rainy River	New Afton	Cerro San Pedro		
	Number and duration of non-technical delays	<p>Were there any non-technical delays at your mine site? If so, how many were there and how many days did each of them last?</p> <p>Non-technical delays include shutdowns and project delays including, but not limited to, those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict. They exclude delays due to strikes and lockouts.</p>	Rainy River Mine had a two-week voluntary suspension of operations from March 20 to April 3 to allow local workforce the 14-day period of self-isolation recommended by the federal and provincial COVID-19 guidelines.	None	<p>1) The Mexican government declared a national health emergency due to the COVID-19 pandemic. In the suspension of non-essential activities, mining does not qualify as an essential industry. So, for the protection of our workforce, employees, contractors and communities, CSP suspended non-essential activities from April until June.</p> <p>2) Terrero Patio Victoria government authorization to start activities was delayed because of the national health emergency due to the COVID-19 pandemic.</p>	EM-MM-210b.2	8, GRI Table

#### Closure Planning

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material	New Gold understands that eventually mineral deposits will deplete and mining operations will stop. We are committed to responsible mine closure at all sites.				GRI Table
		b. The Boundary for the material topic, which includes a description of:	This topic includes all managed operations.				GRI Table
		i. where the impacts occur;					GRI Table
		ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.					GRI Table
		c. Any specific limitation regarding the topic Boundary					GRI Table
103-2	The management approach and its components	a. An explanation of how the organization manages the topic	Mine closure plans are required for each site and are reviewed and updated on a regular basis.				GRI Table
		b. A statement of the purpose of the management approach	The purpose is to comply with regulations, promote active reclamation, and adequately prepare for transition from operations to closure to consider environmental and social aspects.				GRI Table



Closure Planning continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DISCLOSURE RESPONSE			SASB #	PAGE #
		c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	All New Gold sites develop closure plans with support from the Community Engagement and Development Management Standard and Environmental Management Standard.				GRI Table
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information:	As a member of MAC, New Gold has endorsed the TSM Mine Closure Framework.				GRI Table
		a. An explanation of how the organization evaluates the management approach, including:					GRI Table
		i. the mechanisms for evaluating the effectiveness of the management approach;					GRI Table
		ii. the results of the evaluation of the management approach;					GRI Table
		iii. any related adjustments to the management approach.					GRI Table
			Rainy River	New Afton	Cerro San Pedro		
MM10	Number and percentage of operations with closure plans	Closure plan (yes/no, date of last update, status)	Yes, 2017	Yes, 2020	Yes, 2020 status: closure in process		GRI Table
		Percentage of operations with closure plans	100%				GRI Table

## INDICES

### LPRM INDICES

The Mining Local Procurement Reporting Mechanism (LPRM) is a set of disclosures that seeks to standardize how the global mining industry and host countries measure and talk about local procurement. In most cases procurement of goods and services is the single largest in-country payment type by a mine site, and yet to date there has been no commonly accepted way of reporting on the issue. Commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) through GIZ and created by the Mining Shared Value initiative of Engineers Without Borders Canada, the LPRM helps mine sites report on local procurement to:

- improve internal management in mining companies to create more benefits for host countries and to strengthen their social licence to operate
- empower suppliers, host governments, and other stakeholders with practical information that helps them to collaborate with mine sites
- increase transparency in the procurement process to deter problematic practices such as corruption.

#### LPRM-100

**LPRM-100: Context for local procurement disclosures.** These disclosures provide the context necessary for understanding subsequent disclosures. For example, reporting the number of workers at a mine site provides the context necessary for external stakeholders, such as a garments supplier, to better understand the scale of business opportunity. For the mining company, these disclosures are a starting point for managing external expectations around the scale and duration of the mining project.

LPRM-101: Context		
Mining company name:	New Gold Inc.	
Reporting period:	2020	
	Rainy River	New Afton
Stage of the asset, including any significant expansion development underway:	Open Pit Production with development of underground underway	Underground Production with expansion of underground underway
Estimated year of mine closure (if producing) or estimated mine-life for a mine under development:	2028	2030
Average number of workers on mine site at once during the reporting period:	585	550

#### LPRM-200

**LPRM-200: Procurement systems.** These disclosures focus on processes related to local procurement and require companies to report on policies and systems that support procurement from local suppliers. For external actors, this information discloses the company priorities, procedures and points of contact related to local procurement.

LPRM-201: Policy on local suppliers The reporting organization shall report the existence of any mine site-specific local procurement policy and/or other company policies or company standards that include local procurement.		
	Rainy River	New Afton
Response	Local procurement policy is included in the corporate Community Engagement and Development Management Standard (CEDMS).	Local procurement policy is included in the corporate CEDMS.
Comments	The CEDMS is being reviewed and revised in 2021. Local procurement and economic development is being reviewed in 2021 to align with the company's Indigenous Relations strategy.	The CEDMS is being reviewed and revised in 2021. Local procurement and economic development is being reviewed in 2021 to align with the company's Indigenous Relations strategy.

LPRM-202: Accountability on local suppliers The reporting organization shall report the name of the mine site departments responsible for local procurement.		
	Rainy River	New Afton
Response	Supply Chain	Supply Chain
Comments	Our local supply chain team manages all RFP processes and local contracts associated with the mine.	Our local supply chain team manages all RFP processes and local contracts associated with the mine.

LPRM-203: Major contractors and local suppliers The reporting organization shall report if and how the mine site requires major suppliers/major contractors at the mine site to prioritize local suppliers. Explain how the reporting organization evaluates its major suppliers/major contractors on their local procurement.		
	Rainy River	New Afton
Response	A pre-notification package (PNP) is sent to local communities twice a year. From there, when required RFPs are sent out to qualified suppliers, Contracts evaluates the ability to meet the needs of the specific RFP. We have clauses built into our RFPs under the evaluation criteria that gives considerations to proposals that partner with local suppliers.	Clauses built into our RFPs under the evaluation criteria section give considerations to the amount of employment and business given to local suppliers.
Comments	There is weighting assigned for local suppliers or proposals partnering with local suppliers.	There is a weighting assigned for local suppliers in the Evaluation Template that goes to the team for review.

LPRM-204: Procurement process LPRM-204A: The reporting organization shall provide contact information (address or phone number) for the publicly available supplier contact persons or point of contact for suppliers, such as information offices.		
	Rainy River	New Afton
Response	Sabina Janik - Finance Manager	Paul Frediani - Procurement Supervisor
Comments	5967 Highway 11/71, P.O. Box 5, Emo Ontario, Canada, POW 1E0 P +1.807.234.8182 M +1.416.671.5146	Box 948 Station Main Kamloops, BC V2C 5N4 Canada O +1.250.377.2796 M +1.250.214.0085

LPRM-204B: The reporting organization shall provide information on any internal or external supplier procurement portals, databases or registries (if applicable, provide URLs).		
	Rainy River	New Afton
Response	All pre-qualified suppliers are kept in an internal database.	All pre-qualified suppliers are kept in an internal database.
Comments		

LPRM-204C: The reporting organization shall provide information on requirements and support for pre-qualification (if applicable, provide phone numbers, emails or URLs).		
	Rainy River	New Afton
Response	We encourage all suppliers to partner with a local community when possible. We promote active partnerships with Indigenous communities when possible. We have pre-qualification forms that are completed to ensure local suppliers do not have to re-enter information with each proposal.	We encourage all suppliers to partner with a local community when possible. We promote active partnerships with Indigenous communities when possible. We have pre-qualification forms that are completed to ensure local suppliers do not have to re-enter information with each proposal.
Comments	Rainy River is partnered with 16 Indigenous communities and an additional five non-Indigenous communities surrounding the Rainy River Mine. When possible we actively try to use local partners or encourage joint ventures with suppliers and local communities.	New Afton is partnered with the two main Indigenous communities in the area and another additional relationship has been added in the past two years. When possible we actively try to use local partners or encourage joint ventures with suppliers and local communities.

LPRM-204D: The reporting organization shall provide information about local supplier development programs or supplier capacity support (if applicable, provide URLs and phone numbers).		
	Rainy River	New Afton
Response	Rainy River Mine employs a full-time Business Development Officer (BDO) who works with both local communities and our procurement department to understand the needs of the operation and develop partnerships with local communities.	New Afton Mine employees a full-time BDO who works with both local communities and our procurement department to understand the needs of the operation and develop partnerships with local communities.
Comments	The BDO works as a liaison between Indigenous community partners and the mine to help build capacity for upcoming bids, provide suggestions for partnership opportunities and promote Indigenous businesses within the procurement process.	The BDO works as a liaison between Indigenous community partners and the mine to help build capacity for upcoming bids, provide suggestions for partnership opportunities and promote Indigenous businesses within the procurement process.

## INDICES

### LPRM INDICES

#### LPRM-300

**LPRM-300: Local procurement spending by category.** These disclosures allow companies to measure and monitor how much is being spent on local procurement from one reporting period to the next. For external actors, this information provides a better understanding of what the mining company buys and where there are opportunities for potential and existing suppliers, and supports an informed dialogue with the mine site regarding how to increase local procurement.

<b>LPRM-301: Categorizing suppliers</b> The reporting organization shall report how the mine site categorizes suppliers based on: <ul style="list-style-type: none"> <li>• Geographic location, such as proximity to the site.</li> <li>• Level of participation, including level of ownership and/or employment by local individuals or particular groups (Indigenous people, vulnerable groups, etc.).</li> <li>• Level of value addition.</li> </ul>		
	Rainy River	New Afton
Geographic Location	Local suppliers are located in northwestern Ontario.	Local suppliers refers to our regional district – Thompson, Nicola Regional District.
Level of Participation	13.6% of 2020 procurement spend was local.	25.42% of 2020 procurement spend was local.

<b>LPRM-302: Breakdown of procurement spend</b> The reporting organization shall report the breakdown of procurement spend for each category of supplier provided in Disclosure 301: Categorizing suppliers, including international suppliers. Reporting shall provide a breakdown by amount (in relevant currency) and by percentage of total spend (see Note 1). In addition, if possible, reporting shall provide a breakdown of spending by major spend families (see Note 2).		
	Rainy River	New Afton
Total 2020 spend	CAD \$372,639,118.88	CAD \$334,217,862.00
Local spend	CAD \$57,840,260.60	CAD \$84,965,839.00
Indigenous spend	CAD \$72,871,069.93	CAD \$59,993,778.00
Domestic and international spend	CAD \$241,927,788.35	CAD \$189,258,246.00

#### LPRM-400

**LPRM-400: Local procurement due diligence.** The purpose of these disclosures is to encourage mine sites to create and demonstrate systems that ensure they are not inadvertently supporting problematic processes (such as corruption, child labour, forced labour and human rights abuses) among their suppliers. These disclosures allow companies to measure and monitor how much is being spent on local procurement from one reporting period to the next. For external actors, this information provides a better understanding of what the mining company buys and where there are opportunities for potential and existing suppliers, and supports an informed dialogue with the mine site regarding how to increase local procurement.

<b>LPRM-401: Due diligence processes</b> The reporting organization shall report the supplier due diligence processes used at the mine site to avoid purchasing from suppliers with problematic behaviour.		
	Rainy River	New Afton
Response	During the RFP process we send our anti-bribery forms as well as a vendor pre-qualification form that has to be completed by all bidders.	During the RFP process we send our anti-bribery forms as well as a vendor pre-qualification form that has to be completed by all bidders.
Comments	New vendors are also required to fill out a form disclosing if they are a related party, or if their company has ever been investigated, charged, or convicted of bribery, corruption or fraud.	Information collected includes corporate information and structure, labour and financial capabilities, as well as a Claims Disclosure relating to disputes or claims.

LPRM-402: Anti-corruption policy		
The reporting organization shall report the existence and location of any anti-corruption policy it has and/or any policies that are intended to prevent corruption in their procurement processes and in their suppliers.		
	Rainy River	New Afton
Response	New Gold Anti-Bribery & Anti-Corruption Policy	New Gold Anti-Bribery & Anti-Corruption Policy
Comments	<a href="#">Learn more.</a>	<a href="#">Learn more.</a>

LPRM-403: Training and guidance for suppliers		
The reporting organization shall report information and training provided to suppliers on best practices related to due diligence processes.		
	Rainy River	New Afton
Response	This is presently being reviewed and will be updated for 2021.	This is presently being reviewed and will be updated for 2021.





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