



# Global Reporting Initiative (GRI) Tables

## General Disclosures 2021

### Organizational Profile

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-1	Name of organization	a. Name of the organization.	About New Gold, page 7
102-2	Activities, brands, products and services	a. A description of the organization's activities. b. Primary brands, products and services, including an explanation of any products or services that are banned in certain markets.	About New Gold, page 7-8 2021 Annual Information Form, page 8-11
102-3	Location of headquarters	a. Location of the organization's headquarters.	About New Gold, page 8 2021 Annual Information Form, page 8-9
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	About New Gold, page 7-8
102-5	Ownership and legal form	a. Nature of ownership and legal form.	2021 Annual Information Form, page 8-9
102-6	Markets served	a. Markets served, including i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	2021 Annual Information Form, page 11-20
102-7	Scale of organization	a. Scale of the organization, including i. Total number of employees. ii. Total number of operations. iii. Net sales or net revenues. iv. Total capitalization broken down in terms of debt and equity. v. Quantity of products or services provided.	About New Gold, page 7-8 Employee Engagement, page 44-46 <u>2021 Management's Discussion and Analysis</u> , page 4, 20-26 2021 Consolidated Financial Statements, page 8, 50
102-8	Information on employees and other workers	a. Total number of employees by employment contract, by gender. b. Total number of employees by employment contract, by region. c. Total number of employees by employment type, by gender. 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. e. Any significant variations in the numbers reported in Disclosures 102-8 a-c. f. An explanation of how data have been compiled, including any assumptions made.	Employee Engagement, page 44-46 Total number of employees by employment type as of December 31, 2021; includes active and inactive employees: Administrators – 15 female Directors – 3 female, 7 male Executives – 7 male General Supervisor/Foreman Ops – 19 male Managers – 8 female, 15 male Operations – 136 female, 1,018 male Senior Technical/Professional – 5 female, 12 male Superintendent Operations – 1 female, 21 male Superintendent Technical/Professional – 4 female, 7 male Supervisor Operations – 66 male Supervisor Technical/Professional – 8 female, 12 male Technical/Professional – 66 female, 93 male  Workers who are not employees do not perform a significant portion of New Gold activities. In the case that sub-contractors and consultants are hired, they are subject matter experts and a contract is issued to both parties outlining their function and activities.  Data is compiled using SAP reporting. No significant trends identified nor any assumptions made.





# GRI Tables

## General Disclosures 2021

Organizational Profile continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-9	Supply chain	a. 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.	2021 Annual Information Form, page 11-20
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership or supply chain, including: <ul style="list-style-type: none"> <li>i. changes in the location of, or changes in, operations, including facility openings, closings and expansions;</li> <li>ii. changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations);</li> <li>iii. changes in the location of suppliers, the structure of the supply chain or relationships with suppliers, including selection and termination.</li> </ul>	2021 Management's Discussion and Analysis, page 7 There were no significant changes to the organization's size, structure, ownership or supply chain in 2021.
102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach.	2021 Annual Information Form, page 34-58
102-12	External initiatives	a. A list of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Awards, Memberships and Initiatives, page 37
102-13	Membership of associations	a. A list of the main memberships of industry and other associations, and national or international advocacy organizations.	Awards, Memberships and Initiatives, page 37

## Strategy

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Message from President and CEO, page 5
102-15	Key impacts, risks and opportunities	a. A description of key impacts, risks and opportunities.	2021 Annual Information Form, page 34-58 TCFD report, page 11-16

## Ethics and Integrity

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-16	Values, principles, standards and norms of behaviours	a. A description of the organization's values, principles, standards and norms of behaviour.	About New Gold, page 7
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>	Appendix, page 55-56 All employees are expected to abide by our Code of Business Conduct and Ethics. The Code addresses steps to report concerns and includes examples of potential conflicts and when they exist. Employees can seek advice from their supervisor, General Counsel or the Chair of the Audit Committee. Employees should raise any related concerns first with an immediate supervisor, Human Resources, CEO, CFO or General Counsel. Directors and officers should report any potential violations of this Code involving directors or officers to the Chair of the Audit Committee of the Board of Directors. New Gold does not allow retaliation against a reporting individual for reporting, in good faith, a concern regarding compliance with this Code in accordance with this Code or the Company's Whistleblower Policy.





# GRI Tables

## General Disclosures 2021

### Governance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-18	Governance structure	<ul style="list-style-type: none"> <li>a. Governance structure of the organization, including committees of the highest governance committees responsible for decision making on economic, environmental and social topics.</li> <li>b. Committees responsible for decision making on economic, environmental and social topics.</li> </ul>	<p>Our Approach to Sustainability, page 11</p> <p>TCFD Report, page 8-9</p>
102-19	Delegating authority	<ul style="list-style-type: none"> <li>a. Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.</li> </ul>	<p>Our Approach to Sustainability, page 11</p> <p>TCFD Report, page 8-9</p>
102-20	Executive-level responsibility for economic, environmental and social topics	<ul style="list-style-type: none"> <li>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics.</li> <li>b. Whether post holders report directly to the highest governance body.</li> </ul>	<p>Our Approach to Sustainability, page 11</p> <p>TCFD Report, page 8-9</p>
102-21	Consulting stakeholders on economic, environmental and social topics	<ul style="list-style-type: none"> <li>a. Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.</li> <li>b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.</li> </ul>	<p>Our Approach to Sustainability, page 11</p> <p>TCFD Report, page 8-9</p> <p>2021 Management Information Circular, page 70, 77-79, 87-88</p>
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li>a. Composition of the highest governance body and its committees by                             <ul style="list-style-type: none"> <li>i. executive or non-executive;</li> <li>ii. independence;</li> <li>iii. tenure on the governance body;</li> <li>iv. number of each individual's other significant positions and commitments, and the nature of the commitments;</li> <li>v. gender;</li> <li>vi. membership of underrepresented social groups;</li> <li>vii. competencies relating to economic, environmental and social topics;</li> <li>viii. stakeholder representation.</li> </ul> </li> </ul>	<p>Our Approach to Sustainability, page 11</p> <p>TCFD Report, page 8-9</p> <p>2021 Management Information Circular, page 15-23, 71-82</p>
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> <li>a. Whether the chair of the highest governance body is also an executive officer in the organization.</li> <li>b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.</li> </ul>	<p>2021 Management Information Circular, page 22, 76</p>
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> <li>a. Nomination and selection processes for the highest governance body and its committees.</li> <li>b. Criteria used for nominating and selecting highest governance body members, including whether and how                             <ul style="list-style-type: none"> <li>i. stakeholders (including shareholders) are involved;</li> <li>ii. diversity is considered;</li> <li>iii. independence is considered;</li> <li>iv. expertise and experience relating to economic, environmental and social topics are considered.</li> </ul> </li> </ul>	<p>2021 Management Information Circular, page 71-81</p> <p>New Gold implements a Corporate Diversity Policy, which lists steps to support increased diversity at the Board level.</p>
102-25	Conflicts of interest	<ul style="list-style-type: none"> <li>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</li> <li>b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum,                             <ul style="list-style-type: none"> <li>i. Cross-board membership;</li> <li>ii. Cross-shareholding with suppliers and other stakeholders;</li> <li>iii. Existence of controlling shareholder;</li> <li>iv. Related party disclosures.</li> </ul> </li> </ul>	<p>2021 Management Information Circular, page 74, 86-87</p> <p>Appendix, page 55-56</p>





# GRI Tables

## General Disclosures 2021

Governance continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-26	Role of highest governance body in setting purpose, values and strategy	a. Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social topics.	Our Approach to Sustainability, page 11 TCFD Report, page 8-9 2021 Management Information Circular, page 78-79
102-27	Collective knowledge of highest governance body	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	TCFD Report, page 8-9 2021 Management Information Circular, page 82-84
102-28	Evaluating the highest governance body's performance	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	Our Approach to Sustainability, page 11 2021 Management Information Circular, page 83-84 Consistent with MAC TSM requirements, our operating sites complete annual self-assessments and receive external reviews every three years to confirm our level of adherence with the Protocols and support continual improvement.
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. 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.	Our Approach to Sustainability, page 11 TCFD Report, page 8-9 2021 Management Information Circular, page 78-79
102-30	Effectiveness of risk management processes	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	TCFD Report, page 8-9, 18 2021 Management Information Circular, page 87-88
102-31	Review of economic, environmental and social topics	a. Frequency of the highest governance body's review of economic, environmental and social topics and their impacts, risks, and opportunities.	Our Approach to Sustainability, page 11 TCFD Report, page 8-9, 18 2021 Management Information Circular, page 87-88
102-32	Highest governance body's role in sustainability reporting	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	Our Approach to Sustainability, page 12
102-33	Communicating critical concerns	a. Process for communicating critical concerns to the highest governance body.	Our Approach to Sustainability, page 11 TCFD Report, page 8-9, 18 2021 Management Information Circular, page 87-88

## Stakeholder Engagement

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization.	2021 Materiality Assessment, page 14
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements (use data from Disclosure 102-7 as the basis for calculating the percentage).	Employee Engagement, page 44-46
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	2021 Materiality Assessment, page 14
102-43	Approach to stakeholder engagement	a. 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.	2021 Materiality Assessment, page 14
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	2021 Materiality Assessment, page 14





# GRI Tables

## General Disclosures 2021

### Reporting Practice

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.</li> <li>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</li> </ul>	2021 Consolidated Financial Statements, page 13
102-46	Defining report content and topic boundaries	<ul style="list-style-type: none"> <li>a. An explanation of the process for defining the report content and the topic boundaries.</li> <li>b. An explanation of how the organization has implemented the Reporting Principles for defining report content.</li> </ul>	2021 Materiality Assessment, page 14
102-47	List of material topics	<ul style="list-style-type: none"> <li>a. A list of the material topics identified in the process for defining report content.</li> </ul>	2021 Materiality Assessment, page 14
102-48	Restatements of information	<ul style="list-style-type: none"> <li>a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.</li> </ul>	None
102-49	Changes in reporting	<ul style="list-style-type: none"> <li>a. Significant changes from previous reporting periods in the list of material topics and topic boundaries.</li> </ul>	<p>Our Sustainability Report, page 12</p> <p>No significant changes from previous reporting periods.</p>
102-50	Reporting period	<ul style="list-style-type: none"> <li>a. Reporting period for the information provided.</li> </ul>	<p>Our Sustainability Report, page 12</p> <p>January to December 2021</p>
102-51	Date of most recent report	<ul style="list-style-type: none"> <li>a. If applicable, the date of the most recent previous report.</li> </ul>	2020 Sustainability Report (dated May 2021)
102-52	Reporting cycle	<ul style="list-style-type: none"> <li>a. Reporting cycle.</li> </ul>	<p>Our Sustainability Report, page 12</p> <p>Annually – January to December</p>
102-53	Contact point for questions regarding the report	<ul style="list-style-type: none"> <li>a. The contact point for questions regarding the report or its contents.</li> </ul>	Our Sustainability Report, page 12
102-54	Claims of reporting in accordance with the GRI Standards	<ul style="list-style-type: none"> <li>a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.</li> </ul>	<p>Our Sustainability Report, page 12</p> <p>This report has been prepared in accordance with the GRI Standards: Core option.</p>
102-55	GRI content index	<ul style="list-style-type: none"> <li>a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.</li> <li>b. For each disclosure, the content index shall include                             <ul style="list-style-type: none"> <li>i. the number of the disclosure (for disclosures covered by the GRI Standards);</li> <li>ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;</li> <li>iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</li> </ul> </li> </ul>	This table represents the GRI Content Index.
102-56	External assurance	<ul style="list-style-type: none"> <li>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</li> <li>b. If the report has been externally assured:                             <ul style="list-style-type: none"> <li>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;</li> <li>ii. the relationship between the organization and the assurance provider;</li> <li>iii. whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</li> </ul> </li> </ul>	Our Sustainability Report, page 12





# GRI Tables

## Economic Indicators 2021

### Economic Performance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
201-2	Financial implications and other risks and opportunities due to climate change	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including</p> <ul style="list-style-type: none"> <li>i. a description of the risk or opportunity and its classification as either physical, regulatory or other;</li> <li>ii. a description of the impact associated with the risk or opportunity;</li> <li>iii. the financial implications of the risk or opportunity before action is taken;</li> <li>iv. the methods used to manage the risk or opportunity;</li> <li>v. the costs of actions taken to manage the risk or opportunity.</li> </ul>	<p>TCFD Report, page 14-16 2021 Consolidated Financial Statements and Management's Discussion and Analysis, page 34-58</p>		
201-3	Defined benefit plan obligations and other retirement plans	<p>a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <ul style="list-style-type: none"> <li>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;</li> <li>ii. the basis on which that estimate has been arrived at;</li> <li>iii. when that estimate was made.</li> </ul> <p>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.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>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.</p>	<p>New Gold has a Group RRSP plan. The Company's responsibility and liability to the Group RRSP is limited to making payroll contributions. There is no estimated value to liabilities. There is no estimate covered by assets that have been set aside. 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. NAF and RR are 7%, and Corporate is 9%, up to the CRA limit. Group RRSP is voluntary. All full-time permanent employees are eligible to participate.</p>		

### Market Presence

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>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 by gender at significant locations of operation to the minimum wage.</p> <p>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.</p> <p>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.</p> <p>d. The definition used for 'significant locations of operation.'</p>	<p>No sites pay minimum wage. All wages are higher than minimum wage.</p>		
202-2	Proportion of senior management hired from the local community	<p>a. Percentage of senior management at significant locations of operation who are hired from the local community.</p> <p>b. The definition used for 'senior management.'</p> <p>Is there a global policy or common practices for granting preference to local residents when hiring in significant locations of operations?</p>	<p>89% of senior management hired from the local community. Senior management defined as Department Managers and General Manager. It is common practice to give preference to local residents of the Kamloops area.</p>	<p>0% of senior management hired from the local community. Senior management defined as senior leadership, General Manager, Departmental Managers. Local hiring is preferential, especially in reference to our Impact Benefit Agreements (IBAs). 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.</p>	<p>6% of senior management hired from the local community. Senior management defined as Managers, Department Chief and Supervisors. The policy treatment is equal to all employees. The objective of our policy is the employee's welfare to achieve the objectives of the Company.</p>







# GRI Tables

## Economic Indicators 2021

### Indirect Economic Impacts

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
203-1	Infrastructure investments and services supported	<p>a. Extent of development of significant infrastructure investments and services supported.</p> <p>i. What was the extent of the development?</p> <p>ii. What was the cost?</p> <p>iii. What was the duration?</p> <p>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</p> <p>c. Whether these investments and services are commercial, in-kind or pro bono engagements.</p>	<p>Community Engagement, page 33-36</p> <p>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.</p> <p>\$10,000 was donated to the United Way BC Flood Response fund.</p> <p>Community investment is made to different organizations within 100km of New Afton Mine site. We support four categories: Arts, Culture and Recreation; Education; Environment; Social and Community.</p> <p>In-kind donations and sponsorships are made through the Community Investment Committee, and Social Committee and in-kind donations are made through site departments.</p>	<p>Rainy River donated C\$100,000 for permanent debris containment fencing for the Township of Chapple Shenston Landfill site, which is planned to be completed in 2022. This donation supports the Township of Chapple Shenston Landfill Management plan and expands the capacity of the Landfill for local residents' use. The fencing also mitigates plastic and debris entering neighbouring properties.</p>	<p>Drainage and sewage system improvement, pavements on main streets improvement and church restoration totaled a donation of US\$1,765,317 throughout 2021. This resulted in very positive impacts on communities due to improved living conditions and improved infrastructure support for tourism in the municipality.</p>

### Procurement Practices

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
204-1	Proportion of spending on local suppliers	<p>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).</p> <p>i. Percentage of total procurement spent on local suppliers (community/local vendors).</p> <p>ii. Percentage of total procurement spent on national vendors.</p> <p>b. The organization's geographical definition of 'local.'</p> <p>c. The definition used for 'significant locations of operation.'</p>	<p>Community Engagement, page 33-36</p> <p>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.</p> <p>New Gold outlines procurement targets, policies and commitments in the Community Engagement and Development Management Standard (CEDMS) that is implemented at each site. Each site is audited on the CEDMS on a three-year cycle—internally audited, peer audited, and externally audited.</p>		





# GRI Tables

## Economic Indicators 2021

### Anti-Corruption

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
205-1	Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	100% – New Gold assesses risk associated with corruption at all levels of company activity. No significant risks associated with corruption have been identified.		
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. 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. 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. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	a. 100% b. 100%, not broken down by employee category c. 100% d. 100% e. 100%, not broken down by employee category In addition, New Gold requests third-party contractors to sign off on policies.	a. 100% b. 100%, not broken down by employee category c. 100% d. 0% e. 100%, not broken down by employee category In addition, New Gold requests third-party contractors to sign off on policies.	a. 100% b. 100%, not broken down by employee category c. 100% d. Not applicable e. 100%, not broken down by employee category In addition, New Gold requests third-party contractors to sign off on policies.

## Environmental Indicators 2021

### Materials

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
301-1	Materials used by weight or volume	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by i. non-renewable materials used; ii. renewable materials used.	Non-renewable materials: SO <sub>2</sub> : 0 Potassium Amyl Xanthate 85% minimum: 200,350 kg Polyfroth h57: 13,0443 kg Renewable materials: None	Non-renewable materials: Transmission oil: 150,903.5 L Sulfur dioxide: 2,960 MT Diesel: 46,975,881 L Gasoline: 1,074,345 L Propane: 2,914,411 L Sodium Cyanide: 2,278.5 L Other types of oil: 69,144 L Motor/drill oil: 9,431,034 L Hydraulic oil: 174,150 L Grease: 93,718 kg Ferric sulphate: 75,321 kg Engine oil: 268,550 L Compressor oil: 57 L Carbon: 309,500 kg 5" balls: 3,481 MT 2" balls: 3,901 MT Antiscalant: 147,450 kg Cyanide: 2,314,431 kg Flocculant: 132,000 kg Caustic soda: 492,948 kg Renewable materials: Not available	Non-renewable materials: Acid: 189 L Caustic soda: 0.37 metric tons (t) Antiscalant: 10,334 kg Diesel: 510 KL Engine oil: 600 L Renewable materials: None







# GRI Tables

## Environmental Indicators 2021

### Energy

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic boundary.</li> </ul>	Our Approach to Sustainability, page 9-13 Climate change, page 19-22 This topic boundary includes energy used for all mining and milling activities along with the associated services carried out at New Gold managed operations. The use of energy for all the mining and milling activities and associated services is New Gold's primary source of GHG emissions. This topic 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.		
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	Our Approach to Sustainability, page 9-13 Climate change, page 19-22		
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	Our Approach to Sustainability, page 9-13 Climate change, page 19-22		
			<b>New Afton</b>	<b>Rainy River</b>	<b>Cerro San Pedro</b>
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</li> <li>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</li> <li>c. In joules, watt-hours or multiples, the total                             <ul style="list-style-type: none"> <li>Electricity consumption (GJ)</li> <li>Heating consumption</li> <li>Cooling consumption</li> <li>Steam consumption</li> </ul> </li> <li>d. In joules, watt-hours or multiples, the total                             <ul style="list-style-type: none"> <li>Heating sold</li> <li>Cooling sold</li> <li>Steam sold</li> </ul> </li> <li>e. Total energy consumption within the organization (GJ).</li> <li>f. Standards, methodologies, assumptions and/or calculation tools used.</li> <li>g. Source of the conversion factors used.</li> </ul>	Climate change, page 19-22 Fuel consumption breakdown: Explosives: 1,029,026.0 kg Diesel: 5,823,603.3 L Gasoline: 112,249.6 L Natural gas: 62,790.1 GJ Propane: 34,433.1 L No fuel consumption from renewable sources. No heating sold, cooling sold or steam sold. Based on energy supplier invoices and delivery details. Conversion factors from the Mining Association of Canada, Energy and GHG Emissions Management Reference Guide; Explosive conversions from supplier.		
			Fuel consumption breakdown: Explosives: 17,073,136 kg Diesel: 47,393,761 L (contractor diesel fuel: 804,016 L) Gasoline: 1,074,344.89 L (920,537 NG; 153,807.89 L contractor purchased) Propane: 2,930,832.5 L No fuel consumption from renewable sources. No heating sold, cooling sold or steam sold. Conversion factors from Natural Resources Canada.	Fuel consumption breakdown: LPG: 590 L = 15.68 GJ Diesel: 510,000 L = 19,740 GJ Gasoline: 360 L = 11.53 GJ No fuel consumption from renewable sources. No heating sold, cooling sold or steam sold. Calorific power used to convert fuels to GJ provided by environmental regulators. Based on monthly energy invoices. Standard conversion factors used.	





# GRI Tables

## Environmental Indicators 2021

Energy continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
302-2	Energy consumption outside of the organization	a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions and/or calculation tools used. c. Source of the conversion factors used.	No energy consumption from outside the organization.	249,486 L of propane (6,370 GJ) (Atkinson CAMP delivery amount 2021) Natural Resources Canada conversions to GJ	No energy consumption from outside the organization.
302-3	Energy intensity	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio, whether fuel, electricity, heating, cooling, steam or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	Climate change, page 19-22  Ratio denominators: Gold production: 215,483 au. eq. oz Thousand tonnes of processed ore: 4,886 Thousand tonnes of moved ore and waste: 4,845 Thousand tonnes of mined ore: 4,471 Includes all energy consumed within the organization.	Ratio denominators: Gold production: 234,469 au. eq. oz Thousand tonnes of material moved: 62,562 Thousand tonnes of processed ore: 9,250 Thousand tonnes of mined ore: 14,514 Diesel fuel, gasoline, propane, emulsion, electricity consumed within and outside of the organization.	GJ/full-time equivalent employees: 407.5 Full-time equivalent employees: 73 Electricity, diesel, gasoline, LPG consumed within the organization.
302-4	Reduction of energy consumption	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions, whether fuel, electricity, heating, cooling, steam or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions and/or calculation tools used.	Climate change, page 19-22  Natural gas, diesel, electricity included in reductions. Analysis using REtScreen; comparison of electrical energy reduction vs. baseline; energy reduction based on comparison to diesel driven equipment; annual reduction in diesel use compared to 2019/2020 average for tailings dam construction.	Energy included in reductions is project specific. Metered measurement before and after implementation project to project basis. High-level measurements are captured for 2019-2020-2021. Electricity savings projects were implemented both in 2020 and 2021.	None

## Water

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-1	Explanation of the material topic and its boundary	a. An explanation of why the topic is material. 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> <li>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.</li> </ul> c. Any specific limitation regarding the topic boundary.	Our Approach to Sustainability, page 9-13 Water, page 29-31





# GRI Tables

## Environmental Indicators 2021

Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
103-2	The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. 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>	Our Approach to Sustainability, page 9-13 Water, page 29-31		
103-3	Evaluation of the management approach	a. An explanation of how the organization evaluates the management approach, including <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	Our Approach to Sustainability, page 9-13 Water, page 29-31		
			New Afton	Rainy River	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). 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. 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. 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.	Water, page 29-31		
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 <ul style="list-style-type: none"> <li>i. how standards for facilities operating in locations with no local discharge requirements were determined;</li> <li>ii. any internally developed water quality standards or guidelines;</li> <li>iii. any sector-specific standards considered;</li> <li>iv. whether the profile of the receiving water body was considered.</li> </ul>	Water, page 29-31		





# GRI Tables

## Environmental Indicators 2021

Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
303-3	Water withdrawal	<p>a. Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> <li>i. Surface water</li> <li>ii. Groundwater</li> <li>iii. Seawater</li> <li>iv. Produced water</li> <li>v. Third-party water</li> </ul> <p>b. Total water withdrawal from all areas with water stress in megalitres, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> <li>i. Surface water</li> <li>ii. Groundwater</li> <li>iii. Seawater</li> <li>iv. Produced water</li> <li>v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.</li> </ul> <p>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:</p> <ul style="list-style-type: none"> <li>i. Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids)</li> <li>ii. Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids)</li> </ul> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.</p>	<p>Water, page 29-31</p> <p>Zero groundwater withdrawal. Some groundwater is collected through interception wells (99 ml) and the underground mine (235 ml); however, this is a mix of native and seepage water from the tailings storage facility (TSF) so it is difficult to determine the actual amount of native/natural groundwater.</p> <p>New Afton does not withdraw seawater, produced water or third-party water.</p> <p>New Afton does not withdraw water from areas of water stress.</p> <p>Total water withdrawal: Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids): 2,700 Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids): 0</p>	<p>Rainy River does not withdraw seawater, produced water or third-party water.</p> <p>Rainy River does not withdraw water from areas of water stress.</p> <p>Total water withdrawal: Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids): Not applicable Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids): Not applicable</p> <p>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.</p>	<p>CSP does not withdraw surface water, seawater, produced water or third-party water.</p> <p>Total water withdrawal: Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids): 100% Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids): 0</p> <p>National water agency requires measurement and reports water consumption by users.</p>
303-4	Water discharge	<p>a. Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable:</p> <ul style="list-style-type: none"> <li>i. Surface water</li> <li>ii. Groundwater</li> <li>iii. Seawater</li> <li>iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.</li> </ul> <p>b. A breakdown of total water discharge to all areas in megalitres by the following categories:</p> <ul style="list-style-type: none"> <li>i. Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids)</li> <li>ii. Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids)</li> </ul> <p>c. Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories:</p> <ul style="list-style-type: none"> <li>i. Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids)</li> <li>ii. Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids)</li> </ul> <p>d. Priority substances of concern for which discharges are treated, including</p> <ul style="list-style-type: none"> <li>i. how priority substances of concern were defined, and any international standard, authoritative list or criteria ;</li> <li>ii. the approach for setting discharge limits for priority substances of concern;</li> <li>iii. number of incidents of non-compliance with discharge limits.</li> </ul> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.</p>	<p>Water, page 29-31</p> <p>New Afton does not actively discharge mine operation water. There is passive runoff, though not from active work areas.</p>	<p>Rainy River does not discharge groundwater, seawater, produced water or third-party water.</p> <p>Total water discharge to all areas: Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids): 100% Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids): 0%</p> <p>No discharge to areas with water stress.</p> <p>Priority substances of concern and discharge limits are defined in permits.</p> <p>Flow, effluent sampling, quality assurance and quality control measures are conducted in accordance with the permit.</p>	<p>No discharge</p>





# GRI Tables

## Environmental Indicators 2021

Water continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
303-5	Water consumption	<ul style="list-style-type: none"> <li>a. Total water consumption from all areas in megalitres.</li> <li>b. Total water consumption from all areas with water stress in megalitres.</li> <li>c. Change in water storage in megalitres, if water storage has been identified as having a significant water-related impact.</li> <li>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, modeled or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</li> </ul>	<p>Water, page 29-31</p> <p>New Afton Mine does pump water from the historic tailings facility, underground mine and interception wells, and constantly recycles water from the New Afton TSF. In total, 13,900 megalitres are used, but the majority of this water is continuously recycled from the TSF.</p> <p>Compiled through direct measurement from flow metres.</p>	<p>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.</p>	<p>National water agency requires measurement and reports water consumption by users.</p>

## Biodiversity

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic Boundary.</li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Biodiversity and Land, page 23-24</p>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Biodiversity and Land, page 23-24</p>





# GRI Tables

## Environmental Indicators 2021

Biodiversity continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	Our Approach to Sustainability, page 9-13 Biodiversity and Land, page 23-24		
			New Afton	Rainy River	Cerro San Pedro
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> <li>a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:                             <ul style="list-style-type: none"> <li>i. Geographic location;</li> <li>ii. Sub-surface and underground land that may be owned, leased or managed by the organization;</li> <li>iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</li> <li>iv. Type of operation (office, manufacturing or production, or extractive);</li> <li>v. Size of operational site in km<sup>2</sup> (or another unit, if appropriate);</li> <li>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater or maritime ecosystem);</li> <li>vii. Biodiversity value characterized by listing of protected status (such as International Union for Conservation of Nature (IUCN) Protected Area Management Categories, Ramsar Convention, national legislation).</li> </ul> </li> </ul>	Biodiversity, page 23-24		
304-2	Significant impacts of activities, products and services on biodiversity	<ul style="list-style-type: none"> <li>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:                             <ul style="list-style-type: none"> <li>i. Construction or use of manufacturing plants, mines and transport infrastructure;</li> <li>ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);</li> <li>iii. Introduction of invasive species, pests and pathogens;</li> <li>iv. Reduction of species;</li> <li>v. Habitat conversion;</li> <li>vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).</li> </ul> </li> <li>b. Significant direct and indirect positive and negative impacts with reference to the following:                             <ul style="list-style-type: none"> <li>i. Species affected;</li> <li>ii. Extent of areas impacted;</li> <li>iii. Duration of impacts;</li> <li>iv. Reversibility or irreversibility of the impacts.</li> </ul> </li> </ul>	Biodiversity and Land, page 23-24  No significant impacts detected to date.		
			No significant impacts detected to date.	No significant impacts detected to date, direct or indirect. Species reduction has occurred where expected but is constrained to expected areas such as the footprint of the open pit, stockpiles, dumps, tailings management area (TMA), ponds, roads and mine-related infrastructure. Overall composition of species remains the same, but numbers would be reduced (i.e., tree clearing). Habitat conversion has occurred where expected but is constrained to expected areas such as the footprint of the open pit, stockpiles, dumps, TMA, ponds, roads and mine-related infrastructure. Areas of fish habitat have been created where they did not exist before to compensate for areas destroyed. Changes to groundwater levels have occurred related to the open pit and conductivity has increased in the receiving water body for RRM effluent. These changes are within expected and approved ranges. To deter access of white-tailed deer, the Rainy River Mine site has a 14km long, 2.4m high fence around the TMA; however, as there are access points for haul trucks and light vehicles, the occasional deer gets into the TMA. The possibility to become stuck on the tailings beach will remain until closure when the beach is capped with water or soil.	Not applicable







# GRI Tables

## Environmental Indicators 2021

Biodiversity continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
304-3	Habitats protected or restored	<p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies and assumptions used.</p>	<p>Biodiversity and Land, page 23-24</p> <p>Zero</p>	<p>Terrestrial habitat has been purchased by New Gold and is private property on which no unauthorized activity is permitted. During baseline studies for the Environmental Assessment, 621 species were identified to or likely to inhabit Rainy River Mine; this list does not include insects. There are no third-party partnerships at this time. As directed by provincial and federal government bodies, terrestrial habitat is monitored by consultants. These areas were selected as suitable by those same government bodies. Aquatic habitat was designed and is monitored by consultants with direction from provincial and federal government bodies.</p>	<p>East Tepetatero with an extension of 78 ha where a reforestation survival study was carried out by the UASLP with results above the standard (75.6%).</p> <p>Percent complete: East waste dump - 100% West waste dump - 100% Open Pit - 100% Leaching Pad - 96.4% Buildings - 40% Monte Caldera Reforestation - 100% Terrero Patio Victoria Remediation - 95%</p>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>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:</p> <p>i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern</p>	Biodiversity and Land, page 23-24		
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	<p>a. Total land disturbed and not yet rehabilitated (opening balance - in hectares).</p> <p>b. Total amount of land newly disturbed within the reporting period (in hectares).</p> <p>c. Total amount of land newly rehabilitated within the reporting period to the agreed end use (in hectares).</p> <p>d. Total land disturbed and not yet rehabilitated (closing balance - in hectares) a+B-c.</p>	Biodiversity and Land, page 23-24		
MM2	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		Biodiversity and Land, page 23-24		





# GRI Tables

## Environmental Indicators 2021

### Emissions

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic boundary.</li> </ul>	Our Approach to Sustainability, page 9-13 Climate change, page 19-22		
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	Our Approach to Sustainability, page 9-13 Climate change, page 19-22		
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	Our Approach to Sustainability, page 9-13 Climate change, page 19-22		
			<b>New Afton</b>	<b>Rainy River</b>	<b>Cerro San Pedro</b>
305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	<ul style="list-style-type: none"> <li>a. Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</li> <li>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).</li> <li>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent).</li> <li>d. Base year for the calculation, if applicable, including                             <ul style="list-style-type: none"> <li>i. the rationale for choosing it</li> <li>ii. emissions in the base year</li> <li>iii. the context for any significant changes in emissions (in tCO<sub>2</sub>e) that triggered recalculations of base year emissions.</li> </ul> </li> <li>e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> <li>f. Consolidation approach for emissions, whether equity share, financial control or operational control.</li> <li>g. Standards, methodologies, assumptions and/or calculation tools used.</li> </ul>	Climate change, page 19-22 Each New Gold site follows the standards and methodologies set out in the site-specific Environment Management System. CO <sub>2</sub> e calculated using global warming potential factors of CH <sub>4</sub> - 25x, N <sub>2</sub> O - 298x, CO <sub>2</sub> - 1. No biogenic CO <sub>2</sub> emissions. Baseline 2020: 20,030 tCO <sub>2</sub> e. GHG emissions quantification in accordance with BC reporting guidelines and Canada's and BC's Greenhouse Gas Reporting Program Quantification Requirements for calculation. Emissions factors are based on BC Hydro specifications. Consolidation approach for emissions: Unknown	CO <sub>2</sub> e calculated using global warming potential factors of CH <sub>4</sub> - 25x, N <sub>2</sub> O - 298x, CO <sub>2</sub> - 1. Insignificant biogenic CO <sub>2</sub> emissions. Baseline 2020: 138,485 tCO <sub>2</sub> e. GHG emissions quantification in accordance with Canada's Greenhouse Gas Reporting Program - Quantification Requirements. Consolidation approach for emissions: Financial control.	Gases included in the calculation include CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs. No biogenic CO <sub>2</sub> emissions. Baseline 2020: 1,031 tCO <sub>2</sub> e. GHG emissions quantification in accordance with Mexican reporting guidelines. Consolidation approach for emissions: Not applicable.





# GRI Tables

## Environmental Indicators 2021

Emissions continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
305-2	Energy indirect (Scope 2) GHG emissions	<p>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 tons of CO<sub>2</sub>).</p> <p>b. If applicable, total market-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>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.</p> <p>d. Indicate base year for the calculation, if applicable, including</p> <ol style="list-style-type: none"> <li>the rationale for choosing it</li> <li>emissions in the base year</li> <li>the context for any significant changes in emissions that triggered recalculations of base year emissions</li> </ol> <p>e. Report source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Report consolidation approach for emissions; whether equity share, financial control or operational control.</p> <p>g. Report standards, methodologies, assumptions and/or calculation tools used.</p>	<p>Climate change, page 19-22</p> <p>Gases included in the calculation are not available.</p> <p>Baseline 2020: 7,058 tCO<sub>2</sub>e.</p> <p>Emission factors and GWP from electricity emission intensity factors for grid-connected entities.</p> <p>Consolidation approach for emissions: Unknown.</p>	<p>Gases included in the calculation are CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</p> <p>Baseline 2020: 5,462 tCO<sub>2</sub>e.</p> <p>Emission factors and GWP from Ontario Electricity Grid system (IESO).</p> <p>Consolidation approach for emissions: Operational.</p>	<p>Gases included in the calculation are not available.</p> <p>Baseline 2020: 3,161 tCO<sub>2</sub>e.</p> <p>GHG emissions quantification in accordance with Mexican reporting guidelines.</p> <p>Consolidation approach for emissions: Not applicable.</p>
305-4	GHG emissions intensity	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>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.</p>	<p>Climate change, page 19-22</p> <p>Ratio denominators: Mill: 4,886 metric tonnes (t) Mine: 4,845 t</p> <p>Intensity ratio includes Scope 1 and 2.</p> <p>Tonnes and g/GJ are calculated for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O (Scope 1 only).</p>	<p>Projects have specific baseline measures and established change measurements according to an established set of industry standards.</p> <p>Intensity ratio includes Scope 1 and 2 only. Scope 2 has seen improvement projects implemented in 2020-2021.</p> <p>GHG calculations include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</p>	<p>Not applicable - in closure.</p>
305-5	Reduction of GHG emissions	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. 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.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place, whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions and/or calculation tools used.</p>	<p>Climate change, page 19-22</p> <p>Base year - 2019: 1,070 tCO<sub>2</sub>e.</p> <p>Reductions cover Scope 1 and 2 emissions.</p> <p>Canada's and BC's Greenhouse Gas Reporting Program Quantification Requirements for calculation.</p> <p>Electricity emissions factors are based on BC Hydro specifications.</p>	<p>Base year - 2019: 95.8 tCO<sub>2</sub>e.</p> <p>Reductions cover Scope 2.</p> <p>Scope 2 Electricity MWh x .02 t/CO<sub>2</sub>e.</p>	<p>Not applicable - in closure.</p>





# GRI Tables

## Environmental Indicators 2021

Emissions continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a. Significant air emissions, in kilograms or multiples, for each of the following: <ol style="list-style-type: none"> <li>NOx</li> <li>SOx</li> <li>Persistent organic pollutants (POP)</li> <li>Volatile organic compounds (VOC)</li> <li>Hazardous air pollutants (HAP)</li> <li>Particulate matter (PM)</li> <li>Other standard categories of air emissions identified in relevant regulations</li> </ol> b. Source of the emission factors used. c. Standards, methodologies, assumptions and/or calculation tools used.	Not available	Not available	Not available

## Waste

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
306-1	Waste generation and significant waste-related impacts	a. For the organization's significant actual and potential waste-related impacts, a description of <ol style="list-style-type: none"> <li>the inputs, activities and outputs that lead or could lead to these impacts;</li> <li>whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain</li> </ol>	Inputs: Fuel, Process Materials/ Equipment Materials, Packaging. Activity: Mining activities and production.	Inputs: Fuel, Process Materials/ Equipment Materials, Packaging. Activity: Mining activities and production.  Waste oil/grease/filters from maintenance of equipment, wood/ crates/plastics/cardboard from packaging of materials. Site wide general waste generated as well.	Not applicable





# GRI Tables

## Environmental Indicators 2021

Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
306-2	Management of significant waste-related impacts	<p>a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p> <p>b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p> <p>c. The processes used to collect and monitor waste-related data.</p>	None	<p>Truck Shop has set up a battery recharge station.</p> <p>Supply Chain is selling our scrap steel for recycling.</p> <p>Haul truck tires are repurposed into storage docks.</p> <p>Scrap belting is given to communities for use in barns and driveways.</p> <p>Third parties collect and remove on-site wastes. The contract states for waste to be collected and removed as per Ontario Regulation 347 and Transportation of Dangerous Goods Act. Site departmental inspections are completed regularly by Environmental personnel, which includes waste. Also, waste bins are checked twice a week to ensure proper segregation.</p> <p>Waste data is collected on an iPad during twice weekly bin inspections and then loaded into a geographic information system (GIS) generated report. Also, monthly site departmental environmental inspections ensure compliance. Data for hazardous waste is collected via manifests and invoices as well.</p>	Not applicable





# GRI Tables

## Environmental Indicators 2021

Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
306-3	Waste generated	<p>a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Contextual information necessary to understand the data and how the data has been compiled.</p>	179 t	<p>In t: 3,008 hazardous waste generated in 2021:</p> <ul style="list-style-type: none"> <li>- acid waste with heavy metals (112-C): 0.02</li> <li>- oil sludges (251-L): 858.1</li> <li>- inorganic acid waste (114-C): 8</li> <li>- waste oils and lubricants (252-L): 2,001</li> <li>- paints (145-l): 0.2</li> <li>- petroleum distillates (213-l): 3.8</li> <li>- inorganic laboratory chemicals (148-L): 4.4</li> <li>- light fuels (221-l): 56.3 m-aliphatic solvents (212-L): 41.8</li> <li>- amines (268-L): 3.7</li> <li>- compressed gases (331-l): 0.08</li> <li>- other specific inorganics (146-T): 13.1</li> <li>- organic laboratory chemicals (263-L): 17.3</li> </ul> <p>Hazardous waste managed in Hazardous Waste Information Network (HWIN); non-hazardous waste is not tracked or reported.</p>	25.2 t







# GRI Tables

## Environmental Indicators 2021

Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
306-4	Waste diverted from disposal	<p>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ol style="list-style-type: none"> <li>Preparation for reuse;</li> <li>Recycling;</li> <li>Other recovery operations.</li> </ol> <p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ol style="list-style-type: none"> <li>Preparation for reuse;</li> <li>Recycling;</li> <li>Other recovery operations.</li> </ol> <p>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal</p> <ol style="list-style-type: none"> <li>on site;</li> <li>off site.</li> </ol> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>Hazardous waste diverted from landfill (recycling or reuse):</p> <ul style="list-style-type: none"> <li>Aerosols – 2.805 t</li> <li>Drained oil filter service – 6.555 t</li> <li>Oily debris – 12.9 t</li> <li>Gear tac – 0.79 t</li> <li>Waste grease – 13.6 t</li> <li>Waste hydraulic hoses tote – 10,727 t</li> <li>Plastic drum recycling – 0.3 t</li> <li>Plastic bottles – 3,870 L</li> <li>Waste fuel – 1,200 L</li> <li>Oily water – 400 L</li> <li>Waste oil – 100,013 L</li> <li>Waste anti-freeze – 3,700 L</li> <li>Total – 10,763.95 t + 109,183 L</li> </ul> <p>Non-hazardous waste diverted from landfill (recycling or reuse):</p> <ul style="list-style-type: none"> <li>Co-mingled – 22.8 t</li> <li>Wood – 205.69 t</li> <li>Mixed C&amp;D – 346 t</li> <li>OCC – 15.15 t</li> <li>General scrap – 763 t</li> <li>Insulated copper wire – 1.1 t</li> <li>Copper (#1 solids) – 0.18 t</li> <li>LG Copper Teck (&gt;60%) – 12.2 t</li> <li>SM Copper Teck (&gt;30%) – 5.2 t</li> <li>Brass (yellow) – 2.43 t</li> <li>Aluminum – 0.51 t</li> <li>Electric motors – 0.34 t</li> <li>OTR tires – 13.1 t</li> <li>Total – 1,387.7 t</li> </ul>	<p>Not reported in 2021 as general waste is not weighed at site. Summary of waste diverted from the data readily available is provided below.</p> <p>Hazardous waste diverted to recycling: Plastic drums and bottles (previously containing hazardous materials) – 40.796 t</p> <p>Lead acid from batteries – 4.217 t</p> <p>Non-hazardous waste diverted form landfill (recycling or reuse):</p> <ul style="list-style-type: none"> <li>Oil filters (drained) – 22,195 t (22,195 kg)</li> <li>Plastic containers under 30 L – 9.53 t (9,530 kg)</li> <li>Plastic pails – 9.07 t (9071 kg)</li> <li>Scrap steel sold for reuse – 156.3 t</li> </ul> <p>Other Non-hazardous Materials Recycled or Reused (not-weighed):</p> <p>Cardboard is recycled when it is clean; The Municipal Landfill Superintendent along with Community, Environment and Warehouse representatives, meet regularly to tour the site for any scrap items that they can use instead of New Gold sending items to the landfill.</p>	<p>Total waste diverted: 25 t</p> <p>The total weight of hazardous waste diverted from disposal is 6 t. The Company has a contract agreement with a certified contractor to dispose of and treat waste.</p> <p>Total non-hazardous waste diverted to recycling: 4.9 t. The total weight of non-hazardous waste diverted from disposal is 19.3 t. The Company has a contract agreement with a certified contractor to dispose of and treat waste.</p> <p>100% diverted from disposal on site.</p>





# GRI Tables

## Environmental Indicators 2021

Waste continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
306-5	Waste directed to disposal	<p>a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery);</li> <li>ii. Incineration (without energy recovery);</li> <li>iii. Landfilling;</li> <li>iv. Other disposal operations.</li> </ul> <p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery);</li> <li>ii. Incineration (without energy recovery);</li> <li>iii. Landfilling;</li> <li>iv. Other disposal operations.</li> </ul> <p>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal</p> <ul style="list-style-type: none"> <li>i. on site;</li> <li>ii. off site.</li> </ul> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	Total weight of hazardous waste and non-hazardous waste directed to disposal not reported.	<p>General waste is not weighed on site. No hazardous waste directed to incineration or landfilling.</p> <p>Total non-hazardous waste directed to disposal:</p> <p>Wood and pallets are burned on site. Bins are not weighed.</p> <p>All general waste bins are sent to the Municipal Landfill. The weight is not measured.</p> <p>Total weight of hazardous waste and non-hazardous waste directed to disposal is not reported.</p>	Not applicable
MM3	Total amounts of overburden, rock, tailings and sludges, and their associated risks		<p>Tailings, page 25-28</p> <p>Total waste rock: 374,000 t</p> <p>Total tailings: 4,791,637 t</p> <p>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 modeling has been completed through the post-closure period to inform effective mine closure. Water quality and hydrogeological modeling have been completed through to the post-closure period to inform effective mine closure, which includes dry closure of the TSF.</p>	<p>Total tailings: 9,249,680 t</p> <p>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 on a designated rock stockpile and will be covered with a layer of overburden and topsoil to prevent oxidization at the end of mine life.</p>	Not applicable. No tailings.





# GRI Tables

## Environmental Indicators 2021

### Environmental Compliance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic boundary.</li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Environment and Social Compliance, page 53-54</p>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Environment and Social Compliance, page 53-54</p>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Environment and Social Compliance, page 53-54</p>
307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> <li>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of                             <ul style="list-style-type: none"> <li>i. total monetary value of significant fines U.S. dollars;</li> <li>ii. total number of non-monetary sanctions;</li> <li>iii. cases brought through dispute resolution mechanisms.</li> </ul> </li> <li>b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</li> </ul>	<p>Environment and Social Compliance, page 53-54</p>





# GRI Tables

## Social Indicators 2021

### Employment

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE							
103-1	Explanation of the material topic and its boundary	a. An explanation of why the topic is material. 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> <li>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.</li> </ul> c. Any specific limitation regarding the topic boundary.	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46 This topic includes all New Gold sites and is limited to New Gold employees and contractors, where applicable.							
103-2	The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. 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>	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46							
103-3	Evaluation of the management approach	a. An explanation of how the organization evaluates the management approach, including <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46							
			<b>New Afton</b>	<b>Rainy River</b>	<b>Cerro San Pedro</b>	<b>Corporate</b>				
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. b. Total number and rate* of employee turnover during the reporting period, by age group, gender and region.  *as a percent of each site's total headcount	Employee Engagement, page 44-46  <table border="0"> <tr> <td style="vertical-align: top;"> <b>New hires:</b>                              Under 30 years old: 61, 9.5%                              30-50 years old: 72, 11.2%                              Over 50 years old: 11, 1.7%                              Total number of employees joining the organization: 144, 22.4%                              Male new hires: 116, 18%                              Female new hires: 28, 4.3%                               Turnover:                              Under 30 years old: 32, 5.0%                              30-50 years old: 32, 5.0%                              Over 50 years old: 13, 2.0%                              Total number of employees leaving employment: 77, 12.0%                              Male turnover: 60, 9.3%                              Female turnover: 17, 2.6%                         </td> <td style="vertical-align: top;"> <b>New hires:</b>                              Under 30 years old: 85, 10.4%                              30-50 years old: 87, 10.7%                              Over 50 years old: 29, 3.6%                              Total number of employees joining the organization: 201, 24.7%                              Male new hires: 154, 18.9%                              Female new hires: 47, 5.8%                               Turnover:                              Under 30 years old: 68, 8.3%                              30-50 years old: 93, 11.4%                              Over 50 years old: 38, 4.7%                              Total number of employees leaving employment: 199, 24.4%                              Male turnover: 156, 56.0%                              Female turnover: 43, 19.1%                         </td> <td style="vertical-align: top;"> <b>New hires:</b>                              Under 30 years old: 0                              30-50 years old: 1, 1.4%                              Over 50 years old: 1, 1.4%                              Total number of employees joining the organization: 2, 2.7%                              Male new hires: 1, 1.4%                              Female new hires: 1, 1.4%                               Turnover:                              Under 30 years old: 7, 9.6%                              30-50 years old: 41, 56%                              Over 50 years old: 11, 15.0%                              Total number of employees leaving employment: 59, 80.8%                              Male turnover: 31, 42.4%                              Female turnover: 28, 38.3%                         </td> <td style="vertical-align: top;"> <b>New hires:</b>                              Under 30 years old: 2, 5.5%                              30-50 years old: 2, 5.5%                              Over 50 years old: 1, 2.7%                              Total number of employees joining the organization: 5, 13.9%                              Male new hires: 3, 8.3%                              Female new hires: 2, 5.5%                               Turnover:                              Under 30 years old: 1, 2.7%                              30-50 years old: 3, 8.3%                              Over 50 years old: 2, 5.5%                              Total number of employees leaving employment: 6, 16.7%                              Male turnover: 3, 8.3%                              Female turnover: 3, 8.3%                         </td> </tr> </table>				<b>New hires:</b> Under 30 years old: 61, 9.5% 30-50 years old: 72, 11.2% Over 50 years old: 11, 1.7% Total number of employees joining the organization: 144, 22.4% Male new hires: 116, 18% Female new hires: 28, 4.3%  Turnover: Under 30 years old: 32, 5.0% 30-50 years old: 32, 5.0% Over 50 years old: 13, 2.0% Total number of employees leaving employment: 77, 12.0% Male turnover: 60, 9.3% Female turnover: 17, 2.6%	<b>New hires:</b> Under 30 years old: 85, 10.4% 30-50 years old: 87, 10.7% Over 50 years old: 29, 3.6% Total number of employees joining the organization: 201, 24.7% Male new hires: 154, 18.9% Female new hires: 47, 5.8%  Turnover: Under 30 years old: 68, 8.3% 30-50 years old: 93, 11.4% Over 50 years old: 38, 4.7% Total number of employees leaving employment: 199, 24.4% Male turnover: 156, 56.0% Female turnover: 43, 19.1%	<b>New hires:</b> Under 30 years old: 0 30-50 years old: 1, 1.4% Over 50 years old: 1, 1.4% Total number of employees joining the organization: 2, 2.7% Male new hires: 1, 1.4% Female new hires: 1, 1.4%  Turnover: Under 30 years old: 7, 9.6% 30-50 years old: 41, 56% Over 50 years old: 11, 15.0% Total number of employees leaving employment: 59, 80.8% Male turnover: 31, 42.4% Female turnover: 28, 38.3%	<b>New hires:</b> Under 30 years old: 2, 5.5% 30-50 years old: 2, 5.5% Over 50 years old: 1, 2.7% Total number of employees joining the organization: 5, 13.9% Male new hires: 3, 8.3% Female new hires: 2, 5.5%  Turnover: Under 30 years old: 1, 2.7% 30-50 years old: 3, 8.3% Over 50 years old: 2, 5.5% Total number of employees leaving employment: 6, 16.7% Male turnover: 3, 8.3% Female turnover: 3, 8.3%
<b>New hires:</b> Under 30 years old: 61, 9.5% 30-50 years old: 72, 11.2% Over 50 years old: 11, 1.7% Total number of employees joining the organization: 144, 22.4% Male new hires: 116, 18% Female new hires: 28, 4.3%  Turnover: Under 30 years old: 32, 5.0% 30-50 years old: 32, 5.0% Over 50 years old: 13, 2.0% Total number of employees leaving employment: 77, 12.0% Male turnover: 60, 9.3% Female turnover: 17, 2.6%	<b>New hires:</b> Under 30 years old: 85, 10.4% 30-50 years old: 87, 10.7% Over 50 years old: 29, 3.6% Total number of employees joining the organization: 201, 24.7% Male new hires: 154, 18.9% Female new hires: 47, 5.8%  Turnover: Under 30 years old: 68, 8.3% 30-50 years old: 93, 11.4% Over 50 years old: 38, 4.7% Total number of employees leaving employment: 199, 24.4% Male turnover: 156, 56.0% Female turnover: 43, 19.1%	<b>New hires:</b> Under 30 years old: 0 30-50 years old: 1, 1.4% Over 50 years old: 1, 1.4% Total number of employees joining the organization: 2, 2.7% Male new hires: 1, 1.4% Female new hires: 1, 1.4%  Turnover: Under 30 years old: 7, 9.6% 30-50 years old: 41, 56% Over 50 years old: 11, 15.0% Total number of employees leaving employment: 59, 80.8% Male turnover: 31, 42.4% Female turnover: 28, 38.3%	<b>New hires:</b> Under 30 years old: 2, 5.5% 30-50 years old: 2, 5.5% Over 50 years old: 1, 2.7% Total number of employees joining the organization: 5, 13.9% Male new hires: 3, 8.3% Female new hires: 2, 5.5%  Turnover: Under 30 years old: 1, 2.7% 30-50 years old: 3, 8.3% Over 50 years old: 2, 5.5% Total number of employees leaving employment: 6, 16.7% Male turnover: 3, 8.3% Female turnover: 3, 8.3%							





# GRI Tables

## Social Indicators 2021

Employment continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE			
			New Afton	Rainy River	Cerro San Pedro	Corporate
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits that 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,</p> <ul style="list-style-type: none"> <li>i. life insurance</li> <li>ii. health care</li> <li>iii. disability and invalidity coverage</li> <li>iv. parental leave</li> <li>v. retirement provision</li> <li>vi. stock ownership</li> <li>vii. others</li> </ul> <p>b. The definition used for 'significant locations of operation.'</p>	Employee Well-Being, page 50-51			
401-3	Parental leave	<p>a. Total number of employees who were entitled to parental leave, by gender.</p> <p>b. Total number of employees who took parental leave, by gender.</p> <p>c. Total number of employees who returned to work in the reporting period after parental leave ended, by gender.</p> <p>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.</p> <p>e. Return to work and retention rates of employees who took parental leave, by gender.</p>	Employee Well-Being, page 50-51			

## Labour/Management Relations

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-1	Explanation of the material topic and its boundary	<p>a. An explanation of why the topic is material.</p> <p>b. The boundary for the material topic, which includes a description of</p> <ul style="list-style-type: none"> <li>i. where the impacts occur;</li> <li>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.</li> </ul> <p>c. Any specific limitation regarding the topic boundary.</p>	<p>Our Approach to Sustainability, page 9-13</p> <p>Employee Engagement, page 44-46</p>
103-2	The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <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>	<p>Our Approach to Sustainability, page 9-13</p> <p>Employee Engagement, page 44-46</p>





# GRI Tables

## Social Indicators 2021

Labour/Management Relations continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: 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.	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46
			New Afton      Rainy River      Cerro San Pedro      Corporate
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. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Employee Engagement, page 44-46
MM4	Number of strikes and lockouts exceeding one week's duration, by country	Number of strikes and lockouts exceeding one week's duration, by country.	Employee Engagement, page 44-46

## Occupational Health and Safety

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-1	Explanation of the material topic and its boundary	a. An explanation of why the topic is material. b. The boundary for the material topic, which includes a description of 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.	Our Approach to Sustainability, page 9-13 Occupational Health and Safety, page 47-49 Employee Well-Being, page 50-51 Health and Safety is decentralized to all operations with oversight from New Gold's corporate office.
103-2	The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. 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	Our Approach to Sustainability, page 9-13 COVID-19 Response, page 17 Occupational Health and Safety, page 47-49 Employee Well-Being, page 50-51
103-3	Evaluation of the management approach	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.	Our Approach to Sustainability, page 9-13 Occupational Health and Safety, page 47-49 Employee Well-Being, page 50-51







# GRI Tables

## Social Indicators 2021

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
			<b>Company-wide</b>
403-1	Occupational health and safety management system	<p>a. A statement of whether an occupational health and safety management system has been implemented, including whether</p> <ul style="list-style-type: none"> <li>i. the system has been implemented because of legal requirements and, if so, a list of the requirements;</li> <li>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.</li> </ul> <p>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.</p>	<p>Occupational Health and Safety, page 47-49</p> <p>New Gold's health and safety system has been implemented based on legal requirements such as Canadian Standards Association (CSA), American National Standards Institute (ANSI), American Conference of Governmental Industrial Hygienists (ACGIH), National Fire Protection Association (NFPA), Natural Resources Canada.</p>
403-2	Hazard identification, risk assessment and incident investigation	<p>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</p> <ul style="list-style-type: none"> <li>i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;</li> <li>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</li> </ul> <p>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.</p> <p>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.</p> <p>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.</p>	<p>Occupational Health and Safety, page 47-49</p> <p>New Gold uses and maintains Health and Safety Management Standards, including Health and Safety Risk Management and Monitoring and Inspection, to provide operational site requirement guidance. Results are evaluated on a monthly, quarterly and annual basis through management review processes outlined in New Gold's Health and Safety Leadership, System Audit and Assurance, and Health and Safety Business Planning standards.</p> <p>Processes for workers to report work-related hazards and hazardous situations are included in the Corporate Health and Safety policy and referred to as the Internal Responsibility System. Under this guidance, workers' responsibilities include reporting work-related hazards under protection from reprisal.</p> <p>The Internal Responsibility System includes the workers' right to refuse unsafe work they believe may harm them, which includes protection from reprisal.</p> <p>The organization uses and maintains Health and Safety system standards, including Incident Management, Health and Safety Risk Management, and System Audit and Insurance.</p>
403-3	Occupational health services	<p>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.</p>	<p>Occupational Health and Safety, page 47-49</p> <p>New Gold's operational sites provide health services to protect the health and safety of workers in relation to their environment by competent and certified individuals, and to comply with legal requirements and recognized standards. Some services are provided at the worksite and, for those that are not, transportation is provided. Workers' rights to privacy are protected. Some services provided are: medical surveillance programs, access to nurses, Level 3 First Responders, online doctors and physiotherapists.</p>
403-4	Worker participation, consultation and communication on occupational health and safety	<p>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.</p> <p>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.</p>	<p>Occupational Health and Safety, page 47-49</p> <p>Occupational health and safety committee meetings seek input from the workforce and encourage worker participation in procedural development and health and safety management system review. Meeting minutes are posted in conspicuous areas for general workforce consumption.</p> <p>100% of employees and contractors are represented through Occupational Health and Safety committees. Meetings are held on a monthly basis and seek consultation from workers.</p>





# GRI Tables

## Social Indicators 2021

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
			<b>Company-wide</b>
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.	Occupational Health and Safety, page 47-49 100% of employees and contractors receive general induction during the onboarding process and specific task-related hazard training.
403-6	Promotion of worker health	a. An explanation of how the organization facilitates workers' access to non-occupational medical and health care services, and the scope of access provided. 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.	Employee Well-Being, page 50-51, COVID-19 Response, page 17 Programs are offered to employees through fitness challenges, mental health support and overall health improvement programs. Medical surveillance programs include hearing conservation and audio metric testing, and flu and virus vaccination programs.
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.	Occupational Health and Safety, page 47-49 Occupational health and safety impacts are managed through New Gold's health and safety management systems.
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, 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; 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; 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. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.	Occupational Health and Safety, page 47-49 New Gold's health and safety management system has been implemented based on various standards and initiatives, including Ontario Statutory requirements prescribed by the Ministry of Labour and Ontario Health and Safety Act, Health, Safety, and Reclamation Code for Mines in British Columbia, CSA Z45001, ISO 45001 guidelines, and OHSAS 18001, among others. All employees are covered by site health and safety management systems. No workers have been excluded from this disclosure.





# GRI Tables

## Social Indicators 2021

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE			
			New Afton	Rainy River	Cerro San Pedro	Company-wide
403-9	Work-related injuries	<p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury;</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</li> <li>iii. The number and rate of recordable work-related injuries;</li> <li>iv. The main types of work-related injury;</li> <li>v. The number of hours worked;</li> <li>vi. Near miss frequency rate (NMFR).</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury;</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</li> <li>iii. The number and rate of recordable work-related injuries;</li> <li>iv. The main types of work-related injury;</li> <li>v. The number of hours worked.</li> </ul> <p>c. The work-related hazards that pose a risk of high-consequence injury, including</p> <ul style="list-style-type: none"> <li>i. how these hazards have been determined;</li> <li>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</li> <li>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</li> </ul> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.</p>	<p>Occupational Health and Safety, page 47-49</p> <p>Employees: Rate of recordable work-related injury: 2.00 Number of near misses: 120 (combined employees and contractors) Contractors: Rate of recordable work-related injury: 3.03 Hazards that pose a risk of high-consequence injury include confined space, falls from heights, moving equipment, mud rush/ unsupported ground, fires, TSF breach, hazardous materials, explosions and vehicle accidents. All determined by High Risk Register development, job hazard assessments (JHA), field level risk assessments (FLRA), and Injury Trend Analysis. All determined by High Risk Register development, JHAs, FLRAs, and Injury Trend Analysis. Rates based on 200,000 hours worked. Hours tracked through security gate tag in/out.</p>	<p>Employees: Rate of recordable work-related injury: 1.47 Number of near misses: 60 (combined employees/ contractors) Contractors: Rate of recordable work-related injury: 2.02 Hazards that pose a risk of high-consequence injury include moving mobile equipment (including Haul Trucks), ground conditions, confined space, welding and grinding, uneven ground, slips and trips, and falling from heights when climbing stairs or exiting equipment. All have been determined from risk assessment. Slips and trips/uneven ground were contributing factors to the lost time injury (LTI) injury rate. Actions taken to eliminate these hazards include eliminating drill steel change out in the pit; equipment will be brought to the shop to work on (even ground, proper tool). Rates based on 200,000 hours worked. Hours are tracked through payroll and monthly contractor reports.</p>	<p>Employees: Rate of recordable work-related injury: 0 Number of near misses: 3 (combined employees/ contractors) Contractors: Rate of recordable work-related injury: 0 Hazards have been determined by using the Hazard and Risk Analysis tool for each process, including exposure, probability and consequences. Actions to eliminate hazards include using operating procedures, contractor control procedures, monitoring of electrical and equipment maintenance programs, monitoring of electrical installations, and inspection programs for areas and equipment, among others. Rates based on 200,000 hours worked. Tracked through supervisor report, payroll system (TRESS), monthly key performance indicators (KPI), and monthly contractors' report, among others.</p>	<p>Employees: Rate of recordable work-related injury: 1.56 Number of near misses: 183 (combined employees/ contractors) Contractors: Rate of recordable work-related injury: 2.12 These hazards have been determined through risk assessment processes identifying fatal risk and critical control processes. Fatal risk of line of fire contributed to a fatality at New Afton during the reporting period where a worker was fatally injured as a result of a mud rush event. Hierarchy of controls is built into investigation and software reporting systems and taken into consideration during the investigative process. The organization maintains a set of Health &amp; Safety System Management standards to provide guidance to operational sites. Requirements to eliminate work-related hazards to minimize risks using the hierarchy of controls is outlined in Occupational Health and Safety Standard – Health and Safety Risk Management. Rates based on 200,000 hours worked.</p>





# GRI Tables

## Social Indicators 2021

Occupational Health and Safety continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE			
			New Afton	Rainy River	Cerro San Pedro	Company-wide
403-10	Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health;</li> <li>ii. The number of cases of recordable work-related ill health;</li> <li>iii. The main types of work-related ill health.</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health;</li> <li>ii. The number of cases of recordable work-related ill health;</li> <li>iii. The main types of work-related ill health.</li> </ul> <p>c. The work-related hazards that pose a risk of ill health, including</p> <ul style="list-style-type: none"> <li>i. how these hazards have been determined;</li> <li>ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;</li> <li>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</li> </ul> <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.</p>	Occupational Health and Safety, page 47-49			
			<p>Primary occupational health hazards present at New Afton include noise, respirable crystalline silica/dust, diesel particulate matter, lead, arsenic, welding fume (primarily manganese, also includes nickel, aluminum and other metals), and carbon disulfide, among others. New Afton has identified occupational health hazards by using a formal industrial hygiene hazard identification risk assessment method (IH-HIRA).</p> <p>New Afton 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.</p> <p>All sampling and personal exposure data is gathered according to methods specified in British Columbia Energy, Mines and Petroleum Resources Workplace Monitoring Procedures Manual.</p>	<p>Rainy River's 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 temperature and COVID-19. Rainy River determined these hazards based on quantitative and qualitative methods (risk registers, occupational hygiene sampling, data mining and statistics).</p> <p>Actions to eliminate these hazards include strengthening the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol, adherence to national standards, and exposure limit values.</p> <p>Quantitative data are based on line management reporting, organizational learnings and industry best practice. RRM reporting is in line with the provincial worker compensation board (WSIB) and Canadian mining association guidelines.</p>	<p>Hazards are determined through the risk analysis of activities, which is done with the participation of those responsible for area safety and medical service.</p> <p>Actions to eliminate these hazards include procedures and training in handling loads, COVID-19 protocols, work operating procedures, and inspection programs for areas and equipment, among others.</p> <p>The data was compiled by our workers' health status reports provided by Medical Services.</p>	<p>Hazards are determined and monitored through industrial hygiene monitoring programs based on anticipation, recognition and control.</p>





# GRI Tables

## Social Indicators 2021

### Training and Education

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE			
103-1	Explanation of the material topic and its boundary	a. An explanation of why the topic is material. 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> <li>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.</li> </ul> c. Any specific limitation regarding the topic boundary.	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46			
103-2	The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. 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>	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46			
103-3	Evaluation of the management approach	a. An explanation of how the organization evaluates the management approach, including <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	Our Approach to Sustainability, page 9-13 Employee Engagement, page 44-46			
			<b>New Afton</b>	<b>Rainy River</b>	<b>Cerro San Pedro</b>	<b>Corporate</b>
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 <ul style="list-style-type: none"> <li>i. gender</li> <li>ii. employee category</li> </ul>	Employee Engagement, page 44-46			
404-2	Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Programs and assistance to upgrade employee skills include confined space, fall protection, overhead crane, first aid, first aid transportation, lead hand, supervisor, and equipment training. New Afton uses LHH Professional Program, specializing in outplacement services and career transitions.	Programs and assistance to upgrade employee skills include supervisory training, apprenticeship training, and on the job training. Rainy River uses LHH Professional Program, specializing in outplacement services and career transitions.	No programs and assistance to upgrade employee skills.	Transition services were provided for one terminated employee.





# GRI Tables

## Social Indicators 2021

### Rights of Indigenous Peoples and Human Rights

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE			
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic boundary.</li> </ul>	Our Approach to Sustainability, page 9-13 Indigenous Rights, page 38-40			
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	Our Approach to Sustainability, page 9-13 Indigenous Rights, page 38-40			
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	Our Approach to Sustainability, page 9-13 Indigenous Rights, page 38-40			
			New Afton	Rainy River	Cerro San Pedro	Corporate
411-1	Incidents of violations involving rights of Indigenous Peoples	<ul style="list-style-type: none"> <li>a. Total number of identified incidents of violations involving the rights of Indigenous Peoples during the reporting period.</li> <li>b. For incidents identified, provide details of the status of the incidents and actions taken with reference to the following:                             <ul style="list-style-type: none"> <li>i. Incidents reviewed by the organization</li> <li>ii. Remediation plans being implemented</li> <li>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes</li> <li>iv. Incidents no longer subject to action</li> </ul> </li> </ul>	Indigenous Rights, page 38-40			
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		Indigenous Rights, page 38-40			







# GRI Tables

## Social Indicators 2021

### Local Communities

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic boundary.</li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Community Engagement, page 33-36</p>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Community Engagement, page 33-36</p>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	<p>Our Approach to Sustainability, page 9-13</p> <p>Community Engagement, page 33-36</p>





# GRI Tables

## Social Indicators 2021

Local Communities continued

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
			New Afton	Rainy River	Cerro San Pedro
413-1	Operations with local community engagement, impact assessments and development programs	<p>a. Percentage of operations with implemented local community engagement, impact assessments and/or development programs, including the use of</p> <ul style="list-style-type: none"> <li>i. Social impact assessments, including gender impact assessments, based on participatory processes</li> <li>ii. Environmental impact assessments and ongoing monitoring</li> <li>iii. Public disclosure of results of environmental and social impact assessments</li> <li>iv. Local community development programs based on local communities' needs</li> <li>v. Stakeholder engagement plans based on stakeholder mapping</li> <li>vi. Broad-based local community consultation committees and processes that include vulnerable groups</li> <li>vii. Works councils, occupational health and safety committees, and other worker representation bodies to deal with impacts</li> <li>viii. Formal local community grievance processes</li> </ul>	<p>Community Engagement, page 33-36</p> <p>100%. New Afton publishes a newsletter three to four times annually to share results via the website, and distribution lists of both internal and external stakeholders. Further, results are shared with authorities and communities of interest.</p> <p>New Afton has a Community Investment program targeted at long-term sustainable investment and targets areas that the community has identified for needs. Community needs are identified with local not-for-profits and a United Way roundtable for funders.</p> <p>Community consultation and committees include New Afton's Employee Engagement Committee, Joint Occupational Health and Safety Committee, and Beyond New Afton Committee. Grievances are shared through New Afton's feedback process, email, telephone and advertisements.</p>	<p>ii-viii: 100%. No social assessments done in 2021. Rainy River's Annual Compliance Report is added to the New Gold website each year, includes ongoing monitoring results, and is responsive to the Federal and Provincial Environmental Assessments.</p> <p>Rainy River has a Sponsorship and Donations program targeted at long-term sustainable investment and is responsive to local community needs.</p> <p>Rainy River has a Communications and Engagement Plan based on our stakeholder mapping and material issues.</p> <p>Rainy River actively engages with all local Indigenous groups in addition to regularly scheduled communication committees and environmental monitoring boards with agreement partners.</p>	<p>100%. During the COVID-19 pandemic, CSP did a social impact assessment to understand the impact on local communities and responded with social programs through the foundation.</p> <p>Results of environmental and social impact assessments have been shared with the authorities and communities.</p> <p>Local community development programs are developed with community committees.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>a. Operations with significant actual and potential negative impacts on local communities, including</p> <ul style="list-style-type: none"> <li>i. the location of the operations;</li> <li>ii. the significant actual and potential negative impacts of operations.</li> </ul>	<p>About New Gold, page 8</p> <p>Community Engagement, page 33-36</p> <p>Indigenous Rights, page 38-40</p> <p>There are potential impacts on the community (e.g., economic impacts) if New Afton Mine closes in 2030. This will have a potential social impact on Kamloops and surrounding areas including employees and their families, as well as non-profits and other organizations that receive community investment support.</p>	<p>There are potential impacts on the surrounding communities if Rainy River Mine closes in 2031. Closure will have a potential social and economic impact on surrounding areas including employees and their families, local businesses, and organizations that receive community investment support.</p>	<p>None</p>
MM6	Number and description of significant disputes relating to land use, and customary rights of local communities and Indigenous Peoples	<p>Number of significant disputes relating to land or resource use of local communities and Indigenous Peoples associated with current, planned or proposed future operations.</p> <p>Status of the disputes relating to land use, and customary rights of local communities and Indigenous Peoples.</p> <p>Definition of 'significant dispute'.</p>	<p>Community Engagement, page 33-36</p>		
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, and customary rights of local communities and Indigenous Peoples, and the outcomes	<p>What actions were taken to resolve disputes related to land use and customary rights of local communities and Indigenous Peoples?</p> <p>Were grievance procedures used?</p> <p>What was the outcome of the procedures used?</p>	<p>Community Engagement, page 33-36</p>		





# GRI Tables

## Social Indicators 2021

### Closure Planning

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE		
103-1	Explanation of the material topic and its boundary	a. An explanation of why the topic is material. 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> <li>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.</li> </ul> c. Any specific limitation regarding the topic boundary.	Our Approach to Sustainability, page 9-13 Closure, page 58-59		
103-2	The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. 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>	Our Approach to Sustainability, page 9-13 Closure, page 58-59		
103-3	Evaluation of the management approach	a. An explanation of how the organization evaluates the management approach, including <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	Our Approach to Sustainability, page 9-13 Closure, page 58-59		
			<b>New Afton</b>	<b>Rainy River</b>	<b>Cerro San Pedro</b>
MM10	Number and percentage of operations with closure plans	Closure plan (yes/no, date of last update, status) Percentage of operations with closure plans	Closure, page 58-59 Consolidated Financial Statements for the year ended December 31, 2021		
			Biophysical Plan in place and updated in 2021 to support C-Zone application. Beyond New Afton Plan to be completed in 2024; conducting ongoing engagement.	2017. Closure Plan process has begun.	Biophysical closure plan, last updated 2020, closure in progress.





# GRI Tables

## Social Indicators 2021

### Diversity and Equal Opportunity

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE				
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>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> <li>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.</li> </ul> </li> <li>c. Any specific limitation regarding the topic boundary.</li> </ul>	Our Approach to Sustainability, page 9-13 Diversity, Equity and Inclusion, page 41-43 This topic includes all New Gold sites and is limited to New Gold employees.				
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>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> </li> </ul>	Our Approach to Sustainability, page 9-13 Diversity, Equity and Inclusion, page 41-43				
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including                             <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul> </li> </ul>	Our Approach to Sustainability, page 9-13 Diversity, Equity and Inclusion, page 41-43				
			<table border="1"> <tr> <td>New Afton</td> <td>Rainy River</td> <td>Cerro San Pedro</td> <td>Corporate</td> </tr> </table>	New Afton	Rainy River	Cerro San Pedro	Corporate
New Afton	Rainy River	Cerro San Pedro	Corporate				
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:                             <ul style="list-style-type: none"> <li>i. Gender;</li> <li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</li> <li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ul> </li> <li>b. Percentage of employees per employee category in each of the following diversity categories:                             <ul style="list-style-type: none"> <li>i. Gender;</li> <li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</li> <li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ul> </li> </ul>	Diversity, Equity and Inclusion, page 41-43				

### Non-discrimination

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>a. Total number of incidents of discrimination during the reporting period.</li> <li>b. Status of the incidents and actions taken with reference to the following:                             <ul style="list-style-type: none"> <li>i. Incident reviewed by the organization;</li> <li>ii. Remediation plans being implemented;</li> <li>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</li> <li>iv. Incident no longer subject to action.</li> </ul> </li> </ul>	Diversity, Equity and Inclusion, page 41-43 Due to confidentiality, all investigations are considered confidential and are not disclosed.





# GRI Tables

## Social Indicators 2021

### Child Labour

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
408-1	Operations and suppliers at significant risk for incidents of child labour	<ul style="list-style-type: none"> <li>a. Operations and suppliers considered to have significant risk for incidents of                             <ul style="list-style-type: none"> <li>i. child labour;</li> <li>ii. young workers exposed to hazardous work.</li> </ul> </li> <li>b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of                             <ul style="list-style-type: none"> <li>i. type of operation (such as manufacturing plant) and supplier or</li> <li>ii. countries or geographic areas with operations and suppliers considered at risk.</li> </ul> </li> <li>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labour.</li> </ul>	No operations and suppliers at New Gold are considered to have significant risk for child labour. New Gold will respect the rights and dignity of employees and will not allow forced, compulsory or child labour, as specified by our <a href="#">Human Rights Policy</a> .

### Forced or Compulsory Labour

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<ul style="list-style-type: none"> <li>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of:                             <ul style="list-style-type: none"> <li>i. type of operation (such as manufacturing plant) and supplier;</li> <li>ii. countries or geographic areas with operations and suppliers considered at risk.</li> </ul> </li> <li>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.</li> </ul>	No operations and suppliers at New Gold are considered to have significant risk for forced or compulsory labour. New Gold will respect the rights and dignity of employees and will not allow forced, compulsory or child labour, as specified by our <a href="#">Human Rights Policy</a> .

### Security Practices

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
410-1	Security personnel trained in human rights policies or procedures	<ul style="list-style-type: none"> <li>a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.</li> <li>b. Whether training requirements also apply to third-party organizations providing security personnel.</li> </ul>	100% of Human Resources employees and contractors at Corporate and Sites are required to comply with the organization's human rights policies and must follow the procedures according to the policy. An acknowledgment form and policies related to human rights are provided to third-party organizations and must be signed and returned to Corporate HR. Local site HR provide third parties with the relative training and policies that must be reviewed.

### Human Rights Assessment

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
412-1	Operations that have been subject to human rights reviews or impact assessments	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	All investigations follow protocols per New Gold's Code of Business Conduct and Ethics, Anti-Racism and Respectful Workplace policies. On occasion, New Gold will also engage a third party investigator for more complex cases.
412-2	Employee training on human rights policies or procedures	<ul style="list-style-type: none"> <li>a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</li> <li>b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</li> </ul>	<p>New Gold has an Annual Compliance Process, which requires all employees site wide to review the Code of Business Conduct and Ethics, and Policies on Anti-Racism, Respectful Workplace, Anti-Bribery and Anti-Corruption. All employees must acknowledge that they have read and understood and will adhere to the policies. Approximate length for training is one hour per employee.</p> <p>100% of all employees site wide are required to sign off. The Compliance Process was launched in November with a deadline of December 31, 2021.</p>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<ul style="list-style-type: none"> <li>a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</li> <li>b. The definition used for 'significant investment agreements'.</li> </ul>	No agreements or contracts have undergone human rights screening.





# GRI Tables

## Social Indicators 2021

### Socioeconomic Compliance

GRI #	DISCLOSURE TITLE	DISCLOSURE REQUIREMENT	DIRECT RESPONSE
419-1	Non-compliance with laws and regulations in the social and economic area	<p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of</p> <ul style="list-style-type: none"> <li>i. total monetary value of significant fines;</li> <li>ii. total number of non-monetary sanctions;</li> <li>iii. cases brought through dispute resolution mechanisms.</li> </ul> <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p>	<p>Environment and Social Compliance, page 53-54</p> <p>New Gold defines a significant fine as anything over US\$100,000.</p>

