

ALLIED GOLD CORPORATION
FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT
REPORT

Reporting Entity

This report is for Allied Gold Corporation (the “Entity” or “Allied”) (BN 788306744). Allied is the parent company of the Allied Gold Corporation group of companies (“Group”) and Allied is an “entity” with reporting obligations under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). No other company in the Group has a reporting obligation under the Act.

This report covers the reporting period from January 1, 2023 to December 31, 2023.

All references in this statement to “we”, “us”, “the Group” and “Allied”, refer to Allied and its subsidiaries as a Group, unless otherwise stated. This report describes the assets, activities and supply chains, and the policies, processes and actions of the Group, notwithstanding Allied being the only “entity” with reporting obligations.

This Entity is not subject to reporting requirements under supply chain legislation in another jurisdiction.

Our Structure and Operations

Our Structure

Allied is a Canadian-based emerging gold producer operating through the Group. The Group has a significant portfolio comprised of operating mines, development projects, and exploration properties in Africa, mainly in Mali, Côte d’Ivoire and Ethiopia.

Allied Gold Corporation is the parent company of the Group. Allied is incorporated in Ontario and trades on the Toronto Stock Exchange. Allied’s headquarters are in Toronto, Ontario, Canada.

The Group’s key operational assets are held under the following entities:

- **Societe d’Exploitation des Mines d’Or de Sadiola SA:** 80% owned by the Group, incorporated in Mali and holds the Group’s interests and operations of the Sadiola Mine
- **Agbaou Gold Operations SA:** 85% owned by the Group, incorporated in Côte d’Ivoire and holds the Group’s interests and operations of the Agbaou Mine
- **Bonikro Gold Mine SA:** 89.89% owned by the Group, incorporated in Côte d’Ivoire and holds the Group’s interests and operations of the Bonikro Mine

- **Kurmuk Gold Mine PLC:** 100% owned by the Group (the Ethiopian government is entitled to 7% upon commercial production), incorporated in Ethiopia and holds the Group's interests in the Kurmuk Project

There are a number of other entities in the Allied Group including holding companies and subsidiaries. Our Annual Information Form is available at www.sedarplus.ca and provides a full breakdown of the company structure.

Our Operations

Our operations include the Bonikro Mine, the Agbaou Mine and the Sadiola Mine. Our activities include exploration, development and the mining and processing of gold. We own and operate open pit mines, the ore from which is processed at our on-site processing plants to produce gold doré bars that are transported to refineries and sold.

Our site operations are supported by dedicated Mining, Processing, Asset Management Geology, Finance and Procurement, Health and Safety, Community, Environment, Human Resources, Legal, External Affairs, Social Performance, and Information Technology teams. Our corporate office in Toronto provides strategic, systems, governance and execution support for the operations and their support functions.

Bonikro Mine

- Location: Côte d'Ivoire
- Profile: open pit operation producing gold as doré bars
- 2023 Production: 99,409 ounces
- Employees: 382 (including corporate office, operations and exploration)
- Contractors: 1494 (including operations and exploration)

Agbaou Mine

- Location: Côte d'Ivoire
- Profile: open pit operation producing gold as doré bars
- 2023 Production: 73,401 ounces
- Employees: 336 (including operations and exploration)
- Contractors: 1002 (including operations)

Sadiola Mine

- Location: Mali
- Profile: open pit operation producing gold as doré bars
- 2023 Production: 171,007 ounces
- Employees: 948 (including corporate office, operations and exploration)
- Contractors: 1488 (including corporate office, operations and exploration)

Our Projects

Allied's operations also include a number of development projects.

Our current projects include:

- Kurmuk Project which includes construction of the Kurmuk gold development project in Ethiopia.
- Oumé Project in Côte D'Ivoire.
- Korali Sud (Diba)/Lakanfla Projects in Mali.

Our Supply Chain

Our Supply Chain Roadmap

The principal elements of the mining life cycle in relation to Allied's supply chain includes:

Exploration

- Drilling Services
- Research and Consulting Services
- Drilling and Exploration Consumables

Development

- Construction and Engineering Services
- Construction Materials

Mining

- Mining Equipment
- Fuel and Lubricants
- Mining Labour
- Consumables
- Transportation
- Mining Services

Processing

- Grinding Media (Steel)
- Reagents and Chemicals
- Electric Power

Logistics

- Air and Ocean Logistics
- Trucking

Refinery

Rehabilitation

- Research and Consulting Services
- Diversified Support Services

Relinquishment

Refineries

Gold doré produced from the Bonikro and Agbaou mines in Côte d'Ivoire was transported to Metalor Technologies in Marin, Switzerland for further refining. Gold doré from the Sadiola mine in Mali was transported to Rand Refinery in Johannesburg, South Africa. Both refineries are members of the London Bullion Market Association (LBMA) Good Delivery List and adhere to the Responsible Sourcing Programme. The policies of each refinery (including their policies on sourcing) are available on their respective websites. Refined gold is credited to the final customer's account on a London LOCO basis.

Our Suppliers

The procurement of goods and services at Allied is executed by operationally based commercial teams, with support from legal professionals. In 2024, local procurement will continue at site while the overall governance of procurement will be transitioned to the head office.

In 2023, a third party performed a desktop assessment of modern slavery risk within the Allied supply chain on 2,060 direct (Tier 1) suppliers from 2021 to Q2 2023. The assessment was based on supplier location, Global Industry Classification Standard (GICS) classification and spend in order to recommend an approach for 2024 and beyond. This desktop review provides an indication of potential risk and enhances Allied's understanding of risk areas within the supply chain to support decision making on supplier engagement and risk mitigation.

Tier 1 Suppliers by Location, Spend and Industry

Allied has a diverse range of Tier 1 suppliers, sourcing products and services from approximately 50 countries. Approximately 53% of suppliers are in Mali and Côte D'Ivoire, comprising 81% of Allied's total spend. Allied's highest spend amounts are mostly not on suppliers with high inherent or adjusted risk ratings.

Allied has 2,060 Tier 1 suppliers. The top four countries with the highest volume of suppliers is Mali, Côte D'Ivoire, South Africa and Australia.

Tier 1 Suppliers - Geographic Risks

Allied has a diverse range of Tier 1 suppliers; while the majority (53%) are from the countries of our operating mines, Mali and Côte d'Ivoire, the geographic distribution of our Tier 1 suppliers spans approximately 50 countries. Of these, the following ten countries were identified as the highest risk countries for modern slavery in the third party desktop assessment of modern slavery risk:

1. China (23 suppliers)
2. Democratic Republic of Congo (1 supplier)
3. Egypt (60 suppliers)
4. Ethiopia (220 suppliers)
5. Nigeria (1 supplier)
6. Mali (236 suppliers)
7. Zimbabwe (2 suppliers)
8. Turkey (1 supplier)
9. Guinea (1 supplier)
10. Indonesia (1 supplier)

Tier 1 Suppliers - Industry Risks

We engage with several industries with a high modern slavery risk because of the nature of our business. The heightened inherent industry risk is driven by the prevalence of casual, temporary, or sub-contracted employment of lower-skilled and often migrant workers. The inherent risk assessment identified, in the third party desktop assessment of modern slavery risk, that the supplier industries which have the highest inherent modern slavery risks include:

1. Agricultural Products (4 suppliers)
2. Construction Materials (21 suppliers)
3. Computer & Electronics Retail (16 suppliers)
4. Industrial Machinery (6 suppliers)
5. Environmental & Facilities Services (43 suppliers)
6. Apparel Retail (12 suppliers)
7. Hotels, Resorts & Cruise Lines (42 suppliers)
8. Technology Hardware, Storage & Peripherals (1 supplier)
9. Consumer Electronics (1 supplier)
10. Textiles (2 suppliers)

Inherent and Adjusted Risk

The inherent risk accounts for both the supplier geographic risk and supplier industry risk, with this subsequently adjusted based on known at-risk products flagged in independent datasets and the assumed complexity of the supply chain of each product.

The assessment identified that 8% of our Tier 1 suppliers were categorised as a high adjusted risk for modern slavery. Within this group, the higher risk suppliers are primarily from the Agricultural Products, Apparel Retail, Computer & Electronics Retail, Construction Materials, and Steel sub-industry groups.

As part of the assessment, the relative risk after weighting by spend was evaluated. The outcome of weighted risk changes the risk profile, with many suppliers with relatively medium inherent slavery risk pulled to the top of the risk profile because of the significant spend amount.

In 2024, we will commence a targeted review of Tier 1 suppliers assessed as inherently high-risk for modern slavery across countries and industries to better understand our residual risks.

Actions Taken to Assess and Manage Forced Labour and Child Labour Risks

Corporate Governance

Following the transition to a public company in September 2023, a key priority has been the review of, and updates to, our corporate policies related to governance and sustainability priorities. Our approach to addressing modern slavery is part of our commitment to human rights.

Our commitment to respect human rights is codified in our recently updated Statement of Commitment - Human Rights, informed by the United Nations Guiding Principles on Business and Human Rights and Voluntary Principles on Security Human Rights. Our commitment to human rights is further augmented and embedded across the business through our Code of Conduct and our supporting corporate policies.

Our Code of Conduct, which was updated in 2023, establishes the Company's expectations around business conduct, with a commitment to conducting business with integrity and in accordance with all applicable legislation. The Code applies to all directors, management, employees, along with those working on our behalf, such as contractors and consultants. The Code is supplemented by a series of more detailed separate policies for topics such as anti-bribery and anti-corruption, insider trading, and whistleblowing. These revised policies were endorsed by the Board in September 2023, and will be supported by an ongoing programme of communication and engagement in 2024.

Other key policies or standards under review or development that will support our overall approach to managing modern slavery include our Human Resources Policy Manual, Social Responsibility Policy, and Procurement Policy. These will be finalised in 2024.

Talent Acquisition

Talent acquisition and the successful recruitment of the right people with the right level of capability at the right time is one of the key people enablers for Allied Gold Corporation. To achieve this and ensure a more sustainable workforce as well as the maximum level of local talent development, we recruit firstly from within the communities in which we operate. To effect this, Allied has agreements in place with the communities surrounding our operations and projects.

In addition, we also aim to meet the standard of the International Labour Organization's 14000 standards, which clearly stipulates the global position against child labour, economic slavery and forced labour. Allied locally advertises available positions at the mine operations and if local suitable candidates cannot be found, national employees that meet the criteria are sourced and if no national skills are available, then we would consider employing external/international employees.

Each of our current operating mines is unionized, which also serves as a secondary stakeholder check and balance in addition to in country labour and legislative bodies that regularly conduct audits on the operations and review each contract offered and each termination made. The sustainability of Allied is as much reliant on our ability to work in and with our local communities and stakeholders as it is to source the best talent that will deliver strong business results.

Operational Risk Assessment

Allied considers proactive risk management an integral part of our business and a key foundation of long-term success in a rapidly changing business context. We have established cross functional processes for understanding and managing financial and non-financial risks, including new and emerging risks that could impact the company. These processes are integrated into all business and decision-making processes, and allow us to systematically identify, evaluate, and manage risks inherent to our business.

Responsible Supply Chain Management

Contract Clauses

In December 2022, we issued updated contract clauses for standard contract templates. All new standard contracts contain clauses related to anti-bribery and corruption, conflicts of interest, modern slavery, and subcontracting. These are in the process of being updated to reflect changes after the going public transaction.

Mapping Supply Chains and External Risk Assessment

See the “Our Suppliers” and “Risks in our Supply Chain” sections above relating to the mapping of our supply chain and contracting an external assessment of risks of forced labour and child labour in Allied’s Tier 1 suppliers undertaken in 2023.

Grievance Mechanisms and Remediation

As indicated in our Statement of Commitments – Human Rights, we are committed to providing access to effective remedy (i.e., site level grievance mechanisms) and will endeavour to remediate human rights impacts including modern slavery that are directly linked to our activities.

Our sites continue to maintain grievance mechanisms as an easily accessible avenue for employees, contractors, and communities to raise concerns or complaints (including those related to human rights issues) and seek a remedy. We recently established a whistleblower service, which provides an independent and confidential channel to raise concerns including malpractice, unlawful, or unethical conduct within the workplace. The Allied whistleblower service is presented on posters throughout our sites and offices and each poster lists various issues that can be reported on including forced labour and child labour.

We report annually on the number of grievances received through our operational employee and community grievance mechanisms. In 2023, there were no modern slavery issues raised through these channels. In 2024, this reporting will be expanded to include any grievances received via the whistleblower service.

We did not identify in 2023 any instances of forced labour or child labour or have any complaints related to forced labour or child labour, and so no remediation measures were required. As we did not identify any instances of forced labour or child labour or have any complaints related to forced labour or child labour in 2023, no remediation of the loss of income was required.

Training

There was no formal training for employees relating to forced labour and/or child labour held in 2023.

Assessing Effectiveness

At this stage, Allied does not have any key risk indicators specific to modern slavery as we have only just started assessing the full risk of modern slavery. We will continue to develop and modify our approach as we formally identify our risks and implement mitigation measures. This will include developing metrics that enable us to track the progress and effectiveness of our actions over time, as we look to continually improve.

Approval and Attestation

This report was made pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act and was approved by the Board of Allied Gold Corporation on May 28, 2024, pursuant to subparagraph 11(4)(a) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

“Peter Marrone”

Peter Marrone

Chairman and Chief Executive Officer

Date: May 28, 2024

I have the authority to bind Allied Gold Corporation