



## ALAMOS GOLD INC.

TSX:AGI | NYSE:AGI

### Supply Chain Policy

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Alamos Gold Inc. (“Alamos” or the “Company”) is a Canadian-based intermediate gold producer with assets in Canada, Mexico, Turkey and the United States. Our values of safety, teamwork, environmental sustainability, integrity and commitment serve as our foundation for doing business the right way with employees, communities, contractors and suppliers.

Alamos is committed to conducting business in an ethical, legal and socially responsible manner. This extends to our contractors and suppliers (together, “Suppliers”) who are critical to Alamos’ success and a vital contributor to the Company’s business. It is Alamos’ objective to partner with Suppliers that share our values and meet our requirements as it relates to this Supply Chain Policy (the “Policy”).

This Policy is intended to govern the conduct of Suppliers to Alamos and our subsidiaries when doing business with or on behalf of Alamos. It establishes a set of minimum standards by which Alamos requires its Suppliers to conduct their business. Alamos’ Suppliers are required to take reasonable measures with their own suppliers to ensure that the standards set out in this Policy are implemented, as relevant.

Suppliers are required to comply with the following standards to become and remain an Alamos supplier:

#### Business Conduct and Ethics

- Comply with the Alamos corporate policies including the [Code of Business Conduct and Ethics](#), [Anti-Bribery and Anti-Corruption Policy](#) and [Sustainability Policy](#).
- Comply with all applicable laws, codes, rules and regulations of the jurisdictions in which they operate, in addition to Canada’s Corruption of Foreign Public Officials Act and the U.S. Foreign Corrupt Practices Act. Where the laws in force are less stringent than the standards described in this Policy, Suppliers must comply with this Policy.

#### Health and Safety

- Implement safety management systems to ensure compliance with applicable health and safety laws and regulations at all times and be actively involved in the improvement of health and safety performance.
- Comply with all Alamos health and safety standards, including site-specific health and safety policies and procedures.
- Provide appropriate training, resources and personal protection to ensure occupational hazards are minimized.
- Where Suppliers provide accommodation, facilities must be clean, safe and meet the basic needs of the workers and, where appropriate, of their families.

## Human Rights

- Comply with the Alamos *Human Rights Policy* and uphold the protection of internationally recognized human rights.
- Do not be complicit in human rights abuses, including by knowingly providing assistance, encouragement or support that contributes to the perpetration of abuse, tolerating such abuse, or remaining inactive or silent in the face of such abuse.
- Ensure that products manufactured or contracted to manufacture do not contain conflict minerals.

## Labour Rights

- Ensure a work environment that complies with the International Labor Organization's *Declaration of Fundamental Principles and Rights at Work* including:
  - Upholding freedom of association and the effective recognition of the right to collective bargaining,
  - Supporting the elimination of all forms of modern slavery including forced and compulsory labour,
  - Supporting the effective abolition of child labour; and
  - Eliminating discrimination in respect of employment and occupation.

## Environmental Performance

- Establish and maintain environmental standards, procedures and controls to ensure compliance with applicable environmental laws, regulations and authorizations at all times.
- Comply with all Alamos environmental standards, including site-specific environmental policies and procedures.
- Support a precautionary approach when there is reasonable suspicion of environmental harm.
- Encourage the continuous improvement of environmental and resource management – reduce, reuse and recycle.
- Encourage the development and diffusion of environmentally friendly technologies.

In addition to complying with these standards, while on location at Alamos properties, Suppliers must comply with applicable Alamos policies and procedures including but not limited to those establishing health and safety, environment and social standards, as may be more fully defined in their contract.

## Violation Reporting

Suppliers, including their officers, management, and personnel, are expected to report suspected violations of the Alamos *Supply Chain Policy* and related policies, by any Supplier or Alamos personnel. Violations can be reported to the Suppliers' contract administrator or using Alamos' confidential reporting hotline:

**Canada/US** toll-free: 1-866-553-3142

**Mexico** toll-free: 001-844-358-0110

**Turkey** access code: 0811-288-0001, toll-free: 844-637-6755

The hotline is also available by completing a web form (available in English, Spanish and Turkish) at [www.alamosgold.ethicspoint.com](http://www.alamosgold.ethicspoint.com).

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This Supply Chain Policy forms part of all agreements between Alamos and its Suppliers. Suppliers are required to comply with this Policy and to ensure that its employees and representatives understand and comply with this Policy. Failure to adhere to this Policy may be grounds for termination of the Supplier relationship and any related agreements.