



eldorado gold

2013
SUSTAINABILITY
REPORT





Letter From The CEO

Eldorado has long been committed to ethical resource development. For more than 20 years, we have developed and operated mines by holding fast to the values of honesty, responsibility and accountability. We are proud of our proven track record of achieving high safety and environmental performance and enhancing the communities where we live and work.

This year marks our third annual sustainability report. By collecting and measuring a wide range of data on everything from employee turnover and the energy efficiency of our mines to the value of our investments in communities, we are able to track our progress from year to year.

On the environment side, we achieved another year with no significant environmental incidents. We are continuing to move towards certifying our sites to international standards, including the International Cyanide Management Code, ISO 14001 and OHSAS 18001.

This was a disappointing year for safety, and I'm saddened to report three fatalities at our operations in 2013. This is unacceptable, and we have taken immediate action to provide additional safety training for our employees and to establish new procedures in some areas.

While safety risks cannot be eliminated, they can be minimized. In 2013, we began rolling out a standardized software system at some of our operations to improve employees' ability to track incidents and share information across sites. We've taken other steps, as well, to improve risk management and foster a workplace culture that puts safety first.

Looking ahead, we continue to set ambitious targets for 2014. We are investing in our people and our operations to help us achieve these targets and to ensure that we continue to be welcome partners in the areas where we operate.

A handwritten signature in blue ink, appearing to read "P. Wright", is centered on the page. The signature is fluid and cursive, with a large initial "P" and a distinct "Wright" following.

Paul N. Wright
Chief Executive Officer



Reporting Guidelines

This report includes data on the economic, environmental and social performance of our five wholly or majority-owned gold mines and our wholly-owned iron ore mine. Unless noted otherwise, we have included as a single group the Greek assets we acquired in 2012 from European Goldfields (Stratoni, Olympias and Skouries) that are operated by our subsidiary Hellas Gold. We discuss construction and development projects in relevant sections. Data covers the full 2013 calendar year.

This report complies with the requirements of the Global Reporting Initiative (GRI) G3.1 Guidelines (<http://www.globalreporting.org/resourcelibrary/G3.1-Sustainability-Reporting-Guidelines.pdf>). We have assessed this report internally and are confident that it meets the requirements for the GRI Application Level C.



Our Stakeholders

Guided by a commitment to operating responsibility and with integrity, Eldorado creates long-lasting relationships with its stakeholders to create value.

We have a broad and inclusive definition of our stakeholders. Our stakeholders include our employees, contractors, suppliers, investors, local community members, all levels of government, non-government organizations, industry groups and value chain members (such as refineries and manufacturers of products that use gold as a raw material).



Materiality

In this report, we discuss those performance indicators that we believe to be most material to our stakeholders. We base this understanding on a wide range of data and observations collected from GRI guidance documents; corporate, regional and site management interviews; our ongoing community engagement activities; perception studies for investors; and communication with various levels of government. Last year we also worked with a third-party consultant to conduct a formal study of top stakeholder issues for our Greek projects.

The following topics were identified as material to Eldorado through this process:

<p>Economic</p>	<p>Performance Indirect economic impacts Procurement practices</p>
<p>Environmental</p>	<p>Materials Energy Water Biodiversity Emissions Mining waste management Land use and rehabilitation Compliance (emissions, spills) Supplier environmental assessment</p>

Environmental grievance mechanisms

Social: Labour Practices and Decent Work

Employment
Labour/management relations
Occupational health and safety
Emergency preparedness
Training and education
Diversity and equal opportunity
Equal remuneration for women and men
Supplier assessment for labour practices
Labour practices grievance mechanisms

Social: Human Rights

Non-discrimination
Freedom of association and collective bargaining
Child labour
Forced or compulsory labour
Security practices
Supplier human rights assessment
Human rights grievance mechanism

Social: Society

Local communities
Anti-corruption
Community resettlement
Supplier assessment for impacts on society
Grievance mechanism for impacts on society

Of these issues, we have reported on those that have the greatest importance to our stakeholders and over which we have the greatest control.



Goals for 2014

- Have zero fatalities.
- Reduce our Lost-Time Incident Frequency Rate (LTIFR) over the next year.
- Improve health, safety and environment incident prevention through increased communication between all sites and by standardizing software used to collect data.
- Have no significant environmental incidents.
- Continue work to become International Cyanide Management Code compliant on site for one or more of our Chinese operations (Jinfeng, White Mountain and Tanjianshan) by 2015.
- Improve the transparency of our commitment to human rights by formalizing a corporate policy.
- Improve transparency by continuing to publish annual sustainability reports to Global Reporting Initiative guidelines.
- Adhere to the World Gold Council Conflict-Free Gold Standard.



2013 Performance

2013	Status	Comment
Zero fatalities	Not achieved	Three Eldorado employees died in 2013. In Turkey, an employee died while driving home in a company vehicle and two employees in China died while working on the job. Please see the Health and Safety section of this report for more information on these tragic accidents and the steps we have taken to minimize workplace risk.
To reduce our LTIFR by at least 10% compared to 2012	Not achieved	Our LTIFR for 2013 was 1.85, a 1.1% decrease from 2012. We continue to prioritize a culture of safety at all of our operations and are working hard to minimize safety incidents.

		For more information on our initiatives in this area, please see the Health and Safety section.
To improve health, safety and environment incident prevention through increased communication between all sites by standardizing software used to collect data	In progress	Health and safety tracking software has now been implemented in Turkey and is in the process of being implemented in China. The software is being used to track incidents and distribute safety alerts between sites. For sites not yet using the tracking software, email is used to communicate safety incidents and share best practices.
To improve and standardize tracking for non-lost-time incidents (medical aid, first aid and near-misses)	In progress	With the implementation of the health and safety tracking software at our Turkish and Chinese sites and further integration of the European Goldfields assets, our reporting on non-lost-time incidents has improved. We are now working to better define each category to ensure greater consistency between countries.
No significant environmental incidents	Achieved	We did not have any significant environmental incidents in 2013. Please see the Environment section of this report for more information on how we protect the environment.
To become certified as compliant in the International Cyanide Management Code at Kışladağ, and prepare for pre-audits for	Achieved	Kışladağ received certification from the International Cyanide Management Institute in December 2013. Our Chinese sites are on track

certification at Jinfeng, Tanjianshan and White Mountain		to achieve compliance on site by 2015.
To become ISO 14001 certified for environmental management at Efemçukuru and all of our Hellas Gold sites	Partially achieved	Efemçukuru received ISO 14001 certification in July 2013. Subsequent audits will be performed on an annual basis. Hellas Gold applied for ISO 14001 certification in 2013. The management system documentation was successfully audited by the certification body, and sites have been visited and audited on a sample basis. Hellas Gold is now in the final stage of the process, with anticipated certification by July 2014.
To become OHSAS 18001 certified for safety management at Efemçukuru and Kışladağ	Partially achieved	Efemçukuru received OHSAS 18001 certification in July 2013, and subsequent audits will be performed on an annual basis. Kışladağ has a well-defined health and safety management system in place and has chosen not to apply for OHSAS 18001 certification at this time.
To improve transparency by continuing to publish annual sustainability reports	Achieved	This is Eldorado's third annual sustainability report.



Employees

Our people make our business possible. Eldorado employees are dedicated to acting responsibly and with integrity, and they take pride in their work and being part of a high-performance culture. We offer our employees rewarding jobs, competitive salaries, and a safe and healthy working environment. Wherever possible, we hire locally and provide opportunities for career and skill development. At the operation and project level, fewer than 1% of our employees are expatriates.

We have excellent relations with our employees. In 2013, we had no employee strikes or lockouts, and there were no reported incidents of discrimination.

NUMBER OF EMPLOYEES AND CONTRACTORS

	Male Employees	Female Employees	Male Contractors	Female Contractors	Total
Kışladağ	678	38	320	4	1040
Efemçukuru	407	26	197	15	645
Turkey – other	46	17	5	1	69
Jinfeng	778	85	517	5	1385
White Mountain	531	75	390	10	1006
Tanjianshan	372	69	171	17	629

Eastern Dragon	30	6	10	0	46
China – other	22	21	0	0	43
Stratoni	438	42	158	11	649
Olympias	366	7	168	13	554
Skouries	36	5	382	7	430
Perama Hill	21	8	0	1	30
Greece – other	20	13	0	0	33
Certej	118	24	37	0	179
Vila Nova	102	9	253	12	376
Tocantinzinho	3	2	13	4	22
Brazil – other	18	6	14	2	40
Canada	28	17	1	0	46
Netherlands	1	2	0	0	3
Barbados	1	0	0	0	1
Total	4,046	477	2,636	102	7,261

Mining is traditionally a male-dominated industry. However, we base our hiring practices on skill and experience rather than gender. At each of our operations, men and women in equivalent positions are paid equal wages.

As part of our commitment to gender equality, we strongly support female education initiatives.

Case Study: Education Initiatives in Turkey

Before we began mining in Turkey, we realized through community consultations that we could make a tangible difference in the areas around Kişladağ and Efemçukuru by investing in education. Our investment has included building construction and improvements, providing uniforms, school supplies and school services, and supporting nursery school classes and campaigns to reduce violence at school. We especially encourage females to become literate and complete higher education levels.

In the three closest communities to Kişladağ, female illiteracy has dropped significantly since we began production, and the number of women completing high school has greatly increased. Each year we sponsor female students from communities around Efemçukuru to pursue post-secondary education, and some graduates of this program now work at the mine.

Case Study: Canadian Society for Educating Girls of Rural China

In May 2013, Eldorado's Beijing office sponsored a 2-day workshop for 24 female university students as part of our collaboration with the Educating Girls in Rural China Foundation. The students participated in a training program focusing on the development of interpersonal skills and personal development. For more information about the Educating Girls of Rural China Initiative, please visit <http://www.egrc.ca/> (<http://www.egrc.ca/>)

ANNUAL EMPLOYEE TURNOVER

	Rate of Employees Entering Employment (%)	Rate of Employees Leaving Employment (%)
Kişladağ	12.2	4.2
Efemçukuru	18.9	5.1
Jinfeng	4.1	7.3
White Mountain	9.4	3.8
Tanjianshan	12.9	9.1
Hellas Gold (Stratoni, Olympias, Skouries)	31.8	1.8
Vila Nova	69.4	11.7
Weighted Average	16.7	5.1

Employee turnover is higher at Vila Nova than at other sites due to the large number of short-term contracts in a region that culturally has a low rate of long-term, full-time positions.

PERCENTAGE OF NATIONAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

	National Employees Covered by Collective Bargaining Agreements (%)
Kişladağ	71.3
Efemçukuru	65.6
Jinfeng	100.0
White Mountain	100.0
Tanjianshan	100.0
Hellas Gold (Stratoni, Olympias, Skouries)	100.0
Vila Nova	100.0
Weighted Average	91.1

Less than 100% of Kişladağ and Efemçukuru employees are covered by collective bargaining agreements as professional, managerial and administrative staff are not included in these agreements.

Union membership at Tanjianshan is voluntary; most employees elect to have Individual Bargaining Agreements.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS

Percentage of Employees Receiving Regular Performance Reviews (%)	
Kişladağ	79.2
Efemçukuru	82.2
Jinfeng	100.0
White Mountain	87.6
Tanjianshan	98.4
Hellas Gold (Stratoni, Olympias, Skouries)	0.0
Vila Nova	76.6
Weighted Average	69.8

No employees at our Hellas Gold sites received a performance review in 2013. As we advance these assets through the development and construction phases, we will also be implementing a human resources system for all sites. This will ensure that as we hire larger numbers of employees, we will have formalized all job descriptions and trained supervisors, foremen and managers in our employee performance review process.

RATIO OF AVERAGE ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE

Ratio of Average Entry-Level Wage to Local Minimum Wage	
Kişladağ	1.35
Efemçukuru	1.27

Jinfeng	1.41
White Mountain	1.52
Tanjianshan	2.43
Hellas Gold (Stratoni, Olympias, Skouries)	1.57
Vila Nova	1.32
Weighted Average	1.55



Human Rights

At Eldorado, we are committed to protecting human rights in all areas of our business operations. As much as possible, we also try to manage the potential impacts of our supply and value chains.

In 2014, we will continue our ongoing dialogue with a wide range of internal and external stakeholders on human rights issues, and we will formalize a corporate human rights policy.

We respect the rights of employees, contractors, workers in our supply chain, local community members and others who may be affected by our business activities. We also support the elimination of all forms of child, forced and compulsory labour. We encourage our business partners to share these commitments to human rights.



Security

Ensuring the safety and security of our employees and contractors is of paramount importance. We are guided by the Voluntary Principles on Security and Human Rights – international guidelines for maintaining the safety and security of operations while fully respecting human rights.

In February 2013, we had an incident at our Skouries Project in Greece. Approximately 50 masked and armed people illegally entered the project site and assaulted two of our security personnel. They also set fire to our temporary construction offices and to several trucks and heavy equipment, most of which were owned by local contractors.

Eldorado cooperates with police and other relevant authorities to ensure the ongoing safety of our employees and assets.

After the incident, there were allegations that police called to the scene used excessive force. Eldorado encourages any individual or group making such claims to file a formal complaint with the relevant judicial authorities.



Health and Safety

Protecting the health and safety of our employees and contractors is a top priority. We are committed to reducing and managing all workplace risks and to ensuring that our employees and contractors return home safely.

In 2013, we recorded a lower lost-time incident frequency rate (LTIFR) than we did in 2012. This improvement partly resulted from our strategy of moving experienced safety managers to locations with higher numbers of safety issues. Some of the safety managers' initiatives have included better defining job descriptions, improving risk management, conducting more thorough incident investigation and analysis and increasing training for hazard recognition.

Our non-lost-time incident frequency rate increased in 2013 from 2012, partly due to increased incident reporting. We are pleased that our staff are doing a more consistent job of reporting incidents and we encourage them to continue doing so. It is only by having access to comprehensive data on all incidents – regardless of severity – that we can continue our strong culture of safety and minimizing risks.

In 2013, we started to roll out our health and safety tracking software to our Chinese operations. This software allows employees to record health and safety incidents, which are then reviewed by our Health and Safety staff. Data can be viewed across all sites, enabling each site to learn from the experience and practices of other Eldorado locations. In Greece, we are currently working to develop a strong culture of safety leadership, management and reporting at our sites, and we will implement the tracking software at these locations at a later date.

We also have health programs at each site to provide immunizations, medical checkups and basic treatments and services for employees, contractors and community members. Each site has stringent safety measures to prevent occupational diseases, and we had no occupational diseases at any of our sites in 2013. We also have programs to reduce the likelihood of endemic and common diseases. For example, our quarterly employee newsletter in Turkey features a health article that discusses the types, causes, symptoms and prevention strategies for various health risks. At Vila Nova, where malaria is endemic, we use mosquito control programs and netting to reduce the prevalence of mosquitoes. There were no cases of malaria at Vila Nova in 2013.

Tragically, we had three employee fatalities in 2013.

A manager from Kişladağ died in a car accident while driving home to Uşak in a company vehicle. The long-time processing manager drifted out of his lane and collided with an oncoming transport truck. Immediately after the accident, we suspended the use of the majority of company vehicles and reviewed our light vehicle management system. Since the review, we have decreased our light vehicle use by over half, held additional safety training for drivers and installed tracking systems to manage compliance with traffic safety rules. We are also in the process of installing these tracking systems in light vehicles at our Chinese operations.

In October, an experienced welder and long-time employee at Tanjianshan was welding a loose pipe in an oxygen plant filter vessel when a flash fire was triggered, burning him and igniting his suit. Sadly, he suffered extensive burns and later passed away. We reviewed the incident and responded by providing staff with additional training to improve their vigilance in hazard recognition. We also assessed the job-specific permits needed to perform various tasks and reinforced the need for employees to complete job safety analyses before doing work.

Despite rigorous standard operating procedures, a young miner at White Mountain was fatally injured by a remotely controlled loader underground in November. After reviewing the circumstances of the incident, we took concrete steps to minimize the risks associated with remote loading activities. These included updating our standard operating procedures, requiring all operators to complete refresher training on risk assessment and job safety analyses, re-training all supervisors on risk awareness, and improving safety measures at remote operation areas. We are also adjusting the management structure in all areas of the operation to ensure closer supervision of work procedures.

Case Study: Kişladağ Safety Incentive Program

In 2013, Kişladağ's safety team started a pilot incentive program to increase employee safety awareness. Employees were given "safety coupons" for submitting safety suggestions, attending training and following safety procedures. At the end of each month, employees used their safety coupons to bid on small prizes at an auction. The incentive program has had a great response, and will be rolled out across several key departments in 2014.



Safety Key Performance Indicators

	2012 LTIFR	2013 LTIFR	Fatalities	Lost Day Rate
Kışladağ	1.97	0.79	1	134.0
Efemçukuru	2.45	2.43	0	6.3
Jinfeng	0.81	2.06	0	24.7
White Mountain	1.81	0.75	1	147.5
Tanjianshan	0.00	1.10	1	186.5
Eastern Dragon	0.00	0.00	0	-
Stratoni	2.76	3.49	0	48.0
Olympias	7.41	4.59	0	29.3
Skouries	7.16	5.60	0	8.3
Perama Hill	0.00	0.00	0	-
Certej	0.00	0.00	0	-
Vila Nova	3.70	1.05	0	4.0
Tocantinzinho	-	4.69	0	14.0
Overall	1.87	1.85	3	49.3

Lost-time incidents (LTIs) are any work-related incidents that require an employee or contractor to take time off work; the lost-time incident frequency rate (LTIFR) is the number of incidents (including fatalities) per million man-hours worked. Occupational diseases result from workplace exposure to a chemical, physical or biological agent, such as lead poisoning or heatstroke. The lost-day rate is the average number of work days lost per lost-time incident. We use 220 days lost per fatality.



Training

Training is an integral part of our health and safety program. Every person doing work on site – whether employee, contractor or visitor from another mine or office – must complete a safety initiation training course and exam. Employees and contractors complete additional role-specific training to enable them to complete their jobs safely and to identify any potential hazards.

For jobs that require higher-risk activities, employees must complete even further training and obtain special work permits before they are able to work at heights, complete hot work, work in confined spaces or complete other tasks. All personnel are also trained to complete job safety analyses before starting a task.

Each Eldorado site has an emergency response team who are trained in emergency protocols, procedures for various emergency scenarios and the use of emergency equipment. These response teams are also available to nearby communities and have been first responders to external emergencies.

AVERAGE HOURS OF TRAINING PER EMPLOYEE

	Average Hours of Training per Employee (Hours)
Kışladağ	23.5
Efemçukuru	40.3
Jinfeng	30.6

White Mountain	18.7
Tanjianshan	40.2
Hellas Gold (Stratoni, Olympias, Skouries)	20.6
Perama Hill	16.0
Certej	32.0
Vila Nova	42.0
Weighted Average	27.8



Safety Management

OHSAS 18001 is a standard for occupational health and safety management systems. We are using or implementing the framework at some of our sites to ensure consistency in risk evaluation and safety management.

Hellas Gold's occupational health and safety management system received OHSAS 18001 certification in November 2012, and it will be re-audited in 2014. Efemçukuru successfully received OHSAS 18001 certification in July 2013.

For more information on OHSAS 18001, please visit <http://www.ohsas-18001-occupational-health-and-safety.com> (<http://www.ohsas-18001-occupational-health-and-safety.com>)



Environment

Over the past two decades, Eldorado has proven its ability to develop, operate and decommission complex mining projects around the world while minimizing its environmental footprint.

We assess potential environmental impacts as part of the Environmental Impact Assessment (EIA) process. We then integrate risk mitigation strategies into the mine design, using appropriate technologies and equipment to best minimize potential impacts.

In line with regulations and our own operating standards, Eldorado strictly monitors and manages its environmental impacts throughout the life of mining operations. Independent local government and academic groups regularly audit our operations to ensure our sites are within allowed limits. In 2013, we began working on an environmental transparency initiative for our Stratoni, Olympias and Skouries sites. In 2014, all of our environmental monitoring data for these operations will be publicly available online.

All of Eldorado's operations have a comprehensive environmental emergency management plan. Each site has a response team trained to respond to different scenarios, and our communication guidelines include procedures for communicating with and involving relevant external groups.

Eldorado had no significant spills in 2013. We also had no environmental fines or sanctions for non-compliance with laws and regulations.



Permitting

Eldorado follows strict safety and environmental regulations in each of the regions in which we operate. These include conducting a full Environmental Impact Assessment (EIA) prior to receiving a permit to operate. An EIA includes a detailed closure and full rehabilitation plan; as such, all of our operations have closure plans in place. Baseline studies are also completed on environmental parameters such as biodiversity, water (surface, ground, potable and sea), air quality (dust and air emissions), soils, noise, mining wastes and biodiversity. Throughout our operations and mine closure activities, we refer back to the baseline data and risk mitigation strategies outlined in our EIAs.



Water

Water is a valuable resource and we recognize the importance of conserving and managing it effectively. At our operations with little water access, we have programs in place to recycle as much water as possible. At our Jinfeng, Efemçukuru and Hellas Gold operations, we have more water than is needed for processing and we must safely drain this water from the mining areas. When excess water is discharged, it is treated at our water treatment plants and tested before being released.

WATER USE AT EACH OPERATION

	Surface Water (x1,000 m ³)	Groundwater (x1,000 m ³)	Municipal Water (x1,000 m ³)	Reused / Recycled Water (x1,000 m ³)	Total Withdrawn (x1,000 m ³)
Kışladağ	0	725	0	19,669	725
Efemçukuru	0	311	0	1,094	311
Jinfeng	2,148	0	0	1,982	2,148
White Mountain	0	239	0	2,619	239
Tanjianshan	705	0	3	922	708
Hellas Gold (Stratoni, Olympias,	0	5,529	75	2,481	5,604

Skouries)					
Vila Nova	28	24	0	1,296	52
Total	2,891	6,828	78	30,063	9,797

The water we use at our sites comes from a variety of sources. Surface water is drawn from rivers, lakes and areas where water naturally collects above ground. Groundwater is drawn from wells or from below ground and includes the water we drain from mining areas. We do not have collection ponds specifically constructed for rainfall, but at Kişladağ a significant amount of rainwater collects on the leach pad, in ponds and in the open pit. Whatever does not evaporate or infiltrate is treated and used in the process.

Municipal water comes from municipal water supply systems. Reused water is recirculated water from our operations, processes or offices without treatment. Recycled water is also recirculated, but is treated prior to recirculation. Discharged water is treated and then discharged into natural sources.

WATER EFFICIENCY

Water Efficiency (m ³ /oz gold produced)	
Kişladağ	2.37
Efemçukuru	3.43
Jinfeng	17.4
White Mountain	3.28
Tanjianshan	6.98
Weighted Average	5.96

DISCHARGED WATER AT EACH OPERATION

	Discharged Water (x1,000 m ³)
Kiřladađ	44
Efemçukuru	0
Jinfeng	467
White Mountain	919
Tanjianshan	0
Hellas Gold (Stratoni, Olympias, Skouries)	5,457
Vila Nova	0
Total	6,887



Energy

Most of Eldorado’s direct energy comes from fossil fuel and electricity. We recognize that emissions from energy use can have environmental impacts. Energy is also one of the key cost factors at our operations.

We strive to reduce the energy used at each site by identifying, evaluating and implementing energy-efficient processes. For example, at Kişladağ we are exploring opportunities to shift away from diesel fuel in both our equipment and on the mine site. In December 2013, we began operating an electric shovel that is significantly reducing energy costs and we are planning a pit electrification project in 2014.

We also report our energy emissions to the CDP (previously Carbon Disclosure Project), and have done so since 2012. By tracking this information on an annual basis, we are in a better position to assess where we can most effectively decrease our energy use.

SCOPE 1 ENERGY USE AT EACH OPERATION

	Scope 1 Energy Use (GJ)
Kişladağ	1,921,423.3
Efemçukuru	52,556.0
Jinfeng	997,328.2
White Mountain	313,845.9
Tanjianshan	1,281,704.3

Hellas Gold (Stratoni, Olympias, Skouries)	43,614.5
Vila Nova	118,143.0
Total	4,728,615.2

Scope 1 energy use encompasses the energy used for on-site stationary and mobile combustion. It includes gasoline, diesel, liquefied propane gas and coal as fuel.

SCOPE 2 ENERGY USE AT EACH OPERATION

	Scope 2 Energy Use (GJ)
Kışladağ	274,453.2
Efemçukuru	131,823.4
Jinfeng	549,253.0
White Mountain	236,120.0
Tanjianshan	311,681.5
Hellas Gold (Stratoni, Olympias, Skouries)	167,270.4
Vila Nova	0.0
Total	1,670,601.5

Scope 2 energy use includes purchased electricity, which is used for powering plants and buildings.

ENERGY EFFICIENCY

Scope 1 and 2 Energy Efficiency (GJ/oz gold produced)	
Kışladağ	7.2
Efemçukuru	2.0
Jinfeng	12.5
White Mountain	7.5
Tanjianshan	15.7
Weighted Average	8.7



Materials Used in Gold Production

We use chemicals at our operations to recover gold from surrounding rock. We manage the risks associated with chemical use by following international and national regulations.

CYANIDE

Cyanide is used safely in many industries around the world. In gold mining, cyanide is used to dissolve gold in order to separate it from the ore.

We take protective measures at each of our sites that use cyanide to ensure the safety of workers and the environment. These include:

- providing employees with extensive training in safe-handling procedures,
- ensuring that appropriate personal protective equipment is being used in all areas where cyanide is in use,
- in some locations, covering ponds containing cyanide with plastic balls to deter birds, and
- detoxifying process streams prior to placing tailings material in tailings dams.

For more information on our use of best practices in handling cyanide, please see the Environmental Management section of this report and our discussion of the Cyanide Code.

LIME

In gold mining, lime is added to the cyanide solution to keep it at a safe pH level. Contact with lime can cause skin and eye irritation. The policies and procedures in place at each operation for dealing with cyanide, such as training, safe handling procedures and the use of appropriate personal protective equipment, also protect employees from lime.

CARBON

Activated carbon does not pose health risks to workers. It is used to extract the gold and cyanide compound from slurry, after which the gold is stripped from the carbon and the carbon is reused.

HYDROCHLORIC ACID

Diluted hydrochloric acid is used to remove impurities from activated carbon before recirculation. Hydrochloric acid is an irritant. Employees who work with the acid are trained in safe handling procedures and required to use personal protective equipment.

SULPHURIC ACID

Sulphuric acid is used at Jinfeng in the BIOX process and at Efemçukuru to modify the pH of the float circuit. Tanjianshan converts gas from the roasting process into sulphuric acid and sells it, a process that eliminates toxic air emissions. Measures such as training, safe handling procedures and the use of appropriate personal protective equipment are in place to protect employees.

SODIUM HYDROXIDE

We use sodium hydroxide to modify the pH to an appropriate level for stripping gold from carbon and electro-winning. Kışladağ uses sodium hydroxide to increase the pH of the solution being processed through the ADR (Adsorption Desorption Regeneration) plant to decrease the adsorption of copper onto the carbon. White Mountain also uses sodium hydroxide to pre-condition the ore prior to leaching, which improves recovery on the ore containing sulphide material. Sodium hydroxide is an irritant and employees working with this chemical are trained in safe handling procedures and required to use personal protective equipment.

**Case Study: Reducing Purchased Chemical Use at
Tanjianshan**

Tanjianshan's ore contains low levels of arsenic, which must be stabilized before disposed of as tailings. Historically, we purchased ferric sulphate for this process. However, we now use the ferric sulphate produced on-site from tailings and waste sulphuric acid (a by-product of ore processing). The mine-produced ferric sulphate has improved efficiency and decreased waste, while ensuring arsenic levels are consistently within regulation limits.

MATERIALS USED IN GOLD PROCESSING AT EACH OPERATION

	Cyanide (t)	Lime (t)	Carbon (t)	Hydrochloric Acid (t)	Sulphuric Acid (t)	Sodium Hydroxide (t)
Kışladağ	6,347	68,049	93	499	0	1,663
Efemçukuru	0	51	0	0	1,522	0
Jinfeng	1,120	20,733	21	221	1,057	151
White Mountain	1,025	1,421	25	102	0	1,801
Tanjianshan	632	5,501	16	521	0	52
Total	9,124	95,755	155	1,343	2,579	3,667



Waste

Mining waste at our operations is mostly waste rock, overburden and tailings. Some overburden and rock can pose a potential toxicity risk to the environment. When a risk is identified, we carefully plan how and where the rock is placed. For example, seepage from rock dumps with acid rock draining potential is collected and treated before being released.

We store our tailings on designated lined pads and take steps during rehabilitation – such as soil capping – to ensure any residual toxins will not cause any environmental effects. When tailings do not pose a toxicity risk, they are recycled where possible for mine backfill. For example, at White Mountain, 509,000 tonnes of waste rock were used in 2013 for backfill, dam building and construction purposes.

WASTE AT EACH OPERATION

	Overburden (1,000 tonnes)	Rock (1,000 tonnes)	Tailings and Sludges (1,000 tonnes)
Kışladağ	72	21,033	0
Efemçukuru	0	80	373
Jinfeng	141	15,495	1,413
White Mountain	0	436	810
Tanjianshan	0	1,419	1,064
Hellas Gold (Stratoni,	0	409	656

Olympias, Skouries)

Vila Nova

0

4,301

115

Total

213

42,737

4,431



Environmental Management

We have built four mines in three countries over a seven-year period with no significant environmental incidents. Each country where we operate has its own safety and environmental regulations, and we strictly adhere to these requirements. We also follow international guidelines to ensure our environmental practices meet the highest standards.

ISO 14001

ISO 14001 is an international standard for best practice in environmental management systems. We believe it is important for our operations to be certified to this recognized global standard.

Kişladağ received ISO 14001 certification in 2012. The site was successfully audited by a third party in 2013 and maintained its certification.

In 2013, Efemçukuru was certified to ISO 14001 and Hellas Gold applied for ISO 14001 certification. The Hellas Gold management system documentation was successfully audited by the certification body in 2013, and sites were visited and audited on a sample basis. Hellas Gold is now in the final stage of becoming ISO 14001 certified.

For more information about ISO 14001, please visit:

www.iso.org/iso/home/standards/management-standards/iso14000.ht

(<http://www.iso.org/iso/home/standards/management-standards/iso14000.ht>)

CYANIDE CODE

The International Cyanide Management Institute (ICMI) developed the Cyanide Code, which outlines best practices for cyanide from production to disposal. In 2012, Eldorado applied for Code certification for all of its cyanide-using mines. By becoming Code signatories, we aim to ensure that all our operations are using global best practice in cyanide use.

In December 2013, Kişladağ was successfully audited and certified as compliant to the Cyanide Code. Our Chinese mines are planning to become compliant at the site level by 2015.

For more information regarding the Cyanide Code, please visit: www.cyanidecode.org (<http://www.cyanidecode.org>).

For more information regarding the use of cyanide in mining, please visit: www.gold.org/about_gold/sustainability/environmental (http://www.gold.org/about_gold/sustainability/environmental).

Case Study: Agriculture near Kişladağ

In 2003, Kişladağ hired an agricultural development specialist to study the effects of the mine on nearby agriculture and to suggest agricultural projects that would support community development. In 2013, he returned to Kişladağ to evaluate the area.

He found a significant increase in the diversity of crops planted as well as the total area being planted. One reason for the increase is better irrigation: water supply was a problem in several communities before Eldorado began operating in the area. While we were developing the mine, we built a pipeline water supply system for the villages most severely impacted by poor water supply. Eldorado's investment in community infrastructure, in combination with a breeding program recommended by the agricultural specialist, has had other positive results. The number of cattle, chickens, sheep and bees raised by community members has more than doubled since 2001.

In 2013, we hired the same consultant to visit our mine sites in Greece to suggest agricultural development projects for the area.



Closure and Reclamation

MINE CLOSURE AND RECLAMATION

Before we begin operating a mine, we have plans in place outlining how we will restore the mine site when the mine is closed.

Often rehabilitation work is ongoing during the life of the mine. For example, at Jinfeng, we have rehabilitated 16 hectares of farmland that had been used as a rock dump. The rehabilitated land is now being used to grow fruit and vegetable crops that are sold to both employees and members of nearby communities in a community market reconstructed by Jinfeng in 2013. We began this rehabilitation project in 2012 and will continue to add to the fertile land base while we operate the mine.

At our Olympias site, we are overseeing one of the largest environmental rehabilitation projects in Greece as we clean up more than 2.4 million tonnes of tailings left behind from previous mining activities in the Olympias Valley between 1976 and 1995. As part of this work, we are removing the old tailings and purifying them, and we are restoring soil so that it can support vegetation. In collaboration with environmental experts at Aristotle University, we are identifying native plants best suited to the area and growing them in our nursery. We will then plant them at the site.

ADDITIONAL LAND DISTURBED OR REHABILITATED AT EACH OPERATION IN 2013

	Additional Land Disturbed (ha)	Additional Land Rehabilitated (ha)
Kışladağ	81	7
Efemçukuru	0	2
Jinfeng	0	16
White Mountain	0	2
Tanjianshan	3	0
Hellas Gold (Stratoni, Olympias, Skouries)	88	0
Vila Nova	0	4
Total	172	31



Community

We aim to have positive, long-lasting impacts in the communities where we operate. Our goal is to build positive, mutually beneficial relationships with local communities to enrich lives throughout the full life cycle of our operations.

FULL-CYCLE ENGAGEMENT

We begin engaging with stakeholders in parallel with our initial exploration activities. We respect the right of every person to voice their opinion in a safe, legal and responsible manner and we recognize that different parties have different views.

We engage with local stakeholders in a variety of ways. During the process of applying for permits and completing an Environmental Impact Assessment, we consult with local community members, municipalities and other stakeholders to identify concerns, develop plans to mitigate potential adverse impacts, explore ways to maximize benefits to local communities and identify areas for investment.

Along with the benefits that come from our projects in terms of employment opportunities and investments in local infrastructure, health and education, we also support initiatives to enhance the long-term economic stability of the area beyond the life of the mine.

IMPACTS ON LOCAL COMMUNITIES

Our mining operations bring tangible benefits to local communities and national economies. Eldorado invests billions of dollars into projects around the globe. Our investments help to create thousands of direct and indirect jobs in local communities. Host governments also benefit from various taxes, including corporate tax, payroll tax and royalties during the life of our projects.

Eldorado is also involved in community improvement. We consult with local stakeholders to identify areas of concern and invest in projects that best mitigate these concerns.

In Vila Nova, for example, we minimized the impact of traffic caused by transporting our iron ore to a public port by reconstructing roads near the port facility, committing to a street-cleaning program and reducing overnight transportation through populated areas.

Our partnerships with local communities are long-term and sustainable. We have established an agricultural company at Efemçukuru to produce wine and olive oil, an agricultural company at White Mountain to produce organic vegetables, and brick factories at both Jinfeng and White Mountain. The factory at Jinfeng will initially use process tailings from the mine to manufacture bricks. These companies will be a source of economic benefit for the communities beyond the lives of the mines.



2013 Corporate Social Responsibility Projects

Some of our local initiatives in 2013 that are building long-term community capacity and resiliency included:

KIŞLADAĞ, TURKEY

- Commenced construction of an 8,000 square metre, 44-classroom building for Usak University
- Construction of classrooms for two local primary schools
- Donation of an ambulance to Usak province

EFEMÇUKURU, TURKEY

- Donation of school uniforms and supplies and funding of a school bus service
- Completion of village road construction projects
- Construction of a reservoir to provide water supply when fighting forest fires

JINFENG, CHINA

- Upgrading of the Kongfang village marketplace
- Installation of solar lamps for local villages
- Donation to support sugarcane crops
- Supporting a brick making factory using process tailings from the mine

TANJIANSHAN, CHINA

- Funding training for doctors in Dachaidan Hospital

- Providing scholarships to local students
- Donation of school supplies to a local kindergarten
- Upgrade of infrastructure for a local village

WHITE MOUNTAIN, CHINA

- Setting up a brick factory company for local community members
- Donation of school supplies and providing heating for schools
- Installation of solar lamps for local villages
- Completion of village road construction projects

HELLAS GOLD (STRATONI, OLYMPIAS AND SKOURIES), GREECE

- Construction of a pipeline for potable water in Stratoni village
- Installation of street lighting and paved roads in local villages
- Construction of public recreation areas, including playgrounds and soccer fields, in local villages
- Repairing roads and other public works in local villages
- Providing internships for students to gain mine-site experience

PERAMA HILL, GREECE

- Construction of roads in Perama village

VILA NOVA, BRAZIL

- Improving roads in communities around the community port
- Creating the Athlete of the Future program to promote sports to young children
- Donation of school supplies and food to local schools

CERTEJ, ROMANIA

- Sponsorship of local athletic programs
- Donations to local schools and daycare programs

VALUE OF 2013 CHARITABLE DONATION AND COMMUNITY SPENDING

Value of Charitable Donations and Community Spending (US\$1,000)	
Kışladağ	3,043.0
Efemçukuru	415.1
Jinfeng	407.5
White Mountain	174.8
Tanjianshan	203.0
Hellas Gold (Stratoni, Olympias, Skouries)	1,522.1
Perama Hill	33.3
Vila Nova	234.6
Certej	124.3
Total	6,157.7



STANDARD DISCLOSURES

GRI Guidelines Application Level

We self declare this report to be GRI Application Level C.

Strategy and Analysis

1.1 Statement from the most senior decision-maker of the organization.

Eldorado has long been committed to ethical resource development. For more than 20 years, we have developed and operated mines by holding fast to the values of honesty, responsibility and accountability. We are proud of our proven track record of achieving high safety and environmental performance and enhancing the communities where we live and work.

This year marks our third annual sustainability report. By collecting and measuring a wide range of data on everything from employee turnover and the energy efficiency of our mines to the value of our investments in communities, we are able to track our progress from year to year.

On the environment side, we achieved another year with no significant environmental incidents. We are continuing to move towards certifying our sites to international standards, including

the International Cyanide Management Code, ISO 14001 and OHSAS 18001.

This was a disappointing year for safety, and I'm saddened to report three fatalities at our operations in 2013. This is unacceptable, and we have taken immediate action to provide additional safety training for our employees and to establish new procedures in some areas.

While safety risks cannot be eliminated, they can be minimized. In 2013, we began rolling out a standardized software system at some of our operations to improve employees' ability to track incidents and share information across sites. We've taken other steps, as well, to improve risk management and foster a workplace culture that puts safety first.

Looking ahead, we continue to set ambitious targets for 2014. We are investing in our people and our operations to help us achieve these targets and to ensure that we continue to be welcome partners in the areas where we operate.



Paul N. Wright
Chief Executive Officer

Organizational Profile

2.1 Name of the organization

Eldorado Gold Corporation

2.2 Primary products or services

Gold

2.3 Operational structure

Please see Eldorado's Annual Information Form

2.4 Head office

Vancouver, Canada

2.5 Locations

5 — Turkey, China, Greece, Brazil, Romania

2.6 Ownership

Eldorado Gold is a public company traded on the TSX (ELD) and NYSE (EGO)

2.7 Customers and markets

Eldorado sells gold dore on the Istanbul Gold Exchange and Shanghai Gold Exchange

2.8 Scale of operations

Eldorado Gold had 7,261 employees as of December 31, 2013 and 7 operating mines. 2013 gold production was 721,201 ounces and total revenue was US\$1,124 million.

2.9 Significant changes during the reporting period

None

2.10 Awards during the reporting period

None

3.1 Reporting period

2013 calendar year

3.2 Date of most recent report

2012 calendar year
(<http://www.eldoradogold.com/uploads/investor-relations-pdf/AR2012.pdf>)

3.3 Reporting cycle

Annual

3.4 Contact

Please visit our Contact Us (</contact-us/>) page.

3.5 Defining content

In this report, we discuss those performance indicators that we believe to be most material to our stakeholders. We base this understanding on a wide range of data and observations collected from GRI guidance documents; corporate, regional and site management interviews; our ongoing community engagement activities; perception studies for investors; and communication with various levels of government. Last year we also worked with a third-party consultant to conduct a formal study of top stakeholder issues for our Greek projects.

The following topics were identified as material to Eldorado through this process:

Economic	Performance
	Indirect economic impacts
	Procurement practices
Environmental	Materials

Energy

Water

Biodiversity

Emissions

Mining waste management

Land use and rehabilitation

Compliance (emissions, spills)

Supplier environmental
assessment

Environmental grievance
mechanisms

Social: Labour Practices and
Decent Work

Employment

Labour/management relations

Occupational health and safety

Emergency preparedness

Training and education

Diversity and equal opportunity

Equal remuneration for women and
men

Supplier assessment for labour
practices

Labour practices grievance
mechanisms

Social: Human Rights

Non-discrimination

Freedom of association and
collective bargaining

Child labour

Forced or compulsory labour

Security practices

Supplier human rights assessment
Human rights grievance mechanism

Social: Society	Local communities
	Anti-corruption
	Community resettlement
	Supplier assessment for impacts on society
	Grievance mechanism for impacts on society

Of these issues, we have reported on those that have the greatest importance to our stakeholders and over which we have the greatest control.

3.6 Boundary

This report includes data on the economic, environmental and social performance of our five wholly or majority-owned gold mines and our wholly-owned iron ore mine. Unless noted otherwise, we have included as a single group the Greek assets we acquired in 2012 from European Goldfields (Stratoni, Olympias and Skouries) that are operated by our subsidiary Hellas Gold. We discuss construction and development projects in relevant sections. Data covers the full 2013 calendar year.

3.7 Limitations on scope or boundary

We have not reported on properties or businesses outside of our operational control. Construction and development projects are discussed in relevant sections and when data is available.

3.8 Basis for reporting on joint ventures and subsidiaries

We have reported on joint ventures and subsidiaries over which we have operational control.

3.10 Restatements from previous reports

No restatements

3.11 Significant changes from previous reporting periods

None

3.12 Location of the Standard Disclosures in the report

This document

Governance, Commitments, and Engagement

4.1 Governance structure

Board Committees (/who-we-are/leadership/#boardcommittees)

4.2 Board independence – Chair

The Chair of the Board of Directors is not an executive officer

4.3 Board independence – Directors

8 of 9 directors are independent

4.4 Shareholder resolutions

We have procedures in place to communicate with our various stakeholders – shareholders and employees.

We follow a communications policy that outlines our commitment to full, accurate, clear and timely disclosure of all publicly available information including our financial disclosure documents and significant investor materials.

Shareholders can submit written enquiries to Management through our Investor Relations Department. The Board recognizes that while communication with shareholders is predominantly the responsibility of Management, it is important that the Board undertake constructive engagement with shareholders to encourage shareholders to provide their views on governance matters. You can communicate directly with the Board by writing to the Chairman of the Board at our corporate office:

Chairman of the Board
c/o Corporate Secretary
Eldorado Gold Corporation
Suite 1188 - 550 Burrard Street
Vancouver, B.C. V6C2B5
PRIVATE & CONFIDENTIAL

If you have a shareholder proposal to be presented at our 2015 annual general meeting, it must be sent to our corporate secretary by January 2, 2015 for it to be considered for inclusion in our 2015 management proxy circular.

The Corporate Secretary
Eldorado Gold Corporation
Suite 1188 - 550 Burrard Street
Vancouver, B.C. V6C2B5
PRIVATE & CONFIDENTIAL

e-mail: dawnm@eldoradogold.com
(<mailto:dawnm@eldoradogold.com>)
Fax: 604-687-4026

Employees are encouraged to address concerns and enquiries to their immediate supervisor or human resources manager.

4.14 Stakeholders

Our stakeholders include our employees, contractors, suppliers, investors, local community members, all levels of government, non-government organizations, industry groups and value chain members (such as refineries and manufacturers of products that use gold as a raw material).

4.15 Stakeholder identification

We have a broad and inclusive definition of our stakeholders and are open to all engagement conducted in a mutually respectful manner. The decision to engage with various groups is made internally.

ECONOMIC

EC1 — Direct economic value

See 14-02-FS-MDA-2013 (<http://www.eldoradogold.com/uploads/news-release-pdfs/14-02-FS-MDA-2013.pdf>). For donations and other community investments,

Value of Charitable Donations and Community Spending (US \$1,000)	
Kışladağ	3,043.0
Efemçukuru	415.1
Jinfeng	407.5
White Mountain	174.8
Tanjianshan	203.0
Hellas Gold (Stratoni, Olympias, Skouries)	1,522.1
Perama Hill	33.3
Vila Nova	234.6
Certej	124.3
Total	6,157.7

EC5 — Ratio of average entry-level wage to local minimum wage

Ratio of Average Entry-Level Wage to Local Minimum Wage	
Kışladağ	1.35

Efemçukuru	1.27
Jinfeng	1.41
White Mountain	1.52
Tanjianshan	2.43
Hellas Gold (Stratoni, Olympias, Skouries)	1.57
Vila Nova	1.32
Weighted Average	1.55

ENVIRONMENTAL

EN1 — Materials used by weight or volume

Materials Used in Gold Processing at Each Operation

	Cyanide (t)	Lime (t)	Carbon (t)	Hydrochloric Acid (t)	Sulphuric Acid (t)	Sodium Hydroxide (t)
Kışladağ	6,347	68,049	93	499	0	1,663
Efemçukuru	0	51	0	0	1,522	0
Jinfeng	1,120	20,733	21	221	1,057	151
White Mountain	1,025	1,421	25	102	0	1,801
Tanjianshan	632	5,501	16	521	0	52
Total	9,124	95,755	155	1,343	2,579	3,667

EN3 — Direct energy consumption by primary energy source

	Scope 1 Energy Use (GJ)
Kişladağ	1,921,423.3
Efemçukuru	52,556.0
Jinfeng	997,328.2
White Mountain	313,845.9
Tanjianshan	1,281,704.3
Hellas Gold (Stratoni, Olympias, Skouries)	43,614.5
Vila Nova	118,143.0
Total	4,728,615.2

Scope 1 energy use encompasses the energy used for on-site stationary and mobile combustion. It includes gasoline, diesel, liquefied propane gas and coal as fuel.

	Scope 2 Energy Use (GJ)
Kişladağ	274,453.2
Efemçukuru	131,823.4
Jinfeng	549,253.0
White Mountain	236,120.0
Tanjianshan	311,681.5
Hellas Gold (Stratoni, Olympias, Skouries)	167,270.4
Vila Nova	0.0
Total	1,670,601.5

Scope 2 energy use includes purchased electricity, which is used for powering plants and buildings.

EN8 — Total water withdrawal by source

Water Use at Each Operation

	Surface Water (x1,000 m ³)	Groundwater (x1,000 m ³)	Municipal Water (x1,000 m ³)	Reused / Recycled Water (x1,000 m ³)	Total Withdrawn (x1,000 m ³)
Kışladağ	0	725	0	19,669	725
Efemçukuru	0	311	0	1,094	311
Jinfeng	2,148	0	0	1,982	2,148
White Mountain	0	239	0	2,619	239
Tanjianshan	705	0	3	922	708
Hellas Gold (Stratoni, Olympias, Skouries)	0	5,529	75	2,481	5,604
Vila Nova	28	24	0	1,296	52
Total	2,891	6,828	78	30,063	9,797

The water we use at our sites comes from a variety of sources. Surface water is drawn from rivers, lakes and areas where water naturally collects above ground. Groundwater is drawn from wells or from below ground and includes the water we drain from mining areas. We do not have collection ponds specifically constructed for rainfall, but at Kışladağ a significant amount of rainwater collects on the leach pad, in ponds and in the open pit. Whatever does not evaporate or infiltrate is treated and used in the process.

Municipal water comes from municipal water supply systems. Reused water is recirculated water from our operations, processes or offices without treatment. Recycled water is also recirculated, but is treated prior to recirculation. Discharged water is treated and then discharged into natural sources.

EN10 — Percentage and total volume of water recycled and reused

Water Use at Each Operation

	Surface Water (x1,000 m ³)	Groundwater (x1,000 m ³)	Municipal Water (x1,000 m ³)	Reused / Recycled Water (x1,000 m ³)	Total Withdrawn (x1,000 m ³)
Kışladağ	0	725	0	19,669	725
Efemçukuru	0	311	0	1,094	311
Jinfeng	2,148	0	0	1,982	2,148
White Mountain	0	239	0	2,619	239
Tanjianshan	705	0	3	922	708
Hellas Gold (Stratoni, Olympias, Skouries)	0	5,529	75	2,481	5,604
Vila Nova	28	24	0	1,296	52
Total	2,891	6,828	78	30,063	9,797

The water we use at our sites comes from a variety of sources. Surface water is drawn from rivers, lakes and areas where water naturally collects above ground. Groundwater is drawn from wells or from below ground and includes the water we drain from mining areas. We do not have collection ponds specifically constructed for rainfall, but at Kışladağ a significant amount of rainwater collects on the leach pad, in ponds and in the open pit. Whatever does not evaporate or infiltrate is treated and used in the process.

Municipal water comes from municipal water supply systems. Reused water is recirculated water from our operations, processes or offices without treatment. Recycled water is also recirculated, but is treated prior to recirculation. Discharged water is treated and then discharged into natural sources.

MM1 – Land (owned or leased) disturbed or rehabilitated

	Additional Land Disturbed (ha)	Additional Land Rehabilitated (ha)
Kiřladađ	81	7
Efemçukuru	0	2
Jinfeng	0	16
White Mountain	0	2
Tanjianshan	3	0
Hellas Gold (Stratoni, Olympias, Skouries)	88	0
Vila Nova	0	4
Total	172	31

EN21 – Total water discharge by quality and destination

	Discharged Water (x1,000 m ³)
Kiřladađ	44
Efemçukuru	0
Jinfeng	467
White Mountain	919
Tanjianshan	0
Hellas Gold (Stratoni, Olympias, Skouries)	5,457
Vila Nova	0
Total	6,887

MM3 — Waste at each operation

	Overburden (1,000 tonnes)	Rock (1,000 tonnes)	Tailings and Sludges (1,000 tonnes)
Kışladağ	72	21,033	0
Efemçukuru	0	80	373
Jinfeng	141	15,495	1,413
White Mountain	0	436	810
Tanjianshan	0	1,419	1,064
Hellas Gold (Stratoni, Olympias, Skouries)	0	409	656
Vila Nova	0	4,301	115
Total	213	42,737	4,431

EN23 — Total number and volumes of significant spills

Eldorado had no significant spills in 2013.

EN28 — Significant fines and number of non-monetary sanctions

We had no environmental fines or sanctions for non-compliance with laws and regulations.

LABOR PRACTICES AND DECENT WORK

LA1 — Workforce (by employment type, employment contract, and region)

	Male Employees	Female Employees	Male Contractors	Female Contractors	Total
Kışladağ	678	38	320	4	1040

Efemçukuru	407	26	197	15	645
Turkey – other	46	17	5	1	69
Jinfeng	778	85	517	5	1385
White Mountain	531	75	390	10	1006
			Text		
Tanjianshan	372	69	171	17	629
Eastern Dragon	30	6	10	0	46
China – other	22	21	0	0	43
Stratoni	438	42	158	11	649
Olympias	366	7	168	13	554
Skouries	36	5	382	7	430
Perama Hill	21	8	0	1	30
Greece – other	20	13	0	0	33
Certej	118	24	37	0	179
Vila Nova	102	9	253	12	376
Tocantinzinho	3	2	13	4	22
Brazil – other	18	6	14	2	40
Canada	28	17	1	0	46
Netherlands	1	2	0	0	3
Barbados	1	0	0	0	1
Total	4,046	477	2,636	102	7,261

LA2 – Employee Turnover (by region)

	Rate of Employees Entering Employment (%)	Rate of Employees Leaving Employment (%)
Kışladağ	12.2	4.2
Efemçukuru	18.9	5.1
Jinfeng	4.1	7.3
White Mountain	9.4	3.8
Tanjianshan	12.9	9.1
Hellas Gold (Stratoni, Olympias, Skouries)	31.8	1.8
Vila Nova	69.4	11.7
Weighted Average	16.7	5.1

Employee turnover is higher at Vila Nova than at other sites due to the large number of short-term contracts in a region that culturally has a low rate of long-term, full-time positions.

LA4 – Collective bargaining agreements

	National Employees Covered by Collective Bargaining Agreements (%)
Kiřladađ	71.3
Efemçukuru	65.6
Jinfeng	100.0
White Mountain	100.0
Tanjianshan	100.0
Hellas Gold (Stratoni, Olympias, Skouries)	100.0
Vila Nova	100.0
Weighted Average	91.1

Less than 100% of Kiřladađ and Efemçukuru employees are covered by collective bargaining agreements as professional, managerial and administrative staff are not included in these agreements.

Union membership at Tanjianshan is voluntary; most employees elect to have Individual Bargaining Agreements.

MM4 – Strikes and lock-outs exceeding one week's duration, by country

In 2013, we had no employee strikes or lockouts.

LA7 – Injury frequency and missed work by region

	2012 LTIFR	2013 LTIFR	Fatalities	Lost Day Rate
Kiřladađ	1.97	0.79	1	134.0
Efemçukuru	2.45	2.43	0	6.3
Jinfeng	0.81	2.06	0	24.7
White Mountain	1.81	0.75	1	147.5

Tanjianshan	0.00	1.10	1	186.5
Eastern Dragon	0.00	0.00	0	-
Stratoni	2.76	3.49	0	48.0
Olympias	7.41	4.59	0	29.3
Skouries	7.16	5.60	0	8.3
Perama Hill	0.00	0.00	0	-
Certej	0.00	0.00	0	-
Vila Nova	3.70	1.05	0	4.0
Tocantinzinho	-	4.69	0	14.0
Overall	1.87	1.85	3	49.3

Lost-time incidents (LTIs) are any work-related incidents that require an employee or contractor to take time off work; the lost-time incident frequency rate (LTIFR) is the number of incidents (including fatalities) per million man-hours worked. Occupational diseases result from workplace exposure to a chemical, physical or biological agent, such as lead poisoning or heatstroke. The lost-day rate is the average number of work days lost per lost-time incident. We use 220 days lost per fatality.

LA10 – Average hours of training per employee

Average Hours of Training per Employee (Hours)	
Kışladağ	23.5
Efemçukuru	40.3
Jinfeng	30.6
White Mountain	18.7
Tanjianshan	40.2
Hellas Gold (Stratoni, Olympias, Skouries)	20.6
Perama Hill	16.0

Certej	32.0
Vila Nova	42.0
Weighted Average	27.8

LA12 — Performance and career development reviews

Percentage of Employees Receiving Regular Performance Reviews (%)	
Kiřladađ	79.2
Efemçukuru	82.2
Jinfeng	100.0
White Mountain	87.6
Tanjianshan	98.4
Hellas Gold (Stratoni, Olympias, Skouries)	0.0
Vila Nova	76.6
Weighted Average	69.8

No employees at our Hellas Gold sites received a performance review in 2013. As we advance these assets through the development and construction phases, we will also be implementing a human resources system for all sites. This will ensure that as we hire larger numbers of employees, we will have formalized all job descriptions and trained supervisors, foremen and managers in our employee performance review process.

LA14 — Ratio of basic salary of men to women

At each of our operations, men and women in equivalent positions are paid equal wages.

HUMAN RIGHTS

H4 – Incidents of discrimination and actions taken

There were no reported incidents of discrimination.

SOCIETY

MM10 – Operations with closure plans

All of our operations have closure plans in place.



Glossary

CDP (formerly Carbon Disclosure Project)

The CDP is an international, non-profit organization providing voluntary reporting frameworks for climate change, water and forest-risk information.

Collective Bargaining Agreement

Collective bargaining agreements are between the company and workers' organizations, such as trade unions.

Discharged Water

Discharged water is used by a mine, and is then collected, treated and released back into a water body.

Endemic Diseases

Endemic diseases are those that occur frequently in a given area, such as malaria in Brazil.

Environmental Impact Assessment (EIA)

An EIA is a study done on an intended project area in the pre-construction phase as part of the permitting process. The EIA extensively covers many environmental aspects, such as air and water quality and the flora and fauna in the area. This data is used throughout the mine life and rehabilitation to gauge the effect of the mine and the remedial measures on the environment.

Free, Prior and Informed Consent (FPIC)

FPIC is a set of United Nations guidelines outlining the rights of local and indigenous peoples. It promotes the rights of locals to have input regarding

plans in all life cycle stages, in a timely manner and free from coercion.

Global Reporting Initiative (GRI)

The GRI is a widely used voluntary framework that seeks to improve transparency through sustainability reporting.

Groundwater

Groundwater is collected from underground sources, including wells and water pumped from underground mines.

Incidents of Discrimination

Eldorado defines incidents of discrimination as any treatment of a person in an unethical matter. It can include the promotion or denial of promotion or benefits for reasons other than personal merit, or the harassment of employees due to cultural differences.

International Cyanide Management Code (The Cyanide Code)

The Cyanide Code covers best practices for managing cyanide in all stages of its life cycle and was created specifically by the International Cyanide Management Institute (ICMI) for the gold mining industry. Companies can become signatory to the Code as a company or on a mine-by-mine basis.

International Organization for Standardization (ISO); ISO 14001

ISO 14001 is a set of voluntary standards for environmental management best practices.

Lost-Day Rate

The lost-day rate is the average number of workdays lost per LTI.

Lost-Time Incident (LTI)

A lost-time incident is a workplace accident in which an employee or contractor sustains an injury that results in an inability to work.

Lost-Time Incident Frequency Rate (LTIFR)

The lost-time incident frequency rate is the number of LTIs per million man-hours worked.

Municipal Water

Municipal water is drawn from a municipal source.

Non-Lost-Time Incidents

A non-lost-time incident is an accident in which an employee or contractor is injured but does not require time off work. This includes restricted work, work transfers, medical aid, first aid and near-misses.

Occupational Diseases

Occupational diseases are illnesses caused by workplace exposure to physical, chemical or mental agents. For example, occupational diseases can include stress-related diseases, illness due to prolonged proximity to toxic chemicals or heatstroke.

OHSAS 18001

OHSAS is a set of voluntary standards for occupational health and safety management best practices.

Overburden

Overburden is material that is removed from the surface of the deposit and stored for subsequent rehabilitation.

Rainwater

Rainwater is collected in specific catchment areas and used for various tasks. It does not include rainfall into leach pads and pregnant ponds.

Recycled Water

Recycled water has been used in a task and is treated and then recirculated for use in other tasks.

Reused Water

Reused water has been used in a task and recirculated for use in other tasks without treatment.

Scope 1 Energy Use

Scope 1 energy use includes fuel relating to scope 1 emissions. This includes fuel used on site in both stationary and mobile equipment.

Scope 2 Energy Use

Scope 2 energy use includes purchased energy relating to scope 2 emissions. This includes electricity, heating, cooling and steam.

Significant Environmental Incident

We define a significant environmental incident as one in which the effects have medium- to long-term or permanent impact. A significant environmental spill cannot be readily contained and remedied.

Social Impact Assessment (SIA)

SIAs are done in conjunction with EIAs prior to beginning construction in a new area as part of the permitting process. Potentially affected

communities are surveyed to determine the effects the mine could have on the local residents. Considerations include the population, current labour situation, local concerns and risk assessment.

Surface Water

Surface water is collected from any naturally occurring above-ground water source, such as oceans, lakes, rivers and streams.

Tailings and Sludges

Tailings and sludges are waste residues that result from ore processing.

Waste Rock

Waste rock is material that is mined in the process of ore extraction.

Withdrawn Water

Withdrawn water is the cumulative amount of water used from external sources. This includes surface, ground, rain and municipal water. Water efficiency is calculated from withdrawn water.