

# OceanaGold Corporation

# Human Rights Policy

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OceanaGold is committed to respecting the human rights of all stakeholders associated with our business activities.

We seek to respect human rights through an inclusive and cooperative approach with our stakeholders, including employees, shareholders, business partners, members of civil society, governments and communities.

### Specifically, we are committed to:

- carry out business activities in a manner that is consistent with:
  - the Universal Declaration of Human Rights,
  - the Voluntary Principles on Security and Human Rights,
  - the concept of Free, Prior and Informed Consent, and
  - and the laws and regulations of the countries in which we operate;
- recognise and respect the significance of cultural practices, beliefs and traditions that are identified by our employees, communities in which we operate and people indigenous to areas where we undertake our business activities;
- support the rights of our employees to a workplace that is free from discrimination, bullying, intimidation or harassment of any kind;
- encourage a direct, honest and open relationship with employees and contractors that is built on mutual trust, and respect for the dignity and worth of each individual; and
- communicate this Policy and our expectation of compliance to all of our directors, employees, contractors (including our security contractors), business partners and visitors.

### We will ask our directors, employees, contractors, business partners and visitors to:

- comply with all policies, procedures and behaviours relevant to the protection and respect of human rights;
- report all incidents where there is considered to be any breach of human rights policies, procedures or behaviours; and
- observe and support respectful behaviour in others.

Through these commitments we will underpin our core Company values of Respect and Integrity resulting in healthy and sustainable relationships with our employees, communities and Governments.

Signed:



**Mick Wilkes**  
Managing Director & CEO

July 2014

