

# EMPLOYMENT AND DIVERSITY POLICY

OceanaGold (OGC) is committed to merit based employment and promotion based on the principles of Equal Employment Opportunity (EEO) and a workplace that is free from discrimination, bullying, intimidation, victimization, vilification or any other form of harassment across all of our Business activities including Exploration, all stages of the Project Development Cycle (pre-feasibility, feasibility and construction), Operations and Closure.

We aim to ensure fair remuneration and work conditions at OGC and support our employees in realizing their full potential through the provision of training and development opportunities.

**Our commitment to provide fair employment and workplace conditions will be achieved through the implementation of a management system and processes focused on:**

- Compliance with all applicable workplace and employment laws as a minimum, including the protection of all personal and private information;
- Implementing standards, procedures and processes designed to eliminate harassment and unfair discrimination;
- Ensuring remuneration and recognition is commensurate with position and performance;
- Promoting flexible working arrangements consistently across the organisation to meet work life balance requirements;
- Promoting diversity in the workplace through the establishment of diversity objectives and targeted engagement programs;
- Strictly prohibiting the use of forced, compulsory or child labour;
- Encouraging 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
- Continuously reviewing and working to improve our employment and diversity goals.

**We will require the cooperation of directors, employees, contractors, business partners and visitors to:**

- Avoid behaviours and activities that have the potential to cause individuals or groups to feel harassed in their workplace;
- Ensure that all employees and workplace visitors are treated with respect and dignity in line with the OGC Values; and
- Engage and support OGC Employment and Diversity Policy, goals and programs.

Through these commitments we will build a highly performing Company that attracts and retains quality employees.

Signed:



**Michael Holmes**  
President & CEO

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