

HEALTH AND SAFETY POLICY

OceanaGold is committed to providing safe and healthy working conditions for the prevention of work-related injury, ill-health, occupational disease and fatalities across all of our business activities including exploration, all stages of the project development cycle (pre-feasibility, feasibility and construction), mining operations and closure.

This commitment is promoted through the involvement of the Board of Directors and championed by all members of the Executive Committee with consultation and active participation of workers to identify, eliminate and control workplace health, safety and hygiene hazards.

OceanaGold will protect and promote the safety, and occupational health of our workforce (employees and contractors) and local communities through the implementation of a management system and structure focused on:

- Complying with all host country health and safety laws as a minimum;
- Implementing effective health and safety management systems and standards across OceanaGold aligned with ISO 45001:2018 and other Internationally accepted Standards and Conventions;
- The identification, elimination and management of health and safety risks to as low as reasonably practicable;
- Establishing measurable objectives and targets that focus activities on key areas to reduce potential harm and optimise health and wellbeing;
- Providing all necessary training, education, equipment, resources and information to ensure a healthy and safe work environment;
- Promoting open communication and consultation on all health and safety matters to encourage personal involvement and positive attitudes towards health and safety;
- Supporting the rehabilitation and reintegration of employees following illness or injury;
- Effectively developed, tested and maintained emergency response plans; and
- Continuously monitoring, reviewing and improving our health and safety management systems and performance.

We require and expect the cooperation of employees, contractors and visitors to:

- Maintain a positive attitude and open communications towards health and safety;
- Report all hazards, incidents and injuries and implement effective actions;
- Comply with all policies, standards and procedures;
- Always present in a fit condition to undertake their duties; and
- Observe and support safe behaviours in others.

These commitments underpin OceanaGold's Vision and Values, are integral to all aspects of our business, are endorsed by the Board of Directors and promoted and championed by the Executive Committee.

Signed:



Michael Holmes
President & CEO

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