

# HUMAN RIGHTS POLICY

OceanaGold is committed to respecting all human rights of everyone impacted by our business and throughout our value chain, in line with the UN Guiding Principles on Business and Human Rights, the UN Declaration of Human Rights, and other international frameworks. Our commitment includes respecting the human rights of our employees, individuals and groups in the communities where we operate, workers in our supply chain, and other stakeholders affected by our business activities.

- **Employees:** We respect the human rights of our employees and contractors to a safe and healthy workplace free from discrimination and harassment, as outlined in our Health and Safety Policy and our Employment and Diversity Policy.
- **Communities:** We strive to be a good neighbour and leave a positive legacy in all the communities we operate in, as stated in our Communities Policy. This includes engaging with community members in Informed Consultation and Participation (ICP) and avoiding involuntary resettlement as much as possible. We are committed to securing our facilities in a way that respects human rights and adheres to the Voluntary Principles on Security and Human Rights.
- **Indigenous Peoples:** We recognise the unique rights of indigenous communities. As outlined in our Human Rights Standard and Communities Policy, we are committed to conducting our business activities in a manner that is consistent with the principles of Free Prior and Informed Consent (FPIC) to safeguard the rights of indigenous peoples.

We aim to avoid infringement on human rights either directly or through our business relationships by:

- Identifying and mitigating human rights risks in all our operations and across our value chain.
- Implementing company-wide human rights performance standards consistent with internationally accepted standards and conventions.
- Compliance with the law while seeking to meet the underlying principles of the human rights standards where local laws and international human rights standards conflict.
- Ensuring that all relevant staff, including contractors and security personnel, are provided with appropriate human rights training and guidance.
- Undertaking direct, honest and open consultation and communication about our human rights impacts that is built on respect for the dignity and worth of each individual.
- Providing effective access to remedy for any adverse impacts.
- Tracking and reporting on our progress in implementing this Policy.
- Establishing effective grievance mechanisms for employees, communities and other stakeholders.

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

- Comply with all policies, procedures and behaviours relevant to the protection and respect of human rights.
- Report all incidents that may be in breach of human rights policies, procedures or behaviours.
- Observe and support respectful behaviour 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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