

FAIR EMPLOYMENT POLICY

At OceanaGold we are values driven and integrate 'Respect', 'One Team', 'Contribute' and 'Knowledge' through our decisions, processes and behaviour. Our culture is focused on all employees receiving recognition for their achievement, and ensuring all leaders are caring, supportive and encouraging in their behaviour and mindset. We are committed to diversity, inclusion and fair employment based on the principles of Equal Employment Opportunity (EEO) and a workplace free from discrimination, bullying, harassment, intimidation, victimisation, vilification or any other form of unfair treatment.

Our commitment to provide fair employment and workplace conditions shall 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 information;
- Implementing a Code of Conduct, whistleblower hotline and necessary training and communication designed to identify and eliminate inequity and unfair treatment;
- Ensuring equity and fairness is in our people management framework, including remuneration being commensurate with position, experience and performance;
- Supporting all employees with the opportunity to realise their full potential via our focus on open communication, goal clarity and manager commitment to employee contribution;
- Supporting flexible work arrangements to meet the challenge of managing a distributed workforce and their work-life balance needs;
- Identify and address pathways to increase workforce diversity through the establishment of programs and measurable goals;
- Strictly prohibiting the use of forced, compulsory or illegal child labour;
- Encouraging a culture that promotes inclusion, where all our people uphold our values and Code of Conduct, irrespective of individual differences; and
- Continuously striving to improve our constructive culture and employment and diversity goals.

We 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, discriminated, bullied, victimised, vilified, or experience any other unfair treatment in their workplace;
- Ensure all employees and workplace visitors are treated with fairness and in line with the OceanaGold Values and Code of Conduct;
- Speak up if they believe they are experiencing or witnessing others experiencing any form of unfair treatment; and
- Demonstrate and act with the intent behind this Policy, and our Fair Employment goals and programs.

Through these commitments we will build a reputable high performing company that attracts and retains quality employees, directors, contractors, business partners and has support from our host communities. These commitments are endorsed by the Board of Directors and promoted and championed by the Executive Committee.

Signed:



Michael Holmes
President & CEO

March 2021