

# COMMUNITIES POLICY

We strive to be a good neighbour and leave a positive legacy in all the communities where we operate. How we engage and work with communities affected by our operations is a fundamental aspect of how OceanaGold does business locations from exploration, to project development and execution, to operations and the transition to post mining land use, which includes closure planning, closure and post closure.

We seek to obtain and sustain broad-based support for our operations by engaging and listening through meaningful dialogue, respecting local cultures, and acting in good faith and transparently. Our aspiration is to contribute proactively to the well-being of communities and society through partnerships that deliver sustainable outcomes.

We recognise the distinct and special rights, interests, and connections to land and waters of Indigenous Peoples. We recognise Free Prior and Informed Consent (FPIC) and are committed to conducting our business activities in a manner that is consistent with FPIC principles, as outlined in our Human Rights Policy.

**Our commitment to embedding good community relations and social performance into our business includes:**

- Building respectful and durable relationships through culturally appropriate, inclusive, transparent dialogue and collaborative processes at the earliest practical stage, based on Informed Consultation and Participation (ICP).
- Respecting communities by listening to their interests and expectations for how we operate and by identifying, avoiding, mitigating and/or enhancing our impacts.
- Recognising diversity within communities, and ensuring all voices are heard, including those of women and vulnerable groups.
- Respecting cultural heritage, traditional livelihoods and community connections to land, water and natural resources.
- Building and contributing to partnerships by generating resources, sharing knowledge, and investing in local capacities designed to enhance positive economic, environmental and social outcomes.
- Building fair and equitable processes to access land that comply with local regulations and are socially legitimate. Avoiding or minimising displacement, and when it occurs, mitigating adverse impacts in a manner that restores and improves livelihoods.
- Providing employees and contractors with training and guidance to ensure culturally appropriate and respectful behaviour.
- Continuously reviewing and improving our social performance in line with current and emerging societal expectations and industry best practices.

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

- Consider the full scope of their potential impacts on the community in which they are working.
- Respect the rights of Indigenous Peoples and acknowledge their right to maintain their culture, identity, traditions and customs.
- Avoid behaviours and activities that could negatively impact on the community as a whole or individuals.
- Report and acknowledge all community complaints and initiate follow up actions.

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.



**Scott Sullivan**  
Acting President & CEO

September 2021