

STATEMENT OF POSITION

COVID-19 VACCINATION

OVERVIEW

OceanaGold Corporation supports equitable global distribution of COVID-19 vaccination programs in line with jurisdictional government strategies, programs and goals.

RECOGNITION STATEMENTS

OceanaGold recognises:

- COVID-19 is highly infectious and rapidly mutating. Reducing the infection rate is a critical control strategy.
- Vaccinations are an effective way to reduce the impact of the virus on individuals and to slow the rate of infection.
- There are several effective COVID-19 vaccines now available on the global market with distribution of the vaccines generally coordinated from a national government level. Governments will be challenged by limited access to vaccines, fundamental logistical limitations, jurisdictional constraints and stretched health care resources.
- Vaccine production is limited, and distribution programs need to identify priority areas and individuals to target.
- Equitable access to the vaccine, both globally and within countries, is a critical ethical issue with long term global health, social, political and economic consequences.
- The legal rights of individual employees to not participate in vaccination programs.

COMMITMENTS

OceanaGold supports public health efforts to promote the equitable distribution of COVID-19 vaccines and government-led vaccination programs. OceanaGold will encourage our employees to be vaccinated in line with the approved government programs that support national and local community priorities.

To achieve this, OceanaGold will:

In each jurisdiction OceanaGold's operations and offices will develop a plan that, where required, supports the relevant government vaccine distribution strategy, protects worker health and ensures the legal rights of workers are protected. The plan must be risk-based, and deliver the following as a minimum:

- Support of local, regional or national vaccination strategies and timelines.
- An assessment of opportunities to support and enhance government distribution and community access aligned to community health priorities.
- A workplace program to facilitate and support the uptake of vaccinations
- Worker communications providing facts about COVID-19, the vaccine and the government vaccination strategy as well as personal and legal rights.
- Equitable access to vaccines for OceanaGold employees in line with the government vaccination strategies
- That there is no direct purchase of vaccines by OceanaGold.
- Individual rights and employment conditions including privacy considerations.