

EXTERNAL AFFAIRS & SOCIAL PERFORMANCE POLICY

OceanaGold strives to create strong relationships in the communities where we operate through the effective management of our impacts and fostering genuine and respectful engagement with our host communities, governments, suppliers, and civil society. Our commitment as a responsible mining company means we respect local regulatory, political and community processes and diverse viewpoints, and aim to build and maintain positive outcomes wherever we operate.

We strive to deliver on our commitment to delivering strong social performance by:

- Undertaking culturally appropriate, inclusive, and transparent engagement at the earliest practical stage, based on informed consultation and participation.
- Undertaking stakeholder consultations and risk based due diligence to identify opportunities and manage potential adverse impacts on local communities, throughout the life cycle of our operations.
- Contributing to the development of communities where we operate, through supporting community and economic development activities, including local employment, procurement and community development projects that respond to local priorities and help build community resilience.
- Incorporating social transition and stakeholder consultation in closure planning so as to identify, collaborate and proactively manage the impacts of closure on local communities and stakeholders.
- Building fair and equitable processes to access land that comply with local regulations, are socially acceptable and avoid or minimize resettlement. Where resettlement is unavoidable, undertake the work in alignment with recognized international standards.
- Complying with all relevant government regulations and local laws within the Countries we operate and building trust through transparent reporting of our engagements and contributions to government and local communities.
- Continually building social performance capability and awareness across the Company, through training, integrating social performance into business processes, and allocating appropriate resources and expertise commensurate to the operational environment.

These commitments are consistent with OceanaGold's Purpose, Vision and Values, are integral to all aspects of our business, and are approved by the Board of Directors and promoted and championed by the Executive Leadership Team.



Gerard Bond
Chief Executive Officer

September 2024