

# HUMAN RIGHTS POLICY

OceanaGold is committed to respecting the human rights of all people impacted by our business. We aim to prevent and mitigate impacts on the human rights of our workforce, the communities where we operate, workers in our supply chain, and other stakeholders affected by our business activities and will take steps to remedy any unintentional impacts. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises, the United Nations Universal Declaration of Human Rights, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

In addition, we recognize the unique rights and interests of Indigenous People and communities where we operate, and the importance placed on maintaining their cultural values and heritage as described in the United Nations Declaration on the Rights of Indigenous Peoples. We conduct our business activities consistent with the principles of Free Prior and Informed Consent (FPIC) and pursue effective and open engagement to enable informed decision making and due consideration of Indigenous People and community interests in our business activities.

We strive to deliver on our commitment to respect human rights by:

- Compliance with the local laws and regulations for the protection of human rights while always meeting the requirements of the OceanaGold Human Right Policy and standards, whichever is higher.
- Implementing human rights due diligence processes to identify, prevent and mitigate human rights risks and impacts across OceanaGold operations and our value chain.
- Securing our operations, including with public and private security, in alignment with the Voluntary Principles on Security and Human Rights (VPSHR).
- Implementing, maintaining, and regularly reviewing the effectiveness of company-wide human rights performance standards and reporting on our progress consistent with internationally accepted standards.
- Implementing measures to manage modern slavery risks, including forced labor, child labor or human trafficking, in our operations and value chain. Communicate with suppliers our expectation to have processes in place that respect human rights and avoid modern slavery risks and violations of human rights.
- Establishing effective grievance mechanisms for our employees, contractors, and other stakeholders to prevent, investigate and remedy human right impacts due to our activities.
- Ensuring that all relevant staff, including contractors and security personnel, have appropriate human rights training and guidance.

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*

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