

# HEALTH AND SAFETY POLICY

OceanaGold strives to provide a safe, secure and healthy working environment and to prevent work-related injuries, psychological harm, occupational health diseases and fatalities. OceanaGold will implement fit for purpose practice health and safety management systems and standards aligned with ISO 45001:2018 and other internationally accepted standards and regulations. This commitment extends across all our business activities including exploration, all stages of the project development cycle, mining operations and closure.

This commitment involves consultation and active participation of the workforce to identify, minimize and eliminate risk and manage the safety, health and wellbeing of our workforce.

We strive to deliver on our commitment for the responsible management of safety, health, wellbeing and security by:

- Pursuing continuous improvement in physical and mental wellness and safety performance with the ultimate goal of zero harm.
- Complying with local laws and regulations while always meeting the requirements of the OceanaGold Health and Safety Policy and standards, whichever is higher.
- The identification and management of health, safety and security risks including critical control management to As Low As Reasonably Practicable.
- Establishing measurable objectives and targets that indicate the effectiveness of the health and safety management system.
- Providing all necessary training, education, equipment, resources and information to support a healthy and safe work environment.
- Promoting culturally appropriate and open communication and consultation on health and safety matters to encourage personal involvement and positive attitudes towards health and safety.
- Ensuring people leaders are appropriately trained on risk identification and controls, interactions and their accountabilities, so that appropriate supervision of work is provided.
- Empowering our workforce to take responsibility for their own health and safety and that of their colleagues.
- Supporting the rehabilitation and reintegration of employees following workplace illness, or injury.
- Effectively developing, testing and maintaining emergency response capabilities.
- Continuously monitoring, reviewing, and improving our health and safety management systems and performance.

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



**Gerard Bond**  
*Chief Executive Officer*

September 2024